

<b>Title</b>	AOD Clinician - Māori Focus
<b>Department</b>	CADS Pregnancy and Parental Service
<b>Location</b>	Te Whatu Ora Waitematā
<b>Reports to (title)</b>	Clinical Team Leader
<b>Direct reports</b>	Nil
<b>Date</b>	June 2023
<b>Key Relationships</b>	<p><u>Internal</u>            Te Whatu Ora Waitematā PPS Clinical Team Leader            Te Whatu Ora Waitematā PPS Team            Te Whatu Ora Waitematā Māori Health Equity Lead            He Kamaka Waiora (Māori Health Services)            Te Whatu Ora Waitematā Te Atea Marino (Māori Addictions Service)            Te Whatu Ora Waitematā Specialist Mental Health and Addictions Service (SMHAS)            Te Whatu Ora Waitematā Allied Health staff            Te Whatu Ora Waitematā Maternity staff</p> <p><u>External</u>            Tāngata whai i te ora and their whānau, hapu, iwi and marae            Cultural services            Community Agencies working alongside tangata whai i te ora including:           <ul style="list-style-type: none"> <li>○ Regional Addiction services</li> <li>○ Regional Mental Health Services</li> <li>○ Non-Governmental Organisation (NGO)'s</li> </ul>           Primary Care Services            Manatu Hauora (Ministry of Health)</p>

## Our Purpose, Values and Standards

At the heart of Te Whatu Ora Waitematā is our promise of 'best care for everyone'. This promise statement is the articulation of our three-fold purpose to:

1. Promote wellness,
2. Prevent, cure and ameliorate ill health and
3. Relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect on the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, whānau and our community, a privilege that is sometimes overlooked in our day to day work. Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.

**everyone matters**

Every single person matters, whether patients, clients, family members or staff members.

- **Welcoming** and friendly
- **Respect** and value each individual
- Take time to **listen** and understand
- **Speak up** for others

**with compassion**

We see our work in health as a vocation and more than a job. We are aware of the suffering of those entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do everything we can to relieve suffering and promote wellness.

- **Compassionate** for your suffering
- Attentive, **helpful** and kind
- **Protect your dignity**
- **Reassuringly** professional

**connected**

We need to be connected with our community. We need to be connected within our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patients / clients and their families.

- **Communicate** and keep people informed
- **Explain** so people understand
- **Teamwork** with patients, whānau, and colleagues
- Give and receive **feedback**

**better, best, brilliant**

We seek continuous improvement in everything we do. We will become the national leader in health care delivery.

- **Positive** we can make a difference
- **Improve** our service and ourselves
- Clean and **safe** practice
- Timely, **efficient** and organised

## Purpose of the role

To actively engage with, and provide clinical support for, tāngata whai i te ora Māori who are hāpu and/or parents of children under three years of age and are experiencing alcohol and other drug issues and are poorly connected to health and social services. The aim is to improve outcomes for parents and their children by weaving te ao Māori and clinical practice.

Key Tasks	Expected Outcomes
Clinical practice	<ul style="list-style-type: none"> <li>• Allocated tangata whai i te ora are engaged in, and provided with AOD and other appropriate treatments using assertive outreach as indicated</li> <li>• Approved tools are used to assess and screen tangata whai i te ora</li> <li>• Risk assessment and safety planning is provided in conjunction with the multi-disciplinary team</li> <li>• Care includes incorporation of Māori Models of Health such as Te Whare Tapa Wha, Poutama and Takarangi models</li> <li>• Strength based treatment plans and agreed interventions are established and evaluated in collaboration with tangata whai i te ora, their whanau, the PPS multidisciplinary team and other agencies (as appropriate) under the harm reduction framework</li> <li>• Tangata whai i te ora are supported in developing their own resource and recovery systems to meet their needs.</li> <li>• Family and whānau are encouraged to participate with treatment.</li> <li>• Tangata whai i te ora are seen as often as clinically indicated and discharge/transition planning is commenced in a timely manner</li> <li>• Tangata whai i te ora progress is discussed and reviewed within supervision and within the clinical team.</li> <li>• Appropriate recommendations and/or referrals are actioned, followed up and evaluated</li> <li>• AOD and other relevant education and information and advocacy is provided for tangata whai i te ora, whanau as appropriate including the following:             <ul style="list-style-type: none"> <li>• Maternity care</li> <li>• Child health and development</li> <li>• Parenting – including skills, strategies and attachment</li> <li>• Mental health and wellbeing</li> </ul> </li> </ul>

**Alcohol and Other Drugs (AOD) Clinician - Māori Focus  
Community Alcohol and other Drugs Service (CADS)  
Pregnancy and Parental Service (PPS)  
Position Description**

