

Position Description

Vacancy ID: 7232

Position:	Child & Adolescent Mental Health Service Intensive, Brief Intervention Worker (Specialty Clinical Nurse/Advanced Practitioner Social Work) (Registered Nurse, Social Worker)
Reports to:	Clinical Manager, CAMHS
Clinically Responsible to:	Clinical Manager, CAMHS
Professionally Responsible to:	Relevant professional lead -Associate Director of Nursing, Allied Health Director
Role Relationships:	Internal Clinical Coordinators CAMHS CAMHS Clinical Team Service Director Other Clinical/Locality Managers Other teams at MidCentral's Mental Health Service General Hospital Services particularly Emergency Department Ward 21, CRT, Paediatric ward External Consumers, Family/Whanau, Caregivers General Practitioners and other Health Professionals Youthline (and other relevant NGO's) Disability Support Services and Accommodation Providers Social Services Police, Justice, and Social Service Departments Rangitahi Adolescent in-patient unit
FTE:	1.0

Organisation Context

Te Whatu Ora | Health New Zealand leads the day to day running of the health system across New Zealand, with functions delivered at local, district, regional and national levels. It weaves the functions of the 20 former District Health Boards into its regional divisions and district offices, ensuring continuity of services in the health system.

Te Whatu Ora

Health New Zealand

Te Pae Hauora o Ruahine o Tararua
MidCentral

Te Whatu Ora, Health New Zealand Te Pae Hauora o Ruahine o Tararua – MidCentral (MidCentral) (previously MidCentral District Health Board) provides healthcare services to over 180,000 people across the Manawatu, Horowhenua and Tararua regions. With a large hospital campus at Palmerston North, it also provides key health care and support services to neighbouring communities. We are one of the Manawatu's largest employers with over 2800 staff members.

Role Purpose

The overall aim of this role is to walk alongside young people who have attempted suicide and upon completion of assessment of risk have not needed to come into the CAMH Service but require a short piece of work to ensure they have either engaged with other more appropriate services or have regained their previous level of healthy functioning.

Role function:

- To be a part of the MDT Intake/duty team contributing to the discussion in regards to pertinent referrals for the Brief, Intensive Intervention service
- To complete acute assessments as required (in collaboration with the duty team) and support and facilitate appropriate care. Will confidently assess risk and work with the young person and their family in collaboration with the duty team to resolve the crisis.
- To complete face to face brief intervention assessments as required and present to Intake MDT .
- To consult with the MDT as appropriate on completion of assessment as a key part of the treatment planning process.
- To provide intensive (maximum daily contact) for up to 3 weeks until young person has either recovered and no longer in need of support, has been transferred to another community based service i.e Youthline or has been brought in to CAMHS for case manager intervention.
- To provide a range of interventions (using various evidence based modalities for instance; solution focussed brief intervention, single session family therapy, brief CBT, ACT)
- To participate in training as required and undertake the duties of a Duly Authorised Officer as appropriate in support of the duty team.
- To work alongside the duty team, fully participating in the team ethos of trust, support, open communication and kindness and compassion
- To provide a high standard of clinical expertise contributing to the provision of an efficient and effective service for Child & Adolescent Mental Health Service at MidCentral DHB.
- To take a full part in the overall Service delivery, planning, education and training objectives which are established by the CAMHS Service

