

JOB DESCRIPTION

Kairuruku Hinengaro – Maori Mental Health Practitioner

PUBLIC SERVICE PURPOSE STATEMENT

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āianei, ā, hei ngā rā ki tua hoki. He kawenga tino whitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hāpori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

Mō ētahi atu kōrero hei whakamārama i tēnei kaupapa, haere ki (<https://www.publicservice.govt.nz/about-us>)

In the publicservice we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

You can find out more about what this means at (<https://www.publicservice.govt.nz/about-us>)

ARA POUTAMA - HŌKAI RANGI

Kōtahi anō te kaupapa, ko te oranga o te iwi | there is only one purpose to our work: the wellness and wellbeing of people.

Ara Poutama Aotearoa – The Department of Corrections is one of New Zealand’s largest government departments. At its heart, the department is focussed on the pursuit of oranga - the wellbeing of people. This focus will underpin our focus on achieving transformative and inter-generational change for those in our care and their whānau.

The name, Ara Poutama Aotearoa, refers to a pathway of excellence for those in the Department’s care and management – this name demonstrates the Department’s efforts to empower those in our care and management to change their lives, and the lives of their whānau. It also conveys our responsibility to support and guide those in our care to reach Te Tihi o Manōno, the point from which unlimited potential can be realised.



ARA POUTAMA AOTEAROA
DEPARTMENT OF CORRECTIONS

ABOUT US

All Corrections employees are part of one team working to keep our communities safe and change lives. To do this we put safety first, do the right thing, build strong partnerships and reduce re-offending.

Our values embrace the Māori kaupapa concepts of Rangatira (Leadership), Manaaki (Respect), Wairua (Spirituality), Kaitiaki (Guardianship), Whānau (Relationships).

Rangatira (Leadership)	We demonstrate leadership and are accountable
Manaaki (Respect)	We care for and respect everyone
Wairua (Spirituality)	We are unified and focused in our efforts
Kaitiaki (Guardianship)	We are responsive and responsible
Whānau (Relationships)	We develop supportive relationships

ABOUT THE GROUP OR TEAM

Hikitia offers mental health and addiction care for tāne in the central region prisons, based out of Te Wai o Pure, new facilities at Waikeria Prison, and integrated within all three Central Region prisons, Waikeria, Spring Hill Corrections Facility and Tongariro Prison. Hikitia aims to ensure tāne will receive culturally and clinically effective mental health and addiction care services that will support their journey towards oranga. The Hikitia service principles are:

- **Kotahitanga and Aroha** | Unity and Love – These principles underpin all we do.
- **Kaitiakitanga | Guardianship** – We are responsive and caring.
- **Manaakitanga | Respect** – We care for and respect everyone.
- **Wairuatanga | Spirituality** – We acknowledge and foster the connection between the physical world and the spiritual realms.
- **Whānaungatanga | Relationships** – We develop supportive relationships.
- **Rangatiratanga | Leadership** – We demonstrate leadership and are accountable.
- **Oranga Tāngata | Wellbeing** – We provide an environment that supports wellbeing.

ABOUT THE ROLE

Position:	Kairuruku Hinengaro – Maori Mental Health Practitioner
Business Group:	Pae Ora
Reports to:	Manager Māori Practice and Partnerships
Direct Reports:	N/A
Location	Waikato Region and Waikeria Prison

The Kairuruku Hinengaro role as part of the wider multi-disciplinary team will provide cultural support to enhance the mental health and wellbeing of Tāne in Hikitia care. The Kairuruku Hinengaro offer individualised one-to-one solution focused support for Tāne, by developing meaningful relationships that will help Tāne to feel accepted, understood and empowered to contribute to their own hauora journey. The role will also enable Tāne have a say in the interventions that are offered to them by guiding Tāne to develop their own Oranga Plans catered to their specific Oranga needs and aspirations.

The role accountabilities include:

- Establishing and maintaining effective key relationships across the department, Hikitia partners and other service providers.
- Demonstrating behaviours in alignment with the Mana Whenua, tikanga and kawa and seek support and guidance to ensure these are upheld.
- Ensuring practice recognises and takes into account Te Ao Māori and the principles of Te Tiriti o Waitangi.
- Contributing to enhancing the oranga of Tāne in the care of Hikitia
- Actively promote the Hikitia service to Tāne who may be eligible for the service and may benefit from the support that the service will provide.
- Assessing the oranga needs of Tāne within Hikitia from a whakapapa, hinengaro, Wairua, well-being perspective.
- Cultural triage, assessment and evidence informed treatments that align with mana whenua best practice.
- Providing cultural support, advice and Maori coordination of initiative and operations to enhance the wellbeing of Tāne within Hikitia.
- Utilising skills of te reo me ona tikanga, mātauranga Māori and Rongoā Māori to enhance the effectiveness of services provided to Tane in Hikitia
- Facilitating opportunities for Tāne to connect with their whānau on a regular basis.
- Recognising and valuing the roles and skills of all members of the Hikitia team in the delivery of care.
- Working collaboratively with colleagues and partners to develop referral pathways into and out of the service.
- Supporting the development of shared best practice in responding to the needs of Tāne in Hikitia.
- Contributing to the effective and efficient running of Hikitia by awareness of and compliance with policies and procedures, including Health and Safety and Safeguarding.
- Providing input into regular Hikitia Multi-Disciplinary Team meetings
- Maintaining a professional and confidential approach to work at all times.
- Actively participating in ongoing supervision through regular team meetings and qualified cultural supervision.

