

Job Description

Registered Health Clinician

Te Roopu Kimora, Te Whatu Ora Te Tai Tokerau

Position Title:	Registered Health Clinician
Organisation Unit:	Te Roopu Kimiora – Child and Adolescent Mental Health & Addiction Service
Location:	Whangarei, Te Whatu Ora Te Tai Tokerau
Responsible to:	Clinical Team Manager, Te Roopu Kimiora, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	<ul style="list-style-type: none"> You will provide whānau presenting to the Child & Adolescent Mental Health and Addiction Service with integrated, culturally-safe assessment and treatment, taking account of psychosocial issues relevant to the development and wellbeing of children and adolescents within the context of their whānau. In conjunction with the Child & Adolescent Mental Health and Addictions Team, co-ordinate care to meet identified needs of referred children and young people within the context of family, school and peer groups. Participate as an effective team member in the development and functioning of the Child & Adolescent Mental Health and Addiction Service of Te Whatu Ora Te Tai Tokerau, with a commitment to bi-cultural health delivery, on-going education, and innovative practice. Liaise with Hospital Health Services, community agencies and other child and youth specific organisations (e.g. Schools, G.P's, Youth Centres) to increase access to specialist care for children and youth requiring the services of mental health professionals. Develop and facilitate therapeutic interventions for families and groups as needed.

Functional Relationships

The Registered Health Clinician will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> Members of the multidisciplinary team Child Health, and Community Mental Health and A&D Services Cultural Lead Professional Discipline and peers Other allied health professionals Allied Education Professionals 	<ul style="list-style-type: none"> Allied Education Professionals Schools Community Agencies Maori Health Providers/Iwi organizations. Whanau Hapu and Iwi NGOs

<ul style="list-style-type: none"> • Schools • Community Agencies • Oranga Tamariki • Maori Health Providers/Iwi organizations. • Clinical Director, Mental Health and A&D Services • Service Manager Youth Services • Medical Officers, General Practitioners and Pharmacists • Mental Health Teams • General Manager/Operations Manager • Clinical Head of Department • AOD • Consumer and Family Leaders • Youth Consumer Leaders • Professional Leaders – Nursing/Social Work/Psychology/Consumer Advocate 	<ul style="list-style-type: none"> • Primary health care providers, including GPs • Health and social support agencies • Statutory agencies – NZ police, Oranga Tamariki, District Courts, Youth Justice
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Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te aroha We communicate openly, safely and with respect to promote clear understanding
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Registered Health Clinician encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Care coordination
- Delivery of therapeutic interventions.
- Provide comprehensive and developmentally appropriate bio-psychosocial assessment and treatment for children and adolescents.
- Update professional knowledge and skills
- Working in partnership
- Quality assurance
- Utilise Information Technology
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within District Health Board management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Northland District Health Board Te Tiriti o Waitangi Training
Assessment and Treatment	<ul style="list-style-type: none"> • Maintain a high standard of professional care in accordance with the standards set by a New Zealand registration board, and the policies of Te Whatu Ora. • In conjunction with the team, help provide the co-ordination needed to redirect children and young people if inappropriately referred or facilitate assessment if indicated. • Collect and document information consistently and systematically, defining confidentiality from the outset and maintaining a safe pathway of care for consumers throughout their contact with the Service. • Conduct comprehensive assessments. • Develop and implement treatment plans based on comprehensive assessment. • Develop and implement individual, family/whanau and group treatment options • Liaise and consult with other team members and persons identified as having functional roles, thereby facilitating a safe pathway of care for referred children and young people.

Key Responsibility Area	Expected Outcomes
Care coordination	<ul style="list-style-type: none"> • Services will be provided to families/whanau with complex problems such as: <ul style="list-style-type: none"> ○ Attachment and relationship difficulties ○ Emotional dysregulation ○ Sensory processing difficulties ○ Disruptive behaviour ○ Internalising disorders – mood and anxiety ○ Eating disorders ○ Trauma • Provide comprehensive assessment services for children and youth, where there is a concern regarding a moderate to severe behavioural, emotional or family/whanau relationship problem impacting adversely on the social and emotional development of the child or young person. • Provide evidence based interventions including individual therapy, group therapy, behavioural management, developmental guidance, psycho-education and advocacy as required. • Complete core documentation regarding assessment, relationship assessment, developmental screening, risk assessment, and clinical notes reflective of assessments, treatment planning, intervention and discharge planning. • Where a multi-discipline approach is indicated ensure all relevant disciplines are included in care discussions. • Provide treatment/therapy programmes in line with best evidence and as outlined in Clinical protocols
Ensure that knowledge and skills development is ongoing and up to date with current trends, best practice principles and aligned with the National Mental Health Standards.	<ul style="list-style-type: none"> • Schedule time to update knowledge, including attendance at relevant courses/seminars or conferences and reading relevant literature. • Participate in regular cultural supervision. • Participate in regular clinical supervision with an appropriately qualified supervisor. • Establish links with other child and youth focused organisations. • Develop individual plan of skill and knowledge up-date, initially within six months, with regular evaluation of process.
To provide a quality consumer focused service in partnership with consumers, whanau, hapu and iwi, based on the best practice principles.	<ul style="list-style-type: none"> • Develop linkages with consumer groups and networks. • Regularly liaise with consumers, whanau, hapu and iwi. • Seek feedback and consumer participation in service planning and development • Ensure consumer rights are observed in accordance with the Health and Disability Commission Code of Rights.

