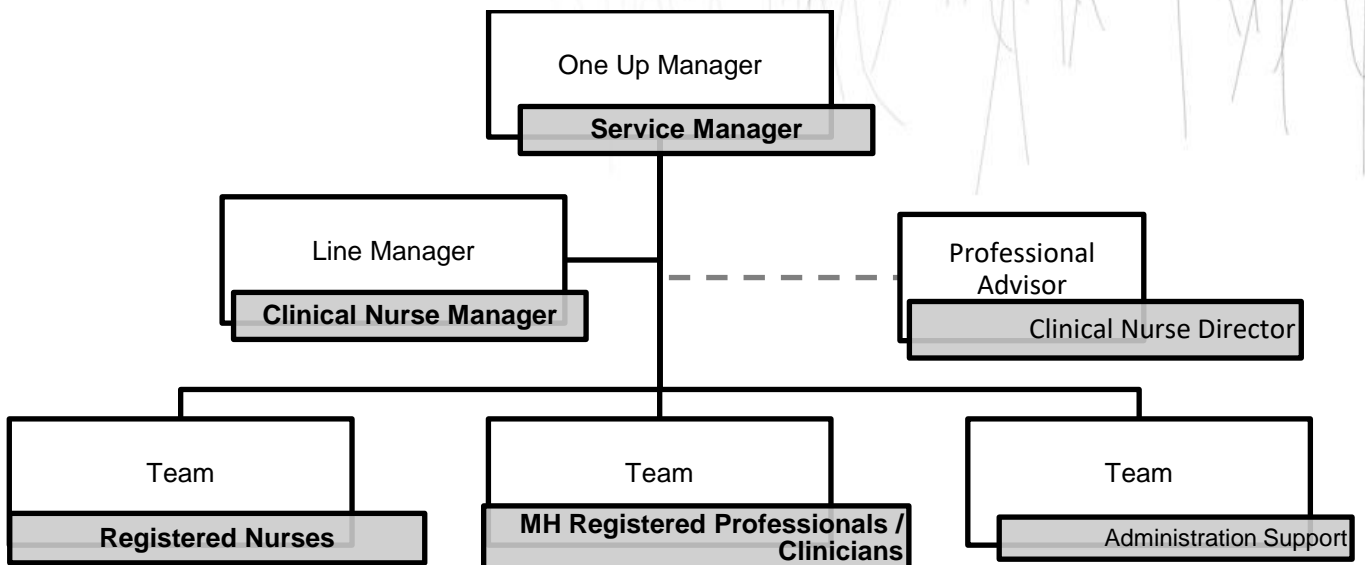




## POSITION DESCRIPTION

<b>Position:</b>	[Mental Health Clinician.]	
<b>Responsible to:</b>	[Team Leader – Primary Mental Health Intervention Service Service Manager Mental Health & Addiction Services.]	
<b>Direct Reports:</b>	[None]	
<b>Location:</b>	[Rotorua]	
<b>Functional relationships:</b>	<p><b>Internal:</b> [Director of Nursing Mental Health Professional Advisor / s Mental Health &amp; Addiction Multi-disciplinary Teams and services Clerical/Admin Staff Nursing Staff including district nursing Allied Health Staff Medical Staff Other Departments ]</p>	<p><b>External:</b> Patients and families/whānau Primary Health Organisation personnel General Practitioners (GP's) &amp; Practice Nurses – Designated Primary Care Practices Maori health and social service organisation both statutory and non-statutory</p>
<b>Financial delegations:</b>	[None]	
<b>Date:</b>	[May 2024.]	



### Primary purpose(s) of the position

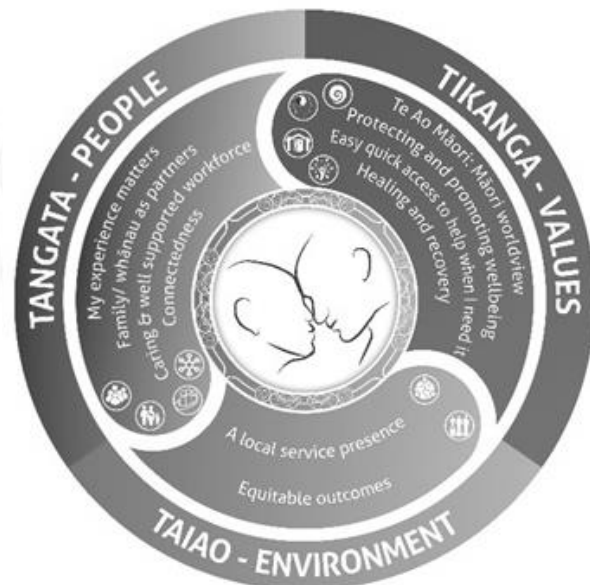
To provide a range of Primary Mental Health talking & psychological therapy interventions for service users, primarily youth, presenting with high prevalence Mental Health concerns from within the Primary Care Sector and Te Whatu Ora Lakes based Maori health or social service providers.

