Job Title: Social Worker
Marinoto CAMHS

Position Description

Date: February 2013

Job Title: Allied Health- Social Worker

Department: Marinoto

Location: North Shore/ Waitakere

Reporting To: Team Manager

Direct Reports: No

Functional Relationships with: Internal
- Staff of the Child, Youth and Family Mental health Services
- Professional Advisors
- Other District Mental Health Services
- MOKO Services and Isa Lei
- Other WDHB Services
- CADS
- Forensics
- MDT

External
- Clients and family/whanau
- NGOs and other community groups
- Staff and students of professional discipline
- Schools and education providers
- Other health agencies
- Statutory Agencies

Guidance Documents
- Social Workers Registration Act 2003
- Social Workers Registration Board Code of Conduct
- Aotearoa New Zealand Association of Social Workers Code of Ethics
- Health Practitioners Competency Assurance Act 2003
- National Mental Health Sector Standards
- WDHB policies
- The Choice and Partnership Approach and the 7 Helpful Habits of CAMHS

Purpose:
- Marinoto Community Services utilizes CAPA (Choice And Partnership Approach) as its current service delivery model. CAPA is part of the 7 Helpful Habits of CAMHS and has been the preferred service model since 2007 and was implemented in 2008
  www.capa.co.uk

- To provide service users and all other relevant parties
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Position Description

access to Choice appointments across the age range

- Support and deliver Partnership plans across the age range
- Engage in Specific work when indicated
- Engage with and support the 7 Helpful Habits

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<thead>
<tr>
<th>KEY TASKS</th>
<th>EXPECTED OUTCOMES</th>
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</table>
| Provide a comprehensive clinical service utilizing the CHOICE AND PARTNERSHIP APPROACH, (CAPA), and the 7 Helpful Habits of CAMHS. | • The client and their family/whanau are supported, informed and actively engaged in decision making  
• “Choice” appointments will be conducted in a timely manner and in conjunction with family/Whanau and young people.  
• Clinical pathways with regard to urgent and priority cases are adhered to and the Acute Focused Pathway is fully supported  
• “Choice” clinics are offered across a range of times to meet client needs including evenings |
| To effectively manage Partnership case loads | • Partnership cases are managed in line with the CAPA model.  
• All cases have active care plans that reflect the Choice appointment outcomes.  
• Partnership clients are presented to the Multi Disciplinary Team in a timely manner in line with the existing pathway. All cases are presented to MDT following 6 sessions  
• All written documentation reflects Waitemata DHB standards and policies and Ministry of Health data reporting requirements |
| To deliver core interventions | • Partnership plans are client driven |
| To undertake specific work when indicated | • Specific work is delivered in accordance with relevant scopes of practice |
| To support acute focus service delivery | • Rotation through the Acute Focus Team for a quarter if required to support service demands  
• Participation in urgent assessments and triage as indicated |
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<td>To promote the professional discipline within the team.</td>
<td>• Active management of risk within own caseload</td>
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|                                                                          | Supervision occurs in accordance with WDHB policy  
|                                                                          | In consultation with the MDT to provide supervision for social work students/interns.  
|                                                                          | To provide clinical supervision when appropriate  
|                                                                          | Consultation with social work professional advisor regarding social work professional issues  
|                                                                          | Professional development is actively pursued and recorded in Continuing Professional Development log  
|                                                                          | To attend social work professional meetings                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Offer Social Work Interventions to consumers                             | On the basis of assessment, provide specific Social Work intervention and treatment as indicated. Provide treatment plan.  
|                                                                          | Provide specific reports as required                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| To recognize the principles of the Treaty of Waitangi while acknowledging cultural and social difference of all groups | • Waitemata District Health Board’s commitment to biculturalism is honoured  
|                                                                          | Cultural advice is sought  
|                                                                          | Work co-operatively with culturally appropriate staff  
|                                                                          | “Attend Maori cultural training as identified in:  
|                                                                          |   induction requirements  
|                                                                          |   case load supervision  
|                                                                          |   performance appraisal “  
|                                                                          | Cultural aspects and safety is recognized, acknowledged and incorporated into assessment, treatments and follow-up  
|                                                                          | Liaise and consult with MOKO Services where appropriate                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| To recognize Individual Responsibility for Workplace Health and Safety under the Health and Safety in Employment Act 1992 | • Company health and safety policies are read and understood and relevant procedures applied to their own work activities  
|                                                                          | Workplace hazards are identified and reported, including self management of hazards where appropriate  
|                                                                          | Can identify health and safety representative for area                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
Behavioural Competencies