Compassionate
Ka whai aroha

Respectful
Ka whai ngākau

Courageous
Ka mātātoa

Accountable
Ka noho haepapa

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Te Pae Hauora o Ruahine o Tararua
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Key Objectives	Key Task	Performance Measures
<p>Clinical Practice involves provision of Assessment, where necessary crisis intervention and intensive, short term intervention</p>	<ul style="list-style-type: none"> Provides intervention and treatment as required to meet client needs with a high level of competency. This refers to both crisis intervention and provision of brief intervention (requires a high standard of risk assessment and subsequent skills in provision of brief intervention modalities) Includes family/whanau and significant others as active participants in the intervention and treatment programmes as is necessary for clients. In fact where possible family/identified supports to be treated as health coaches for the purpose of ensuring the best possible outcomes for our young people. Has an overall knowledge of the external community to support the needs of Brief Intervention clients. Participates in treatment planning and progress reviews along with other staff as required. Effective and regular communication is established and maintained with members of the wider multidisciplinary team. 	<ul style="list-style-type: none"> Ensures new clients are contacted in a timely manner and enquiries are answered in a professional, friendly, kind and efficient manner Maintains a high standard of professional practice in accordance with relevant regulatory requirements, ethics and standards as set by the relevant professional group. Maintains clinical safety in consultation with peers and other clinicians Is able to work in conjunction with other staff to identify the needs of and monitor young persons who are assessed as being 'at risk'. All clinical work utilises principles of integrated treatment planning and demonstrates maximum use of opportunities for consumer participation and empowerment, cultural sensitivity and respect for the rights of consumers, their families and staff. Care provided meets established criteria for safety, including cultural safety and accepted standards of clinical practice. Confidentiality of consumer and their family/whanau information is maintained. Care provided shows evidence of a sound theoretical base for practice, the use of reflective processes and the formation of partnerships with consumers, especially in the area of discharge planning,

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MidCentral

Key Objectives	Key Task	Performance Measures
		<ul style="list-style-type: none">• Clinician understands and complies with relevant legislation governing practice, legal mandates and responsibilities, consumers' rights and confidentiality.• The CAMHS Clinical Manager and Clinical Co-ordinator are consulted as appropriate, advice received is acted upon within an agreed timeframe

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Key Objectives	Key Task	Performance Measures
Crisis Support	<ul style="list-style-type: none">• Consults with clinical leadership subsequent to any urgent / crisis assessment as an integral part of the treatment planning process• Be available to provide back up for CAMHS duty team during unforeseen leave• Psychiatric emergency situations are managed safely and effectively following a comprehensive assessment of consumers in crisis due to mental ill health.• Assistance is provided to any person to make an application under Section 8 of the Mental Health (Compulsory Assessment and Treatment) Act (1992) – refer Section 38 of the Mental Health Act.• If relevant the duties and responsibilities of a Duly Authorised Officer, as prescribed by the Mental Health (Compulsory Assessment and Treatment) Act (1992) are undertaken as required.• Has a clear understanding of the needs of children and adolescents in crisis	<ul style="list-style-type: none">• Maintains a high standard of professional practice in accordance with relevant regulatory requirements, ethics and standards as set by the relevant professional group.• Confidentiality of consumer and their family/whanau information is maintained.• Formal feedback process for consumers is utilised and discussed with Clinical Manager

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Key Objectives	Key Task	Performance Measures
Liaison and consultation	<ul style="list-style-type: none">• Makes referrals to other agencies/clinicians in a professional and timely fashion• Ensure clients are made aware of their rights and their choices and are aware of the triage process• Liaise with individual CAMHS clinicians when necessary• Liaise with other agencies and services within MDHB• Maintain active links with relevant organisations groups and individuals offering community resources and services• Maintain close links with health professionals working in the community especially GP's, SGC's, Youthline• Supports the Emergency Dept in their delivery of care to this cohort of young people through taking advantage of opportunities to share skills, and educate	<ul style="list-style-type: none">• Utilises support of CAMHS Community Liaison

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Key Objectives	Key Task	Performance Measures
Professional Development and Education	<ul style="list-style-type: none"> • If not already completed, will be expected to enrol in the PG Cert in CAMHS. • Requirement to complete training in agreed evidence based modality i.e CBT, Brief intervention, ACT • Requirement to complete DAO training. • Accepts responsibility for own professional practice • Initiates a performance appraisal three months after commencing employment, and then annually or as required with realistic goals being set • Undertakes regular clinical supervision and practice review (minimum 2 weekly expectation) • Actively develops clinical expertise • Attends all core competency training sessions • Attendance at relevant courses/training programmes/conferences as approved by CAFS Leadership • Participates in the orientation of new team members • Maintains membership to relevant professional body • Participates in professional forums/meetings • Participates in staff training, in-service education programmes and other appropriate associated meetings • Utilises practice improvement and support mechanisms available, such as clinical supervision, peer review and debriefing • Where appropriate, supervises students as per Organisation agreements with educational agencies and assists in training and learning opportunities for students • Keeps up to date with current practice developments 	
Team development	<ul style="list-style-type: none"> • Works co-operatively with colleagues in all aspects of assessment and treatment for clients • Provides consultation and assists in planning for the delivery of treatment programmes • Provides liaison and consultation with other professionals, including health service personnel, as necessary for client care • Works as, and involves other staff in 'co-worker' roles as appropriate • Participates in performance management. • Positively contributes to the team and has a proven ability to work in a multi-disciplinary team. The team is our biggest asset to service provision and as such the health of the team is everyones business. Behaviours which disrupt the positive life force of the team will not be tolerated i.e bullying, gossip • Is compassionate, supportive and helpful in all interactions with team members 	