- Provide person & whanau centred, evidence based, developmentally & culturally appropriate brief therapies to people, particularly young people, referred to the service.
- Provide liaison and consultation advice to the Primary Care Teams, Educational settings, Maori Health/Social Service and other referrers on mental health issues and or complex lifestyle stressors.
- Provide support, guidance, education and a range of appropriate mental health interventions for mental health and substance use disorders before those health issues seriously impact on other social, relational and employment dynamics
- To routinely use Feedback Informed Treatment to ensure an outcome based approach tailored to what matters to the person and their whanau.
- As a core team member to be involved in triage of referrals in accordance with service criteria as required.
- To minimize the referral on to more intensive specialist mental health, less accessible and/or substance use services through early psychosocial and other health interventions
- To facilitate the delivery of effective clinical services ensuring quality patient care and a safe patient journey across the care continuum.
- To provide therapeutic care based on current best practice and collaborative working within the interdisciplinary team.
- **Te Ara Tauwhirotaanga - “Pathways that lead us to act with kindness”** (Model of Care) to provide the optimal environment and service to effect client’s wellness and recovery.

## Te Ara Tauwhirotaanga- *Pathways that lead us to act with kindness*

Model of Care for Mental Health and Addictions for Te Whatu Ora Lakes area

- **Tangata – People**
  - My experience matters
  - Family/Whanau as partners
  - Caring and well supported workforce
  - Connectedness
- **Tikanga –Values**
  - Te Ao Maori: Maori worldview
  - Protecting and promoting wellbeing
  - Easy quick access to help when I need it
  - Healing and recovery
- **Taiao – Environment**
  - A local service presence
  - Equitable outcomes



Key Objectives	Description	Expected Outcomes
<b>Professional Practice</b>	Delivers quality evidence based care/therapies in line with registration and current practising certificate and competency requirements of the New Zealand discipline specific authority	<p>Provides specialised clinical care following the principles of the model of care Te Are Tauwhirotaunga – Pathways that lead us to act with kindness.</p> <p>Meets the orientation and ongoing knowledge and skill requirements for relevant clinical areas.</p> <ul style="list-style-type: none"> <li>• To meet clinical competencies specific to service needs, position and profession</li> <li>• To adhere to professional standards of practice and code of ethics</li> <li>• To adhere to organisational policies and procedures and legislative requirements including those of the relevant professional body</li> <li>• Takes professional responsibility for working within scope of practice</li> </ul> <p><b>NURSING</b></p> <p>Demonstrates continuing achievement of competencies within the four domains for registration with Nursing Council of New Zealand (<a href="http://www.nursingcouncil.org.nz">www.nursingcouncil.org.nz</a>)</p> <ol style="list-style-type: none"> <li>1. Professional Responsibility</li> <li>2. Management of nursing care</li> <li>3. Interpersonal relationships</li> <li>4. Inter-professional health care and quality improvement</li> </ol> <p><b>SOCIAL WORK</b></p> <ul style="list-style-type: none"> <li>• Maintains professional competency levels coupled with the delivery of professional standards of performance and conduct at all times as per Aotearoa New Zealand Association of Social Work, Code of Ethics and Standards of Practice. (<a href="http://www.swrb.govt.nz">www.swrb.govt.nz</a>)</li> </ul> <p><b>OCCUPATIONAL THERAPIST</b></p> <ol style="list-style-type: none"> <li>1. Demonstrates Occupation Therapy competencies for registration &amp; continuing competence</li> <li>2. Applying occupational therapy knowledge &amp; skills &amp; values</li> <li>3. Practising appropriately for bicultural Aotearoa New Zealand</li> <li>4. Building partnerships &amp; collaborating</li> <li>5. Practising in a safe, legal &amp; ethical &amp; culturally competent way</li> <li>6. Engaging with &amp; being responsible for your profession. (<a href="http://www.otboard.org.nz">www.otboard.org.nz</a>)</li> </ol> <p><b>PSYCHOLOGISTS</b></p> <ul style="list-style-type: none"> <li>• Expectations delivered according to the psychology job description – please request a copy.</li> </ul> <p><b>OTHER APPROPRIATELY REGISTERED PROFESSIONS</b></p> <ul style="list-style-type: none"> <li>• Demonstrates &amp; maintains professional competency &amp; practice in line with the registration and current practising certificate and competency requirements of their registering authority.</li> </ul>
<b>Contribution to effective clinical service delivery</b>	Provides support to line Clinical Manager in achieving the aims of the department.	<ul style="list-style-type: none"> <li>• Undertakes and manages a specific portfolio of responsibilities as agreed with the Team Leader</li> <li>• Actively facilitates and role models team working and flexibility between clinical and support staff members</li> </ul>

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Provide Mental Health & Addiction Services in partnership/shared care with service user, members of the Primary Health Care Team and Maori Health/Social Service referrers to improve and optimise the service user health status.