Key Responsibility Area	Expected Outcomes
Quality Assurance	<ul style="list-style-type: none"> Participate in the team quality assurance process in accordance with policies and procedures. Ensure all documentation and processes are clear and meet legislative, Te Whatu Ora and Ministry of Health requirements. Participate in any relevant research projects. Meet annually with the Clinical Team Manager to review and evaluate performance issues and standards and to plan future professional and personal development.
Utilise Information Technology	<ul style="list-style-type: none"> Demonstrate ability to access and use available clinical information systems. Maintain own professional development by attending relevant IT educational programmes.
Health & Safety	<ul style="list-style-type: none"> Ensure compliance with designated responsibilities detailed in Te Whatu Ora's Safety Policy and annual objectives Promote an environment of physical, occupational, cultural, ethical and legal safety Participate in the organisation's Health and Safety Management training programme. Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> Practicing and observing safe work methods; Reporting unsafe conditions or equipment; and Reporting and documenting all accidents or incidents
Privacy and Confidentiality	<ul style="list-style-type: none"> Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Person Specification

Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"> Registered Health Clinician with a current registration with a professional organisation, such as nursing, occupational therapy, psychology, social work. 	<ul style="list-style-type: none"> Post Graduate Qualification in Mental Health Certificate/Diploma in Evidenced Based Therapeutic Model of Treatment. Co-existing problem training.

<ul style="list-style-type: none"> • Police clearance to meet contractual requirements and the Children’s Act 2014 • A full NZ Driver’s Licence with no limitations 	<ul style="list-style-type: none"> • Recovery training such as Strengths Model. • Comfortable with the concepts and utilisation of talking therapies such as Cognitive Behavioral therapy, Dialectic Behavioral Therapy, Narrative Therapy and Acceptance and Commitment Therapy.
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Experience

Essential	Desirable
<ul style="list-style-type: none"> • At least two years clinical experience working within a mental health and addictions setting. • Experience engaging with families with children and youths. • Experience of risk assessment and management of risk. • Ability to effectively build and maintain relationships/networks with a variety of other agencies and staff. 	<ul style="list-style-type: none"> • Experience of working in CAMHS services. • Experience providing psychological therapy with children, young people and families.

Awareness and Understanding of

The first three bullet points may be essential or desirable, depending on relevance to the specific position. Delete as required to ensure these bullet points are in the correct column, in accordance with the requirements for the position then remove the shading from the wording and delete this instruction.

Essential	Desirable
<ul style="list-style-type: none">• Te Tiriti o Waitangi and its application to the health setting• Privacy Act (2020) and Health Information Privacy Code (2020)• Health and Safety at Work Act 2015	<ul style="list-style-type: none">• Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)• New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills
<ul style="list-style-type: none">• Ability to engage and work with Māori whānau• Knowledge of attachment and child development• Understanding of key developmental milestones• Ability to conduct comprehensive Mental Health and addiction assessment• Knowledge and experience in delivering evidence-based behavioural and therapeutic interventions appropriate for children and youth.• Excellent time management• Use of effective stress management techniques and a commitment to personal well being• Excellent verbal and written communication skills• Excellent computer skills• Conflict resolution skills

Personal Attributes
<ul style="list-style-type: none">• Ability to positively contribute to the welfare of the team• Able to work as an independent professional• Demonstrated ability to practice in a culturally safe manner• Commitment to working in a multidisciplinary team• Flexibility to provide a variety of clinical services at times and locations required• Awareness of professional boundaries and ethics• Ability to communicate with a wide range of people in a manner that promotes a positive image of the service provided• Proactive and positive• Can communicate comfortably at all levels• Self-motivated.• Non-judgmental.• Reliable• Open, engaging and clear communication style.

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: _____

Signature: _____

Date: _____

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title: _____

Signature of
employee: _____

Date: _____