Adheres to Waitemata District Health Boards 4 Organisational Values of:

<table>
<thead>
<tr>
<th>&quot;everyone matters&quot;</th>
<th>&quot;with compassion&quot;</th>
<th>&quot;connected&quot;</th>
<th>&quot;better, best, brilliant&quot;</th>
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We see our work in health as a vocation and more than a job. We are aware of the suffering of these entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do everything we can to relieve suffering and promote wellness.

We need to be connected with our community. We need to be connected within our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patients/clients and their families.

We seek continuous improvement in everything we do. We will become the national leader in health care delivery.

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<td>Communicates and Works Co-operatively</td>
<td>• Actively looks for ways to collaborate with and assist others to improve the experience of the healthcare workforce, patients &amp; their families and the community &amp; Iwi.</td>
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<td>Is Committed to Learning</td>
<td>• Proactively follows up development needs and learning opportunities for oneself and direct reports.</td>
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| Is Transparent                                 | • Communicates openly and engages widely across the organisation.  
• Enacts agreed decisions with integrity. |
| Is Customer Focused                            | • Responds to peoples needs appropriately and with effective results  
• Identifies opportunities for innovation and improvement |
| Works in Partnership to Reduce Inequality in Outcomes | Works in a way that:  
• Demonstrates awareness of partnership obligations under the Treaty of Waitangi.  
• Shows sensitivity to cultural complexity in the workforce and patient population.  
• Ensures service provision that does not vary because of peoples' personal characteristics. |
| Improves health                                 | • Work practices show a concern for the promotion of health and well-being for self and others. |
| Prevents Harm                                   | • Follows policies and guidelines designed to prevent harm.  
• Acts to ensure the safety of themselves and others. |
PERSON SPECIFICATION

POSITION TITLE: SOCIAL WORKER

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| Qualification | Social Work qualification recognized by the NZ Social Workers Registration Board | • Registered with NZ Social Workers Registration Board and holding an APC  
• Hold a relevant post graduate qualification |
| Experience | Knowledge of Social Work theory and interventions. Knowledge of the Social Worker role within a Child and Adolescent Mental Health Team. Knowledge of recovery approach Mental Health experience | One year’s mental health experience. Care co-ordination experience. Experience in a Child and Adolescent Mental Health Service Supervisor experience |
| Skills/ Attributes | Drivers license.-manual and automatic Excellent interpersonal skills. Experience of groups Able to articulate the unique roles and skills social work offers. Ability to work autonomously. Ability to work with community agencies. Ability to engage with children adolescents, and their families. Awareness and ability to articulate the unique role of families. Cultural awareness and a commitment to biculturalism. Client centred approach. Respect of others’ experience. Flexibility Efficiency and time management | |
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• Cultural advice is sought  
• Work co-operatively with culturally appropriate staff  
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  • induction requirements  
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• Can identify health and safety representative for area                                                                                                                                                                                                                       |
**Behavioral Competencies**

**Adheres to Waitemata District Health Boards 4 Organisational Values of:**

`Every single person matters, whether a patient / client, family member or a staff member`

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<td>Knowledge of the Social Worker role within a Child and Adolescent Mental Health Team.</td>
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<td>Knowledge of recovery approach</td>
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<td>Mental Health experience</td>
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<td>Skills/ Attributes</td>
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<td>Drivers license.-manual and automatic</td>
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<td>Excellent interpersonal skills.</td>
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Marinoto CAMHS

Position Description

VERIFICATION:

Employee: ______________________________________
Manager: ______________________________________
Date: ______________________________________
Review Date: ______________________________________

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