- Works proactively with medical specialists and nurse specialists to ensure effective services to patients using the service.
- Provides care/therapy which enables effective patient journeys through the care continuum.

- Utilise contemporary practise models that include psychological therapies and principles such as the recovery model and strengths based practice.
- Innovative use of health technologies e.g. e-therapy that improve service options in line with a Stepped Care approach
- To manage the referral and access pathway back to secondary care services as required for short term assessment and intervention.
- Referrals and caseload are managed effectively in accordance with the service delivery pathway
- Provide resources/promote options for supporting service user self care
- Training and education provided to community services, agencies or groups engaging or working with low income Maori supports increased service referrals
- Clinical/Multidisciplinary Team (MDT) reviews occur in accordance with the service delivery pathway
- Clinical notation is made directly into the electronic PHC file
- Use evidence-based best practice brief interventions and extended delivery options where agreed by PRIMHIS MDT
- Utilise recognised and agreed upon screening and outcome measurement tools
- Maori and low Income populations access to PRIMHIS are reflected in the quarterly statistic.
- Participates in all arranged team supervision for practice and specifically for Feedback Informed Treatment

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**Professional Responsibility**

- Accepts responsibility for ensuring own clinical practice and conduct meet the standards of the professional, ethical and relevant legislated requirements
- Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to clinical practice.
- Promotes an environment that enables service user safety, independence, quality of life and health.
- Practises in a manner that the service user determines as being culturally safe.
- Maintains professional development to meet essential qualifications, knowledge and skill acquisition.

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**Management of client care/treatment**

- Provides planned collaborative care/treatment to achieve identified outcomes.
  - Undertakes appropriate assessment and formulation and treatment planning to meet service user health needs.
  - Ensures documentation is accurate and maintains confidentiality of information.
  - Using Feedback Informed Treatment and rating tools with all clients
  - Ensures the client has adequate explanation of the effects, consequences and alternatives of proposed treatment options.
-



- Acts appropriately to protect oneself and others when faced with unexpected client responses, confrontation, personal threat or other crisis situations.
- Reflects upon, and evaluates with peers and experienced colleagues the effectiveness of care and treatment.
- Ensures Maori Health outcomes are evidenced through reasonable comparative analysis with non-Maori outcomes

**Communication and Personal Interaction**

Openly communicates and cooperates with all levels of Te Whatu Ora employees, PHCare leads and clients

- Listens actively, absorbs message and responds appropriately.
- Builds effective working relationships.
- Establishes rapport with others and gains their respect while being adaptive in relating to different types of people and situation.
- Openly and constructively participates in conversations with multi disciplinary team, clients, managers and visitors
- Clients and visitors are appropriately welcomed and treated while within Te Whatu Ora, Health New Zealand
- Collegiality with team mates and Multidisciplinary teams
- Accepts differences of opinion can occur but these happen respectfully and without any continued animosity

**Interpersonal Relationships**

- Establishes, maintains and concludes therapeutic interpersonal relationships with service user.
- Practises in a negotiated partnership with the service user.
- Communicates effectively with service user utilising effective interviewing and counselling skills.
- Communicates effectively with members of the health care team employing appropriate language to context and providing adequate time for discussion and consultation.
- Models collaborative service delivery.

**Interprofessional care and improvement health quality**

- Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care.
- Recognises and values the roles and skills of all members of the health care team in the delivery of care.
- Participates in quality improvement activities to monitor and improve standards of nursing.
- Attends all clinical and group supervision meetings/sessions
- Promote integration between primary and specialist mental health and alcohol and drug services to ensure a seamless service user experience
- Contribute to relevant stakeholder meetings

**Service Development & Evaluation**

- Promote and maintain, best practice relating to Shared Care Models
- Continue to develop service delivery framework in keeping with current Primary Mental Health practice thinking and in consultation with the Primary Care Team and the Secondary Mental Health Team and other relevant stakeholders.
- Continue to apply delivery framework that meet current best practise methodologies.
- Utilise key performance indicators and data collection methods to monitor and evaluate service user outcomes

