

SENIOR TAIOHI CLINICIAN

(Oranga Hinengaro – Mental Health & Addictions Service)



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| Responsible to: | Oranga Hinengaro Senior Clinical Team Leader |
| Team: | Oranga Hinengaro – Mental Health & Addictions |
| Service: | Whānau Ora Service Delivery |
| Location: | New Plymouth |
| Directly Supervising: | Taiohi Ora Youth Wellness team |
| Functional Relationships: | Service Delivery Teams Tui Ora kaimahi Senior Leadership Team Health & Safety and Quality & Risk Advisor Intermediate and secondary schools Child & Adolescent Mental Health Services (CAMHS) Education services e.g. Resource Teachers: Learning and Behaviour (RTLb) General Practitioners Oranga Tamariki Other Non-Government Organisations i.e. Youth Aid |
| Committees: | As required |

POSITION SUMMARY:

Our Taiohi Ora Youth Wellness Service is available for young people aged 10 to 18 years. The Senior Taiohi Clinical role is a pivotal position in our Taiohi Ora Youth Wellness Service. The team members consist of clinical staff and whānau ora kaimahi, skilled in engaging whānau Maori. In this senior role you will navigate a pathway between Hospital(secondary) Child and Adolescent Mental Health Services and Tui ora, Community (primary) Service. Working in collaboration with Kaiarahi you will undertake assessments and develop service plans with whānau. In addition, you will be expected to manage a small caseload.

This role falls into the category of a **Core Worker** under the Children's Act 2014. A Core Worker is defined as a children's worker who:

- Is the only person present, or
- Is the children's worker who has primary responsibility for, or authority over, the child or children present.

REPORTING RELATIONSHIPS

Tui Ora Manager(s) / Team Leader(s)

All kaimahi will manifest through their everyday work *Ngā Ūara: Core Principles* across all internal and external stakeholder interactions:

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| Wairuatanga The expression of the intimate spiritual connection we have to our maunga, awa, moana, marae, tūpuna and atua. Must be maintained and nourished to help achieve wellbeing. Fundamental to the way in which we view the world. | Whanaungatanga The ability to form a connection with each other through sharing experiences and being open. To understand who we are and where we come from. A way of acknowledging our uniqueness and the strength that comes from working as a group. |
| Kotahitanga | Tino Rangatiratanga |

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| The message of unity, oneness, and harmony. This principle reflects the emerging spirit of sharing and embracing each other. | Being and having control, oversight, and responsibility for ones' actions. Inspires us to a sense of self determination. |
| Manaakitanga The nurturing of relationships. Encouraging us to rise above personal attitudes and feelings while respecting and creating self-worth in others. Building unity through humility and the act of giving. | Tikanga O Tui Ora A guide to the way in which we unite as an organisation. Our responsibility to provide care under the auspices of tō tātou maunga. |

| Key Result Area | Expected Result |
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| Service Delivery - Child, Adolescent & Youth (CAY) | <ul style="list-style-type: none"> Provide one-on-one clinical support for young people experiencing moderate to complex mental health issues and their whānau who are not under the care of CAMHS or another provider and/or have been discharged from the care of CAMHS but still require support to maintain their engagement in education and/or supp their ongoing wellness: <ul style="list-style-type: none"> Support may be community-based Support may be school/education based. Provide a community-based therapeutic service for children and adolescents and their whānau that is strengths based and resilience oriented Prioritise working with Māori, and those with more complex mental health needs Intake and triage coordination to Taiohi Ora – Integrated Taiohi Mental Health Service to minimise clinical risk Provide assessments and clinical identification of child, adolescent and youth mental health needs as well as navigation support to access suitable services Have a caseload of up to five young people supported with one-to-one care Regular attendance and involvement at MDTs with Taranaki DHB CAMHS. |
| Referrals for CAY Mental Health (secondary) component | <ul style="list-style-type: none"> Accept referrals for young people aged 10-18 years who meet the following criteria: <ul style="list-style-type: none"> CAMHS criteria (youth up to the age of 18 years, who are experiencing severe mental health difficulties) CAMHS and other community-based referrers Prioritised, but not limited to Māori, Pacific and high needs who choose to work with a Māori health provider. |
| Leadership | <ul style="list-style-type: none"> Demonstrate the appropriate leadership skills required to provide an effective and efficient service Coach and direct the team as required Hold regular team meetings and planning sessions to ensure effective two-way communication and work allocation Ensure regular performance and development reviews are conducted with kaimahi Work with the team to manage leave and other absences Work with the Oranga Hinengaro Senior Clinical Team Leader to lead all HR requirements, complaints, and disciplinary matters. |
| Ad hoc tasks | <ul style="list-style-type: none"> A Business Continuity Event may require secondment to another role. |
| Relationships | <ul style="list-style-type: none"> Key partnerships are maintained in order to generate stronger links to foster a sense of collaboration with care providers to enhance multi-disciplinary service delivery Establish and maintain effective working relationships with kaimahi, whānau, communities and other external contacts |