Key Tasks	Expected Outcomes
	<ul style="list-style-type: none"> <li>Physical health and wellbeing</li> <li>Healthy relationships</li> </ul> <ul style="list-style-type: none"> <li>Provision of group facilitation and/or co-facilitation as appropriate.</li> <li>Tangata whai i te ora care is documented and care is provided in accordance with service protocols, clinical pathway and Te Whatu Ora Waitematā standard operating procedures.</li> <li>Active participation in multidisciplinary meetings in order to improve likelihood of improved outcomes and reduce harm</li> </ul>
<b>Networking / Care co-ordination</b>	<ul style="list-style-type: none"> <li>Positive working relationships with colleagues to be developed and maintained through respect, good communication and understanding of professional diversity</li> <li>Provide consultation and training for the PPS team with regard to cultural practice/te ao Māori</li> <li>Knowledge base of relevant community resources and support services is maintained</li> <li>Develop and maintain working relationships with both internal and external agencies, iwi and marae based providers and provide consultation, liaison, service promotion and education as required</li> <li>Co-ordination of services/relevant stakeholders is undertaken as required, including facilitating professionals/whanau meetings/hui.</li> <li>Consult with He Kamaka Waiora (Māori Health Services) Māori Health Equity Lead, Oranga Coordinators and other relevant services as appropriate</li> </ul>
<b>Quality / Service Development</b>	<ul style="list-style-type: none"> <li>Ensure service policies, protocols, standard operating procedures and guidelines are upheld</li> <li>Statistical information is collected and recorded as per organisational and unit requirements.</li> <li>Involvement in approved research and evaluation activities and projects as negotiated via the manager.</li> <li>Participation in and contribution to quality and service improvement initiatives</li> <li>All practice is culturally safe.</li> </ul>
<b>Professional development</b>	<ul style="list-style-type: none"> <li>Orientation and mandatory training is completed and further relevant training/professional development is negotiated with Clinical Team Leader and/or Manager.</li> <li>Participate in Te Whatu Ora Waitematā performance development and review processes.</li> <li>Supervision is undertaken in accordance with Te Whatu Ora Waitematā policy</li> </ul>
Manage self professionally	<ul style="list-style-type: none"> <li>Services are delivered in accordance with the philosophies, priorities and objectives of Te Whatu Ora Waitematā and specifically Specialist Mental Health and Addictions Services</li> <li>Tangata whai i te ora rights are actively supported.</li> <li>All conduct is ethical and confidential.</li> <li>Te Whatu Ora Waitematā values of everyone matters, with compassion, connected, better/best/brilliant are modelled</li> </ul>

Key Tasks	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>Supports the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori</li> <li>Supports tangata whenua/mana whenua led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care</li> <li>Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity</li> </ul>

	<ul style="list-style-type: none"> <li>Support the expression of hauora Māori models of care and mātauranga Māori</li> </ul>
Health and Safety	<p><b>Contribute to a safe and healthy workplace at Te Whatu Ora Waitematā by:</b></p> <p><b>All Employees</b></p> <ul style="list-style-type: none"> <li>Following and complying with Health, Safety and Wellbeing policies and processes and applying them to their own work activities, including using/wearing Personal Protective Equipment as required</li> <li>Participating in activities directed at preventing and fostering inclusive, respectful and supportive relationships that promote wellbeing in the workplace</li> <li>Identifying, reporting and self-managing hazards where appropriate</li> <li>Early and accurate reporting of incidents at work and raising issues of concern when identified.</li> </ul>
Privacy	<ul style="list-style-type: none"> <li>Ensure that personal and health information (patient, staff, corporate) is managed in accordance with Te Whatu Ora Waitematā's privacy policies and relevant privacy laws and regulations, and that privacy breaches are investigated, reported and corrective action implemented in line with Te Whatu Ora Waitematā policy.</li> </ul>
Recordkeeping	<ul style="list-style-type: none"> <li>Creates accurate and appropriate records to support and evidence business activities and regularly files to ensure that corporate information is secure, unchanged and not removed until its compliant disposal date.</li> </ul>

## Person Specification

	Essential	Preferred
<b>Qualification</b>	<ul style="list-style-type: none"> <li>Relevant health related tertiary qualification.</li> <li>Registration with a relevant professional body e.g DAPAANZ, NZAC, Social Worker Registration Board, and hold a current practicing or registration certificate</li> </ul>	<ul style="list-style-type: none"> <li>Relevant postgraduate qualification in Maori health, public health or related tertiary qualification.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>One year of clinical experience working in mental health and/or addictions sector and/or in other health and social services</li> <li>A working knowledge and experience of Māori communities and organisation's</li> </ul>	<p>Over two years experience of:</p> <ul style="list-style-type: none"> <li>Case management and co-ordination</li> <li>Clinical experience in alcohol and drug</li> <li>Clinical experience in mental health</li> <li>Clinical experience in child or maternal health</li> <li>Social service experience</li> <li>Justice system experience</li> <li>Employment related to family violence and child protection issues</li> <li>Employment related to parenting and attachment</li> <li>Strengths based practice</li> </ul>
<b>Skills/Knowledge/Behaviour</b>	<ul style="list-style-type: none"> <li>Strong commitment to accelerating Māori health gain and reducing inequities for Māori.</li> <li>Understanding of Māori models of health and their application</li> <li>Understanding of Te Tiriti o Waitangi and its application in a health care setting</li> <li>Knowledge of harm reduction model and ability to apply this in a range of situations</li> <li>Excellent verbal and written communication skills</li> <li>Good time management skills</li> <li>Ability to develop good working relationships and networks</li> <li>Demonstrates respect for diversity</li> <li>The ability to work both autonomously and as a member of a multi-disciplinary team.</li> <li>Ability to demonstrate empathy and innovation</li> <li>Ability to demonstrate integrity and professionalism in all aspects of practice</li> <li>Basic computer skills</li> <li>Current full driver's license</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate knowledge and good insight into the bio/psycho/social factors that influence a person's ability to elicit behavior change</li> <li>Ability to motivate staff and positively influence culture and change</li> <li>Comfortable using te reo Māori me ōna tikanga</li> </ul>