		and recovery in shared care and primary mental health interventions.
<b>Clinical Supervision</b>	The Clinician will engage in regular clinical supervision, including Cultural Supervision (as appropriate).	<ul style="list-style-type: none"> <li>• May provide clinical supervision as per Service policy.</li> <li>• Receives clinical supervision on a regular basis as per Service policy.</li> <li>• Actively participates in Peer Review activities.</li> </ul>
<b>Education and Training</b>	The clinician will collaborate to identify and meet their learning/development needs, and will contribute to meeting the needs of other clinicians.	<ul style="list-style-type: none"> <li>• Maintains up-to-date knowledge of clinical practice and related fields.</li> <li>• Provides In-service training and teaching according to professional abilities.</li> <li>• Develops an annual, personalised Professional Development Plan, and participates in Annual Performance Appraisals.</li> </ul>
<b>Delegated Duties</b>	The Clinician will perform delegated duties when required.	<ul style="list-style-type: none"> <li>• Completes any delegated duties from Team Leader as related to the function of a Registered Nurse/Registered Social Worker/Registered Psychologist in the (Service).</li> </ul>
<b>Model of Care</b>	Follows the principles of the model of care “ <b>Te Ara Tauwhirotaunga – Pathways that lead us to act with kindness.</b> ”	<ul style="list-style-type: none"> <li>• Utilises <b>Te Ara Tauwhirotaunga – “Pathways that lead us to act with kindness”</b> model of care to engage with patients, visitors and multidisciplinary teams.</li> <li>• Incorporates and follows the principles of the model of care <b>Te Ara Tauwhirotaunga – Pathways that lead us to act with kindness</b> into day to day business activities.</li> </ul>
<b>Utilisation of Telehealth</b>	Health care is delivered using digital technology where participants may be separated by time and/or distance	<p>REGISTERED NURSING STAFF</p> <ul style="list-style-type: none"> <li>• Service provision is in line with the New Zealand Health Strategy and the Nurse Executives of New Zealand Telehealth Position statement to provide care “closer to home”.</li> <li>• Provision of patient centric care which will give patients the option of telephone or video appointments where there is no need for an in-person appointment and assist Dr’s and nurse practitioners to deliver care via video and phone.</li> <li>• Advise patients in the use of telemonitoring devices (where appropriate) and provide follow-up care to prevent unnecessary hospital admissions.</li> </ul> <p>ALLIED STAFF</p> <ul style="list-style-type: none"> <li>• Service provision is in line with the New Zealand Health Strategy and the New Zealand Allied Health Best Practice Guide for Telehealth to provide care “closer to home”.</li> <li>• Person centric care which will give tangata whaiora the option of telephone or video appointments where there is no need for an in-person appointment..</li> </ul>

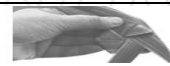


Te Ringa  
Tōmau

Te Ringa Hora



Te Ringa Raupā



Te Ringa Ahuahu

Te Ringa  
Taurima



Capabilities	Capability definition	Achievement Indicators
<p><b>Communication and Personal Interaction</b></p> <p><b>Te Ringa Hora</b></p> <p><i>the open hand (denoting someone who is sociable)</i></p>	<p>Communicates relevant information in a timely manner to those who need to know at a level that is understood.</p> <p>Fosters a team environment and encourages collaboration between team and departments within Te Whatu Ora Lakes.</p> <p>Connects with people to build trust and confidence.</p>	<ul style="list-style-type: none"> <li>Transfers information effectively verbally and writes clearly, coherently and succinctly.</li> <li>Shares well thought out, concise and timely information with others using appropriate mediums.</li> <li>Organisational updates are provided to staff by way of relaying in general terms but more importantly what affect it has on the unit and how staff can help where necessary to achieve any requirements.</li> <li>Builds team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success.</li> <li>Maintains and promotes high standards of social, ethical and organisational norms.</li> <li>Articulates differing perspectives on an issue and can see the merit of alternative points of view.</li> <li>Works with other managers and teams to streamline processes for the best efficiency for both teams.</li> <li>Provides staff who have concerns about another team process, a different point of view to consider.</li> <li>Connects with others, listens, reads people and situations and communicates tactfully.</li> <li>Gets to know their team members and treats them with respect, valuing their individuality and contributions.</li> </ul>
<p><b>Strategy &amp; Performance</b></p> <p><b>Te Ringa Raupā</b></p> <p><i>the roughened hand (symbolising a hard worker)</i></p>	<p>Delegates appropriately within team utilising individual skills to achieve results.</p> <p>Understands the unit requirements and the implications of the units achievements on the overall service delivery.</p>	<ul style="list-style-type: none"> <li>Understands individuals strengths and weaknesses to utilise or increase skills for those individuals.</li> <li>Assigns and sub-delegates staff to teams to allow for development and succession planning.</li> <li>Ensures decision making complies with organisational strategies.</li> <li>Recognises decisions made within the unit affect overall results of the service and Te Whatu Ora Lakes.</li> <li>Works with Service Manager to maximise unit efficiency.</li> </ul>
<p><b>Development and Change</b></p> <p><b>Te Ringa Ahuahu</b></p> <p><i>the hand that shapes or fashions something (refers to someone who is innovative)</i></p>	<p>Works to include staff in change minimising barriers to implementation.</p> <p>Articulates decisions and reasoning behind change enable buy-in to results.</p>	<ul style="list-style-type: none"> <li>Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.</li> <li>Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies.</li> <li>Openly broaches concern with staff from the outset asking for their ideas and input.</li> <li>Gives examples of what might help to resolve the issue/concern.</li> <li>Seeks opportunities to improve performance and seeks feedback to measure and improve.</li> <li>Encourages staff participation in possible solution process.</li> <li>Allows staff input to possible solutions to concern.</li> <li>Gives careful consideration to staff ideas and offers alterations to suggestions where necessary.</li> <li>Develops an informative response to the team including trends, data, process and benefits of the decided process/change.</li> <li>Allows feedback to decision to enable 'tinkering' to be made where appropriate.</li> </ul>