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Key Objectives	Key Task	Performance Measures
Information management, administration and reports	<ul style="list-style-type: none">• All triage assessment information is recorded accurately, in a timely manner, using appropriate documentation• Ensures all relevant clinical material and data is recorded accurately in client files• Statistical Information is recorded on Webpas and in a timely manner• Prepares reports and correspondence as requested• Follows up requests for information• Attends staff meetings and other meetings of the service associated with administrative activities as necessary	
Health and Safety	Apply Health and Safety knowledge and skills to all work practices to ensure compliance with the Health and Safety at Work Act 2015 and any subsequent amendments or replacement legislation	<ul style="list-style-type: none">• Is familiar with all policies and procedures as they affect the work environment.• Ensure that safe working procedures are practised and no person is endangered through action or inaction.• Is aware of and can identify hazards and take action accordingly, including preventing or minimising the adverse effects of hazards.• Is able to apply MidCentral's emergency procedures, including use of safety equipment and materials.• Ensure that all incidents including near misses are reported within the required timeframe using the MidCentral's incident reporting system.• Actively participate in the MidCentral's health and safety programmes, through input into meetings and feedback through committee structures.

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Key Objectives	Key Task	Performance Measures
Treaty of Waitangi	Understand and apply knowledge of the Treaty of Waitangi	<ul style="list-style-type: none">• Apply knowledge of the Treaty of Waitangi and its application in Health in terms of the articles and principles to all work practices.• Attend appropriate Treaty of Waitangi education

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Key Competencies

Competencies are the skills, knowledge and attributes required to be fully competent in this position. There will be a programme available for appointees to meet competencies where a need for continued development is identified.

For the purposes of selection essential competencies have been identified, and shortlisting and appointment decisions will be made based on the ability of applicants to meet these:

Essential Competencies:

- Must be a registered nurse, with scope of practice in Mental Health Nursing or Registered Social Worker
- Current practicing certificate: registration/membership of professional organisation.
- Meets the statutory and organisational requirements for working with children, as per the Vulnerable Children Act 2014 and MidCentral District Health Board policy, including a satisfactory police check and other safety checking processes.
- Knowledge of the health system, its key issues and customers
- Experience in Risk and Crisis assessment and management of mental health clients
- Broad based knowledge of hospital services and community agencies as well as quality systems and processes
- Must be Duly Authorised Officer trained (or willing to complete training)
- Knowledge of current Mental Health legislation and mental health services
- Desirable brief intervention/therapeutic models (for instance CBT, DBT, Solution focussed brief intervention, ACT)
- Understanding of clinical processes
- Have an understanding of, and demonstrated commitment to the principles of Te Tiriti O Waitangi/Treaty of Waitangi and the principles of cultural safety in health care and sensitivity to the needs of clients from other cultures
- Be able to work as a member of a multi-disciplinary team

Skills & Attributes & experience

- at least 3 years in a Child and Adolescent Mental Health Service (CAMHS) or acute mental health services
- Excellent communication skills across all domains
- Commitment to relationship building
- Have good personal skills and relate well to clients including children, adolescents and their families
- Professional demeanour and appropriate standard of dress at all times
- Compassionate, thoughtful, good sense of humour

Desirable Competencies:

- Desirable to have completed the PG Certificate in CAMHS, there will be an expectation to complete this course over a 2 year period if not already completed.
- Hold a current New Zealand Driver's Licence

Physical Attributes

Under the Human Rights Act 1993 discrimination based on disability is unlawful. MidCentral will make all reasonable efforts to provide a safe and healthy work place for all, including persons with disability.

Every effort has been made to outline requirements clearly. If a potential applicant has uncertainties about their ability to fulfil these physical requirements, a request should be made whether it would be possible to accommodate a particular issue by obtaining advice from Occupational Health & Safety/ Infection Prevention & Control Team.

