

Job Description

Registered Health Clinician

He Tupua Waiora – Pregnancy and Parental Service

Position Title:	Registered Health Clinician
Organisation Unit:	Community Mental Health and Addiction Services – He Tupua Waiora (Pregnancy and Parental Service)
Location:	Whangarei, Northland Te Whatu Ora Te Tai Tokerau
Responsible to:	Clinical Team Manager, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	<ol style="list-style-type: none"> 1. To work within a multi-disciplinary team using accepted evidence-based and contemporary professional practice when working alongside whānau in the pregnancy, early parenting, and infant space. 2. Working as part of the He Tupua Waiora service, you will co-ordinate care to meet the identified needs of referred wāhine kōpū, tane and whānau raising infants up to the age of three years. 3. You will provide whānau presenting to He Tupua Waiora with integrated, culturally-safe assessment and treatment, taking account of psychosocial issues relevant to the development and wellbeing of parents and infants within the context of their whānau. 4. Liaise with maternal services, LMCs, adult mental health and addiction services, child development services, community agencies, general practitioners and other primary health and government services. 5. Participate as an effective team member in the development and functioning of the services with a clear commitment to bi-cultural health delivery, ongoing education, and innovative practice.

Functional Relationships

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

Internal	External
<ul style="list-style-type: none"> • All members of the Pregnancy and Parental Service Team • Clinical Head of Department • Consumer and Family Leaders • Professional Leaders • AOD Teams • Maternal and Infant Mental Health Teams • Mental Health & Addiction Services (MHAS) staff • Te Whatu Ora – Te Tai Tokerau Maternity Services and all other hospital services • Te Whatu Ora – Te Tai Tokerau Family Violence Coordinator 	<ul style="list-style-type: none"> • Community agencies • NGO's • Social Services • Statutory Agencies CYF • Iwi Providers • Peer Support • Primary Health and counseling services • Women's refuge • Family Violence Services • Justice, Courts, Community Corrections

<ul style="list-style-type: none"> Te Whatu Ora – Te Tai Tokerau Child, Youth & Family Liaison 	<ul style="list-style-type: none"> Other providers of relevant services – e.g. Pharmacists, Home Based Support All Stakeholders involved in the shared care of the consumer
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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
- Co-ordination
- Case Management
- On-going professional development
- Continuous Quality Improvement
- 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 Te Whatu Ora Te Tiriti o Waitangi Training
Care coordination	<ul style="list-style-type: none"> • Access clients who are not engaged with health or social services with the aim of engaging them in these services • Clients receives information and support regarding parenting support and skills • Appropriate action plans are developed and implemented in conjunction with child protection services • Ensure sound communication of relevant information takes place between professionals involved in the care of pregnant and parenting • Develop and maintain working relationships with community health, social services and Lead Maternity Carers • Clients are referred to appropriate treatment interventions • To increase clients knowledge to empower them to make positive life changes and to facilitate clients to support each other • Provide advice and assistance for clients to access support services in direct relation to their social and welfare requirements • Improve family and/or significant others understanding of clients' needs so they are better able to support them <p>Provide consultation and education for Te Whatu Ora – Te Tai Tokerau clinicians, other health and social agencies on issues relating to drug abuse and parenting/social needs</p>

Key Responsibility Area	Expected Outcomes
Case management	<ul style="list-style-type: none"> • Referred clients are screened/assessed to determine AOD intervention and bio psychosocial needs • Provide crisis intervention as required to ensure the immediate safety of persons concerned • Develop therapeutic alliance with the client acknowledging and respecting diversity of cultural norms • Treatment/referral processes are implemented using a multi-disciplinary approach and active client participation in decision making • Provide assessment and appropriate referral and advice for domestic violence issues. Screening for child protection issues are in accordance with the child protection Standard Operating Procedure and Te Whatu Ora abuse reporting policy guidelines • Assist client engagement with parenting interventions • Client has strategies that reduce disease transmission, improve resistance to disease and promote good health • Provide a community based outreach service to clients • Include family and/or significant others in goal planning as directed by client
Professional development	<ul style="list-style-type: none"> • Continue to develop own knowledge base and skills a required to function effectively within the alcohol and drug field. • Maintain and demonstrate currency of knowledge relating to the clinical management of pregnant or parenting substance-using clients. • Undertake performance appraisal with the Clinical Team Manager at least annually • Utilise practice improvement and support mechanisms available, such as clinical supervision, peer review and debriefing
Quality Improvement	<ul style="list-style-type: none"> • Participate fully in service implementation of Kai Ngawari services and Te Whatu Ora Policy/ Procedure, Practice Guidelines and Practice Standards and statistical reporting requirements • Participate in and contribute to organisational reviews and audits of Policy/Procedure, Practice Guidelines and Clinical Practice Standards • Actively participate in service and Te Whatu Ora – Te Tai Tokerau wide activities that promote the development of best practice standards within Kai Ngawari • Participate in and promote all research and quality initiatives within the service

Key Responsibility Area	Expected Outcomes
Health & Safety	<ul style="list-style-type: none"> 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: Practicing and observing safe work methods; The use of safety equipment; 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"> Health Practitioner Qualification or DAPAANZ Registration Current Practising Certificate Current full NZ drivers licence 	<ul style="list-style-type: none"> Post-graduate qualifications (in Mental Health and Addictions or Maternal Mental Health, Perinatal Infant Mental Health) Evidence of on-going professional development/activity

Experience

Essential	Desirable
<ul style="list-style-type: none"> Experience of case management and co-ordination within a mental health or addictions setting Experience working within a harm reduction framework Evidenced experience in delivery of an AOD therapy or other therapeutic modality. 	<ul style="list-style-type: none"> Experience working in perinatal mental health. Experience working in infant and child mental health. Experience working in a community setting Experience facilitating group learning Experience in domestic violence and child protection issues Existing networks within government and non- government health and social service agencies Expertise in mātauranga Māori including te reo me ōna tikanga

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Awareness and Understanding of

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)• Mental Health Act (1992)• Health and Safety at Work Act 2015• Family Violence Act 2018• Children's Act 2014	<ul style="list-style-type: none">• Health and Safety at Work Act 2015• 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">• Use of effective stress management techniques and a commitment to personal wellbeing.• Good time management• A commitment to effective role-modelling for whānau, including promoting a smoke-free environment and encouraging alternatives to other health risk behaviours.• Ability to manage a varied caseload.• A commitment to working in a culturally-safe manner and maintaining proper ethical standards.• Willing to contribute / receive supervision of clinical and cultural work.• Excellent verbal and written communication skills and the ability to communicate with a wide range of people in a manner that promotes a positive image of the service provided.• Group facilitation skills• Awareness of professional boundaries and ethics• Excellent interpersonal skills• Computer literacy• Ability to work with client at all phases of their recovery• Excellent written and verbal communication skills• The ability to work within a multi-disciplinary team• Demonstrated ability to practice in a culturally safe manner• Disciplined and organised time management• The ability to deliver targeted therapeutic interventions

Personal Attributes
<ul style="list-style-type: none">• Passionate about whānau ora, and empowering whānau to recognize and embrace their inherent tino rangatiratanga to create positive outcomes for themselves and their pēpi and whanau.• Ability to think creatively, and work in a way that best complements the needs of every whānau in their care.• Willingness to learn from others in their team and develop their clinical skills.• Honesty, integrity and empathy.

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: _____