<p><b>Personal Accountability</b></p> <p><b>Te Ringa Tōmau</b></p> <p><i>the hand that is trustworthy</i></p>	<p>Manages own and encourages others to foster work/life balance.</p> <p>Actively manages own career aspirations and development.</p>	<ul style="list-style-type: none"> <li>• Ensures regular breaks are taken and own annual leave accruals are used within the 12 months following accrual.</li> <li>• Ensures employees within their service are taking regular annual leave breaks for the purpose of rest/recreation throughout the year.</li> <li>• Is constantly striving to acquire and maintain knowledge, skills and/or experience.</li> <li>• Has own career development plan and succession planning.</li> <li>• Seeks out development opportunities to expand knowledge and capability.</li> <li>• Engages in projects and activities readily which are above and beyond scope of current role.</li> </ul>
<p><b>Culture and Values</b></p> <p><b>Te Ringa Taurima</b></p> <p><i>the hand that nurtures, encourages, supports</i></p>	<p>Makes decisions based on facts and without personal bias.</p> <p>Engages with mentors and supervisors for personal skill development.</p> <p>Plans, prioritises and organises work to deliver on short and long term goals.</p> <p>Encourages and promotes Te Whatu Ora Lakes values and expectations.</p>	<ul style="list-style-type: none"> <li>• Is proactive and effective when problem solving is required.</li> <li>• Engages with staff member/managers/multidisciplinary team when concerns are raised to best understand their point of view.</li> <li>• Appropriately investigates the concern looking at trends, situation and practices.</li> <li>• Critically examines repeatable risk factors.</li> <li>• Is constantly striving to acquire and maintain knowledge, skills and/or experience.</li> <li>• Demonstrates a commitment to and takes responsibility for going professional development.</li> <li>• Purposeful about where time is invested.</li> <li>• Delivers relevant results within expected timeframes.</li> <li>• Role models expected behaviours and practices.</li> <li>• Treats staff, patients and visitors with dignity and respect.</li> <li>• Uses appropriate empathy to gain organisational objectives.</li> <li>• Is solution focused.</li> </ul>

Compulsory Requirements	Description	Expected Outcomes
<p><b>Māori Health</b></p>	<p>Māori philosophies and values of health are demonstrated in work practice.</p>	<ul style="list-style-type: none"> <li>• Meaningful relationships are established with Te Aka Matua (Rotorua and Taupo Hospitals) and Te Whatu Ora Lakes Maori Health division in the planning and delivery of services.</li> <li>• Practices are consistent with Te Tiriti o Waitangi /The Treaty of Waitangi when working with Māori.</li> <li>• Delivery of safe services for Māori are facilitated by ensuring they can access treatment options and are involved in the planning and delivery of their care.</li> <li>• Māori are enabled to access and participate in cultural activities provided by the Te Whatu Ora Lakes.</li> <li>• A commitment to improving the wellbeing of Māori by increasing cultural knowledge in the Te Whatu Ora Lakes is shown.</li> </ul>
<p><b>Te Iti Kahurangi</b></p> <p><b>Record Keeping</b></p>	<p>The Lakes Way, Our Place Our Culture</p>	<ul style="list-style-type: none"> <li>• Works within the Te Iti Kahurangi framework and supporting guide document.</li> <li>• Complies with the Te Whatu Ora Lakes Corporate Records Management policy to create and maintain full and accurate records.</li> </ul>
<p><b>Quality &amp; Risk</b></p>	<p>Patient safety is paramount to the service we deliver at Te Whatu Ora Lakes. This is to be</p>	<ul style="list-style-type: none"> <li>• Employees are supported to lead by example and implement a culture of continuous quality improvement.</li> </ul>



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achieved in a clinical governance framework that is culturally responsive and identifies and manages risk and opportunities to improve.

- Risks that may prevent Te Whatu Ora Lakes from achieving their goals are identified, reported, and managed.
- Māori patients are provided patient-centred care to achieve positive Māori health outcomes.
- Needs of Māori are reviewed and reported in the further development of practice, process and or policy.
- Evidence-based methodologies are used to support improvements, e.g. kaupapa Māori methodology.
- Quality care is provided to certification standards.