- Ability to move about and undertake necessary duties in the department and to move throughout the Palmerston North Hospital and the community.
- Ability to sit for long periods to undertake computer work with associated mental concentration involving repetitive activities most of the time as part of administrative tasks.
- Manual dexterity sufficient to operate clerical equipment including pen, photocopier, facsimile machine, computer, to undertake word processing, filing and written documentation
- Vision sufficient to read, write/record, use computer enabling accurate performance of essential job duties.
- Hearing and speech sufficient to communicate clearly with clients and co-workers personally and in group meetings.
- A high degree of mental concentration is required.
- Freedom from colonisation or infection with MRSA.
- Must be able to function under rapidly changing and demanding conditions.

Conditions of Appointment

EMPLOYMENT AGREEMENT

This appointment will be subject to the provisions of an Individual Employment Agreement or a Collective Agreement applicable to the discipline appointed.

NATURE AND TENURE OF APPOINTMENT

The appointment will be subject to the conditions contained in this schedule, MidCentral's policies and appropriate legislation.

The appointment is permanent but may be terminated by four weeks' notice in writing by either party. In the event of the appointee being found to have breached the organisation's code of conduct or other policies, the appointment may be terminated without notice.

SALARY

The salary for this position as per the relevant salary scale within the Collective Agreement.

Salary is proportionate to hours worked. All salary payments will be made by direct credit to a nominated bank account in the appointee's name (or jointly including the appointee's name).

HOURS OF WORK

Hours of work will be 40 hours per week.

If the appointment is full-time the employee shall not engage in any other business or occupation without the prior consent of the Organisation. If an appointee is engaged in other business or occupation when taking up a full-time appointment with MidCentral, and wishes to continue to participate in this other business or occupation, this must be disclosed to the hiring manager prior to accepting the appointment.

TREATY OF WAITANGI

MidCentral is committed to its obligations under the Treaty of Waitangi. The appointee will be expected to incorporate the principles of the Treaty of Waitangi in their working practices.

EQUAL EMPLOYMENT OPPORTUNITIES

MidCentral is committed to the principles of Equal Employment Opportunities and all recruitment activities are conducted in accordance with these principles.

SMOKE FREE ENVIRONMENT

MidCentral provides smoke-free workplaces that protect the health and comfort of employees, patients/ clients, contractors, volunteers and visitors. All buildings, grounds and vehicles owned, occupied or leased by MidCentral are smoke-free. Employees are expected to promote smoke-free lifestyles and act as role models when working with patients/ clients and in the community.

CODE OF CONDUCT

MidCentral has a Code of Conduct that sets out the standards of performance and conduct required of employees. Employees of MidCentral are also required to act with a spirit of service to the community and meet high standards of integrity and conduct as set out in Standards of Integrity and Conduct - a code of conduct issued by the Public Service Commission.

SHARED APPROACH TO WORK PRINCIPLES

It is important that MidCentral has a healthy and safe working environment in which all employees feel their contribution is valued and appreciated. The actions and behaviours below are intended to provide a guide and assist us all to develop and maintain this environment.

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To be happy and proud in our work we will:

- Care for and support each other to have a safe work environment;
- Treat each other with trust and respect, recognising cultural and other differences;
- Communicate openly, honestly and act with integrity;
- Enable professional and organisational standards to be met;
- Support each other to achieve, and acknowledge contributions and successes.

MidCentral does not tolerate bullying, harassment, or inappropriate behaviour in the workplace environment.

CONFIDENTIALITY

All employees are responsible for the security of confidential and sensitive information which is held by MidCentral. All employees have a responsibility to comply with the requirements of the Privacy Act 2020 and the Health Information Privacy Code 1994 and any subsequent amendments.

It is a condition of employment for all employees that confidential or sensitive information is only accessed, used or disclosed as necessary to meet their employment or contractual obligations and in accordance with the relevant legislation, their professional obligations, and any other obligations imposed by law. Note: This does not preclude the sharing of clinical information among health professionals involved in the care or treatment of the individual on a “need to know” or consultancy basis.