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| | <ul style="list-style-type: none"> ▪ Develop and use collaborative relationships to facilitate the accomplishment of whānau goals and objectives. |
| Communication/Team Work | <ul style="list-style-type: none"> ▪ Support an inclusive and positive work environment by listening and responding appropriately in all interactions. |
| Culture | <ul style="list-style-type: none"> ▪ Keeping the organisation's Ngā Uara: Core Principles at the forefront of own and others' decision making and actions: <ul style="list-style-type: none"> – Upholds ethics and values – Demonstrates integrity – Promotes and defends equal opportunities, builds diverse teams – Encourages organisational and individual responsibility towards the community and the environment. |
| Quality | <ul style="list-style-type: none"> ▪ Risk management, quality assurance, integrity and confidentiality through all work are evidenced ▪ Standards are maintained to meet service level agreements/contract specifications. |
| Safe Environment | <ul style="list-style-type: none"> ▪ Each kaimahi is expected to help maintain a safe and healthy workplace by: <ul style="list-style-type: none"> – Following all company safe work, policies, procedures, rules, and work instructions – The proper use of all safety equipment and clothing provided (as applicable) – The early reporting to their manager of any pain or discomfort experienced at work – Taking an active role in the company's treatment and rehabilitation plan, for an 'early and durable return to work' by following the company 'Return to work –ACC' and 'Return to work – Non ACC Related' procedures – Reporting all incidents, injuries, and hazards through the company Reportable Event procedure ▪ Working with Health and Safety Representatives, the Health & Safety and Quality & Risk Advisor, and managers to ensure compliance with Health and Safety requirements and the active development and promotion of a healthy work environment by: <ul style="list-style-type: none"> – Actively identifying and reporting near misses or incidents – Supporting the Health and Safety Representative in their work area whenever required ▪ Reporting on Health and Safety events at team meetings. |
| Technology and Tools of the Job | <ul style="list-style-type: none"> ▪ Able to apply and understand the use of technology; with demonstrable ability to use a desktop computer and related application software packages – including Microsoft office and Client Management Systems relevant to the role ▪ Demonstrates confidence and is willing to embrace change as technology changes ▪ Committed to maintaining the quality and accuracy of data entry. |
| Personal Development | <ul style="list-style-type: none"> ▪ Professional/technical knowledge is maintained, and knowledge is shared with team ▪ Appropriate technical development targets are agreed in the performance development review, and achievement is evidenced against these ▪ A performance development plan is established annually and reviewed six-monthly ▪ Commitment to attend the organisation's cultural development programme. |
| Person Specification | <ul style="list-style-type: none"> ▪ A health professional qualification regulated by the Health Practitioners Competence Assurance Act 2003; or |

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| | <ul style="list-style-type: none"> ▪ Are a health professional registered or accredited with a health or social service professional body ▪ Full, clean NZ Driver Licence. |
| Experience and Skills | <ul style="list-style-type: none"> ▪ Specialist training in Child and Adolescent Mental Health (desirable) ▪ Clinical Supervision (desirable) ▪ Has a genuine interest in young people ▪ Experience in counselling and specialist modalities relevant to working with youth ▪ Understanding of issues and risk assessment in relation to mental health and alcohol and drug intervention, treatment and support for infants, children, adolescents, and youth ▪ Knowledge and understanding of relevant legislation including NZ Bill of Rights Act 1990, and the Criminal Justice Act 1985, Vulnerable Children's Act 2014, Mental Health Act ▪ Knowledge, understanding, and experience working in the primary mental health, consumer and advocacy field and issues ▪ Knowledge of applicable regulations governing clinical practice/legislative requirements ▪ Proven experience of evidence-based best practice primary therapeutic practice ▪ Able to demonstrate practical understanding of the aspirations and challenges facing Māori communities ▪ Experience in applying Tikanga Māori as it applies in the role is desirable ▪ Well-developed written and oral communication skills ▪ Excellent interpersonal skills and able to work as part of a team ▪ Excellent organisation skills and able to take responsibility for completion of tasks ▪ Strong work ethic, demonstrated by a high level of integrity, reliability, efficiency, and self-management ▪ Excellent attention to detail ▪ Able to handle sensitive and confidential information. |

NOTE:

You will align outcomes/deliverables as per the Service Contract requirements that relate to your role.

The foregoing paragraphs are intended to describe the duties that the appointee will be expected to undertake in this position. However, the outlined key tasks should not be regarded as a complete and exhaustive list and do not prevent the addition, alteration, or deletion of duties from time to time in accordance with the needs of Tui Ora.

Tui Ora is a service provider and as such kaimahi are required to have a flexible approach to the work they are requested to undertake (within their professional/legal scope/boundaries) to ensure client needs are met and best practice customer service is upheld at all times and to contribute to the success of Tui Ora.

Salary circa dependent upon skills and experience.

APPROVED:

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| Authorised signature: | Kaimahi signature |
| Name: | Name: |
| Position: | Position: |
| Date: | Date: |