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**Health & Safety**

Each individual is responsible for ensuring the safety of themselves, their colleagues, patients and their visitors and to comply with all organisational health and safety policies, procedures and guidelines.

- Implementation and reinforcement of a proactive healthy work place culture which reflects relevant Te Whatu Ora Lakes policy and legislative requirements.
  - Healthy lifestyles are actively promoted and participated in, within the work area.
  - Employees participate in Health and Safety within areas of work.
  - Health and Safety activities are appropriately documented within specified timeframes.
  - Health and Safety policies have been read and understood and are applied in the workplace.
  - Health and Safety policies are appropriately documented within specified timeframes and incidents are reported immediately.
  - Any opportunities for improving Health and Safety are reported and acted upon in a timely manner.
  - All near misses/incident/accidents are reported to the appropriate line manager within 24 hours.
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**Signatures:**

Line Manager:  
(position description approved):

\_\_\_\_\_

Employee:  
(acceptance of position description):

\_\_\_\_\_

*(Please also initial all other pages to show acceptance of position description.)*

Person Specification	Essential:	Desirable:
<b>Education and Qualifications:</b>	<ul style="list-style-type: none"> <li>▪ Current Annual Practising Certificate</li> <li>▪ Registered Health Professional with a current practicing certificate with their relevant New Zealand Board e.g. Nursing Council; Psychology; Occupational Therapy; Social Work, New Zealand Association of Counsellors.</li> <li>▪ Post Graduate Mental Health Qualification: Diploma; Clinical Masters qualification relevant to registration</li> <li>▪ CBT Post Graduate Certificate/Diploma (or equivalent evidence based therapy training and experience)</li> <li>▪ In some instances particular experience and/or on-the-job training may be required.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Post qualification specialist therapy training..</li> </ul>
<b>Experience:</b>	<ul style="list-style-type: none"> <li>▪ At least three years mental health experience.</li> <li>▪ Ability to work with a wide range of Health Professionals in both primary and secondary care settings.</li> <li>▪ Proven ability to provide culturally safe services.</li> <li>▪ Experience in assessment for mental disorder including risk assessment.</li> <li>▪ Experience in brief therapeutic intervention.</li> <li>▪ Experience in therapeutic intervention with adolescents</li> <li>▪ Current NZ drivers License.</li> <li>▪ Commitment to a stepped model of primary health care that focuses on positive outcomes for service user and their family/whanāu.</li> <li>▪ Excellent interpersonal skills and experienced in developing therapeutic relationships.</li> <li>▪ Advanced verbal and written communication skills</li> <li>▪ Counselling skills.</li> <li>▪ Well developed time management skills and ability to prioritise work load</li> <li>▪ Ability to work as part of a team as well as with and without direct supervision</li> <li>▪ Warm and approachable manner</li> <li>▪ High degree of self- awareness and ability to self-reflect</li> <li>▪ Demonstrate a commitment to and working knowledge of Te Tiriti o Waitangi and its principles</li> <li>▪ Can demonstrate the ability to practice from a bi-cultural and multi-cultural perspective</li> <li>▪ Commitment to and alignment with the Mission Statement and values of the organisation</li> <li>▪ Computer literate with a minimum of Intermediate PC skills with a range of Microsoft Office applications including Word, Excel and Email</li> <li>▪ Ability to adapt and manage a variety of systems and service contract requirements</li> <li>▪ Ability to sit for long periods of time</li> </ul>	<ul style="list-style-type: none"> <li>▪ At least 4 years experience delivering psychological therapies with the target population.</li> <li>▪ Clinical Psychologist or registered Psychologist.</li> <li>▪ Experience in Cognitive Behavioural Therapy.</li> <li>▪ Experience in evidence based Therapies such as ACT, CFT, Solution focused Therapy.</li> <li>▪ Experience in working with Primary Health Care teams.</li> <li>▪ Experience in new service development and evaluation.</li> <li>▪ Experience in primary mental health.</li> <li>▪ Commitment to ongoing post graduate education where deemed necessary.</li> <li>▪ Evidence of relevant professional development in specialty clinical knowledge and skills.</li> <li>▪ Professional affiliation.</li> <li>▪ Non-smoker preferred.</li> </ul>
<b>Health Practitioners Competence Assurance Act 2003</b>	<ul style="list-style-type: none"> <li>▪ You are required to maintain your current competency based practicing certificate.</li> <li>▪ You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).</li> <li>▪ You must complete the requirements of any competency programme.</li> </ul>	