ABOUT YOURSELF

Knowledge, Skills and Experience

- Understands and is committed to and the delivery of the Hikitia Māori Model of Care.
- Experience and knowledge in te reo Māori me onā tikanga, te ao Māori and Mātauranga Māori
- Be passionate about supporting Tāne in their healing journeys.
- Experience of working with Tāne presenting with acute and complex mental health and/or addiction issues.
- An in-depth understanding of Te Tiriti o Waitangi and how it relates to health and wellbeing and equity.
- An understanding of the impact of colonisation on health and wellbeing.
- Experience of working effectively within a Kaupapa Maori environment and committed to ongoing personal development in this area.
- Excellent relationship skills with a strong ability to influence positively.
- Have a high work ethic combined with honesty and ability to achieve results.
- Recognise barriers to Hauora and be passionate about supporting Tāne to achieve and maintain Hauora.
- Excellent written and oral communication and presentations skills which are clear, concise, and logical.
- Demonstrated ability to work collaboratively with peers and manage stakeholder relationships, and to foster teamwork and co-operation across teams.
- Have ability to effectively prioritise and execute tasks, thus working efficiently and effectively.
- Ability to think critically and work strategically with excellent attention to detail.
- Awareness of the issues effecting Tāne in prison and the impact they have on mental health.
- Ability to work in a strengths-based way that recognises the potential for individuals to develop and enable resilience.

Qualifications

- A relevant tertiary qualification would be an advantage
- L4 or above Mental Health or Community Support Qualification
- Minimum of two years mental health and addictions experience.

Other Requirements

- Hold a current driver's license.

YOUR JOB COMPETENCIES

Service Focus

- Maintains a helpful and courteous approach when dealing with others.
- Clarifies expectations when providing a service and keeps client informed of progress.
- Anticipates the needs/concerns of those to whom a service is being provided.
- Prioritises and balances the needs of others in overall service provision.

Communications

- Listens to others and asks questions to clarify own understanding.
- Responds politely and sensitively to queries and alternative points of view.
- Is prepared to take on board others' ideas and suggestions.
- Produces written communication that is clear, concise, logical and understood by the reader.
- Communicates in a style appropriate to the recipient or audience

Responsiveness

- Acts fairly and impartially in all dealings with others, respecting their rights and needs.
- Demonstrates an understanding and respect for Maori, Pacific peoples' and ethnic minorities' values and beliefs.
- Incorporates cultural responsiveness, and EEO principles into work practices.
- Promotes EEO policy to peers and others.

Self-Management

- Proactively obtains feedback about their own performance from peers and managers so that they can improve their performance.
- Accepts constructive criticism without becoming defensive.
- Alerts manager when overloaded, stressed, or having difficulty with specific tasks or areas of responsibility.
- Identifies and commits to learning and development opportunities.

Problem Solving

- Identifies and weighs up risk appropriately before taking action.
- Discusses options with manager where appropriate.
- Makes use of relevant and available information and consults others when developing workable solutions.
- Recognises the importance of IOM and its impact on analysis and development of options.

Commitment

- Shares the responsibility to maintain a safe and healthy workplace, carries out work-related activities in accordance with safe procedures and reports all hazards, accidents and incidents.
- Is familiar with the Code of Conduct and statutory confidentiality requirements.
- Acts with integrity at all times.
- Supports and models the organisation's values, taking responsibility for their own actions and decisions.

Teamwork

- Proactively shares information, ideas and experience with managers and peers.
- Encourages and supports team members and others they are working with.
- Promotes a work environment where others can exchange opinions and ideas.
- Co-operates with other staff outside their own service or group.

Work Management

- Processes work to the required standards (quality and timeliness).
- Identifies issues and problems and communicates these to manager in a timely fashion.
- Focuses on the task at hand and the work that needs doing without losing track of priorities.
- Is alert to connections and interrelationships between own workload and that of others and consults as appropriate.