Confidential information concerning a patient or client who is receiving or has received services provided by MidCentral may not be accessed by employees not involved in the care or treatment of the patient or client, and also may not be disclosed to unauthorised persons, except for those specific cases defined in relevant legislation and as per MidCentral’s Confidentiality Policy.

HEALTH DECLARATION

Shortlisted applicants will be required to complete a Health Declaration form and provide this to the hiring manager. They may also be required to undergo a medical examination as part of assessing their ability to fulfil the requirements of the position.

DECLARATION OF CRIMINAL CONDUCT AND OTHER INFORMATION

Shortlisted applicants will be required to complete a Declaration of Criminal Conduct and Other Information form and provide this to the hiring manager.

POLICE CLEARANCE/ CHECK(S)

Some appointments at MidCentral are subject to a Police Clearance which requires the applicant to complete a New Zealand Police Vetting Service Request and Consent Form. Additionally, overseas police checks may need to be applied for by the appointee if they have lived in any country other than New Zealand for 12 months or more within the last 10 years.

Shortlisted applicants will be advised of the requirement to undergo a New Zealand Police Clearance, and provide overseas police clearance/s, as required.

Notwithstanding the police clearance process upon appointment, in future all MidCentral employees may be required to undergo police and/ or other vetting procedures, and all staff will be required to participate in this process.

MidCentral reserves the right to withdraw any offer to the appointee, or if the appointee has commenced work, terminate employment, if any adverse information arises out of the police check/s.

CHILDRENS ACT 2014

Due to this role having contact with children and MidCentral’s commitment to child protection, shortlisted applicants will be subject to ‘safety checks’ in accordance with the Childrens Act 2014

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before any offer of employment is made. These checks are required periodically for existing employees in accordance with the relevant legislation.

APPLICATIONS

Applicants are required to complete an official form of application, providing names and addresses of three confidential referees* – one being the current or most recent employer or educator, and attaching a CV and cover letter. Copies of recent testimonials or any other information considered pertinent to the position may also be included.

Any queries may be addressed to Human Resources on +64 6 350 8850 or email vacancy@midcentralthb.govt.nz.

**Referee reports obtained or provided are subject to Section 27 (1) (c) of the Official Information Act 1982 and Section 29 (1) (b) of the Privacy Act 2020 and shall not be released or their contents disclosed to the applicant or to any person not directly involved in MidCentral's appointment and review procedures.*

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MidCentral's Values and Behaviours

All employees of MidCentral will adopt the values and demonstrate the behaviours related to them of being Compassionate, Respectful, Courageous and Accountable - in the following ways:

COMPASSIONATE - KIA WHAI AROHA

- Is responsive to the needs of people, whānau and the community.
- Strives to deliver beyond expectations and go the extra mile.
- Shows concern for others and offers proactive and timely assistance and support to others.
- Is empathetic and mindful of others and sensitive to their feelings.
- Creates an environment where others feel safe and supported, encouraging them to contribute and share their views and perspectives.

RESPECTFUL – KIA WHAI NGĀKAU

- Shows politeness, admiration and honour to others and does not cause offence.
- Actively listens when someone is speaking and shows value for other peoples' perspectives.
- Genuinely engages and listens to others and considers their views while making decisions.
- Is inclusive of diverse perspectives and the cultural beliefs of others and actively seeks to improve own knowledge.
- Recognises team member strengths and development needs, and coaches them to maximise their potential.

COURAGEOUS – KIA MĀTĀTOA

- Speaks up when things are not right.
- Is adventurous in search of feedback and is open to feedback.
- Puts organisational interests ahead of their own.
- Speaks up when they have to contribute or when other's behaviour is inconsistent with the MidCentral's values.
- Champions innovative ideas in the team, and on behalf of the team.
- Is willing to question accepted approaches and processes and open to challenge.

ACCOUNTABLE – KIA NOHO HAEPAPA

- Acknowledges and assumes responsibility for their actions and does not blame others when things go wrong.
- Strives for excellence and delivers high quality care that focuses on the needs of the consumer and whānau.
- Is innovative and strives for quality and excellence.
- Following through on conversations – saying what you will do and doing what you say.
- Is able to intervene effectively when progress against budgets, plans or projects is off track.
- Is committed to rapid resolution of complaints, problems and issues.

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MidCentral's Strategy



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