	<ul style="list-style-type: none"> <li>▪ You must notify the employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.</li> <li>▪ You are required to know the provisions of the HPCAA as the governing legislation.</li> </ul>	
<b>Knowledge:</b>	<ul style="list-style-type: none"> <li>▪ Te Tiriti O Waitangi in the provision of health care services and support to Māori.</li> <li>▪ Te Tiriti O Waitangi in practice, process, policy development and decision making.</li> <li>▪ Te Whatu Ora Lakes is a Reorua organisation knowledge and understanding of Te Reo/ Correct pronunciation.</li> <li>▪</li> <li>▪ Health and Disability Code of Consumer Rights 1996</li> <li>▪ Health Information Privacy Code 1994</li> <li>▪ Health Practitioners Competency Assurance Act 2003</li> <li>▪ Human Rights Act 1993</li> <li>▪ Te Whatu Ora Lakes Quality Framework</li> <li>▪ Medicines Act 1981 and Medicines Regulation 1984</li> <li>▪ Misuse of Drugs Act 1975 and Regulations 1977</li> <li>▪ Nursing Council of New Zealand Code of Conduct 2004</li> <li>▪ Nursing Council of New Zealand Competencies for Scope of Registered Nurse 2005</li> <li>▪ Treaty of Waitangi Act 1975 and its application to the health and mental health settings.</li> <li>▪ Health and Disability Service Standards (2008)</li> <li>▪ Let's get real: Real Skills for people working in mental health and addiction (2008)</li> <li>▪ Standards of Practice for Mental Health Nursing in Aotearoa New Zealand (2012 3rd ed)</li> </ul>	<ul style="list-style-type: none"> <li>▪ Knowledge of NZ Health Centre..</li> </ul>
<b>Skills:</b>	<ul style="list-style-type: none"> <li>▪ Pronunciation of Te Reo Māori words and names</li> <li>▪ Produces and maintains accurate records, notes and other documentation which are clear and up to date.</li> <li>▪ Consumer/Recovery focussed</li> <li>▪ Statistical data maintained and submitted within relevant timeframes..</li> </ul>	<ul style="list-style-type: none"> <li>▪ Te Reo Māori</li> <li>▪ ..</li> </ul>
<b>Work Tasks &amp; Environment</b> (may include any combination of the following):	<ul style="list-style-type: none"> <li>▪ Assesses, plans, implements and evaluates care for clients according to accepted best practice and standards;</li> <li>▪ Works in consultation with other health professionals and members of health teams, and co-ordinating the care of patients;</li> <li>▪ Provides interventions, treatments, therapies, and monitors responses to treatment and care plans;</li> <li>▪ Completes Outcome rating and session rating scales for all clients and enters these into the approved data base.</li> <li>▪ Promotes health and assists in preventing ill health by participating in health education and other health promotion activities;</li> <li>▪ Answers questions and providing information to patients and families about treatment and care.</li> <li>▪ Works in formal and informal Primary Health Care environment other health care facilities in private and public hospitals and medical centres and specialist practices and clinics.</li> <li>▪</li> </ul>	

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**Personal Attributes:**

- Caring and compassionate attitude towards clients, whānau and co-workers
  - Motivated and self directed
  - Excellent interpersonal skills
  - Adaptability and flexibility
  - Prioritisation, time and workload management skills
  - Works well within team to achieve collective outcomes.
  - Contributes positively to the culture of the organisation, is a team player, takes direction and accounts for performance. Demonstrate a caring and compassionate attitude towards clients, whānau and co-workers.
- Non-smoker
  - Commitment to on going post graduate education
  - Evidence of relevant speciality clinical knowledge and skills
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**Further comments**

- Possesses a current Motor vehicle drivers licence – Class 1
  - Computer literate and competent
  - Cultural sensitivity and safety
  - Able to react appropriately to the unpredictable nature of the work and the workplace
  - Advanced Problem solving abilities
  - Excellent oral and written communication
  - Ability to prioritise activities and needs
  - Professional demeanour
  - Ability to work independently (self-directed)
  - Excellent interpersonal skills
  - Integrity
  - Good time management and organisational ability.
  - Team player
  - Good analytical skills
  - Ability to work under pressure
-



## ABOUT TE WHATU ORA LAKES

At Te Whatu Ora Lakes we place the highest value on the health and wellbeing of everyone in our community. As such all healthcare workers are expected to play a part in the creation and promotion of an environment which lives the following vision, mission and values:

### VISION

Healthy Communities – Mauriora! In this vision Mauriora refers to the Mauri - being the life essence and the source of well being, and ora - describing the state of wellness.

### STRATEGIC MISSION



- Achieve equity in Māori health
- Build an Integrated health system
- Strengthen people, whanau & community wellbeing

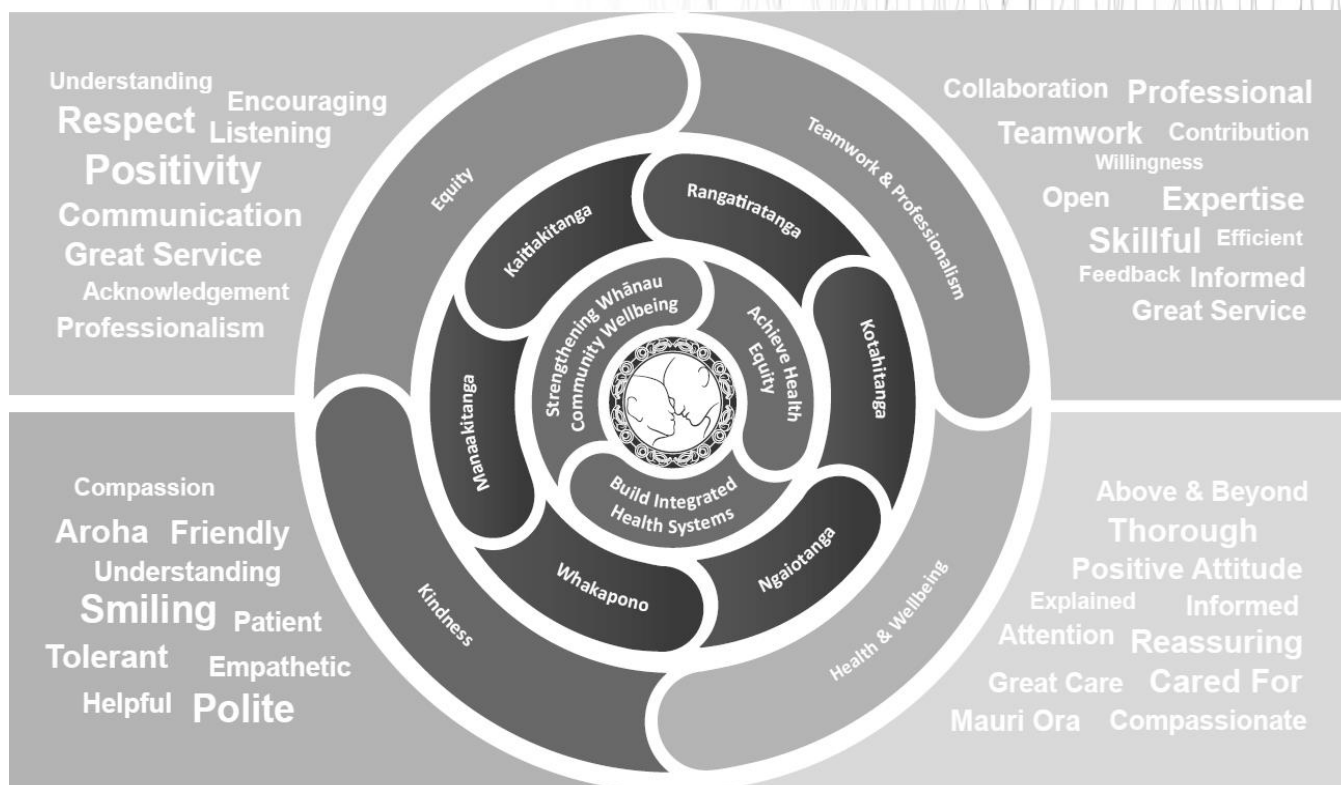
### THREE CORE VALUES

Manaakitanga respect and acknowledgment of each other's intrinsic value and contribution

Integrity truthfully and consistently acting collectively for the common good

Accountability collective and individual ownership for clinical and financial outcomes and sustainability

### TE ITI KAHURANGI – THE LAKES WAY, OUR PLACE, OUR CULTURE – WE WILL



## TE TIRITI O WAITANGI

### Our expression of Te Tiriti o Waitangi

The text of Te Tiriti, including the preamble and the three articles, along with the Ritenga Māori declaration, are the enduring foundation of our approach to achieving health and independence. Based on these foundations, we will strive to achieve the following four goals, each expressed in terms of mana.

### Mana whakahaere

Effective and appropriate kaitiakitanga and stewardship over the health and disability system. Mana whakahaere is the exercise of control in accordance with tikanga, kaupapa and kawa Māori. This goes beyond the management of assets and resources and towards enabling Māori aspirations for health and independence.

### Mana motuhake

Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives and to live on Māori terms and according to Māori philosophies, values and practices, including tikanga Māori.

### Mana tangata

Achieving equity in health and disability outcomes for Māori, enhancing the mana of people across their life course and contributing to the overall health and wellbeing of Māori.

### Mana Māori

Enabling Ritenga Māori (Māori customary rituals), which are framed by te ao Māori (the Māori world), enacted through tikanga Māori (Māori philosophy and customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

Te Whatu Ora Lakes is committed within the framework of the New Zealand Public Health and Disability Act (2000) to supporting the Crown's commitment to upholding its Tiriti promises.

## ORGANISATION STRUCTURE

# Te Whatu Ora

## Health New Zealand

Lakes

