



Role Description

Role Position:	Maori Mental Health Professional
Location(s):	Masterton, Wairarapa <i>You may be expected to work across the wider region if required.</i>
Service / Directorate:	Child Adolescent Mental Health Service Te Ratonga Aranga Mokopuna Ārangi (TE R.A.M.A.) Mental Health, Addictions & Intellectual Disability Service (MHAIDS) 3DHB
Responsible to:	Charge Nurse Manager / Team Leader

The Vision, Mission Statements and Values of each of the three DHBs are highly congruent.

Our Mission:

- **Wairarapa DHB:** *To improve, promote, and protect the health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.*
- **Hutt Valley DHB:** *'Can do' – leading, innovating and acting courageously; Working together with passion, energy and commitment; Trust through openness, honesty respect and integrity; Striving for excellence*
- **Capital & Coast DHB:** *Together, Improve the Health and Independence of the People of the District.*

Our Vision

- **Wairarapa DHB:** *"Well Wairarapa - Better health for all"*
- **Hutt Valley DHB:** *Whanau Ora ki te Awakairangi. Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.*
- **Capital & Coast DHB:** *Keeping our community healthy and well.*

Our Values:

- **Wairarapa DHB:** *Respect – whakamana tangata; integrity – mana tu; self-determination – rangatiratanga; co-operation – whakawhanaungatanga; and excellence – taumatatanga.*
- **Hutt Valley DHB:** *'Can do' – leading, innovating and acting courageously; Working together with passion, energy and commitment; Trust through openness, honesty respect and integrity; Striving for excellence.*
- **Capital & Coast DHB:** *Manaakitanga - Respect, caring, kindness. Kotahitanga – Connection, unity, equity. Rangatiratanga - Autonomy, integrity, excellence*

Context

Wairarapa DHB

Wairarapa District Health Board (DHB) is located 1.5 hours north of Wellington and Hutt Valley. It covers a large mainly rural geographic area from Cape Palliser on the south coast, to Mount Bruce in the north. Secondary hospital services are provided from the new 90 bed Wairarapa Hospital in Masterton, serving a population of around 40,000. Wairarapa DHB has a unique relationship with primary and community services to meet the needs of their population.

Hutt Valley DHB

The Hutt Valley District Health Board (DHB) is a hospital and health provider in the Hutt Valley, located 20 minutes from Wellington. Hutt Valley DHB provides secondary and tertiary, medical and surgical hospital services along-side community based health care. The main facility is Hutt Hospital in Lower Hutt, which has 260 beds. Hutt Valley DHB funds local health providers and works collaboratively with the community to create and support multiple health education initiatives and projects within the region.

Capital and Coast DHB

The Capital and Coast District Health Board (CCDHB) covers a region extending from Wellington to Otaki. It comprises delivery arms in primary, secondary and tertiary health. Hospital and Health Services (HHS) is primarily responsible for the hospital and health services delivered via a new Wellington Regional Hospital; a secondary and community facility at Kenepuru; a Forensic, Rehabilitation and Intellectual Disability Hospital at Ratonga Rua-o- Porirua; and Kapiti Community Hospital.

Service Perspective

The hospital and health services of the DHBs provide a range of services, one such group of services includes Mental Health, Addictions and Intellectual Disability (MHAID) Service. The Service has over 1400 employees and annual revenue of \$135m.

MHAIDS spans three DHBs - Wairarapa, Hutt Valley and Capital and Coast DHB's and includes local, regional, and national services. The local MHAID services are provided from multiple sites within the 3DHB sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whariki services include regional forensic and rehabilitation services covering the Central region while the intellectual disability services extend the length and breadth of the country from six bases located in Whangarei, Auckland, Cambridge, Wellington, Christchurch, and Dunedin.

The core business of the Service is the provision of quality specialist services, integrated with primary and secondary providers in the communities we serve.

The Service is committed to the underlying principles of:

- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga.
- Te Tahuhu and the Mental Health Blueprint for Mental Health Services in New Zealand to guide and direct service design, delivery, development, and review.
- Intellectual Disability High and Complex Framework
- Te Tiriti o Waitangi as the founding document of Aoteroa/New Zealand.

The Service has access to business support services including Human Resources and Finance. In addition, management and delivery of clinical services across the Service is underpinned by



consultation, advice, and support from a range of cultural, consumer, and family advisors, and business, quality and organisational development personnel.

Child and Adolescent Mental Health Service

The Child Adolescent Mental Health Service (CAMHS) is a community mental health service, which is part of Mental Health, Addictions & Intellectual Disability Service (MHAIDS) 3DHB. The service covers the greater Wellington region, with teams, in Kapiti, Hutt Valley, Porirua, Wellington and Wairarapa.

The CAMHS teams provide specialist mental health services for children and adolescents between the ages of birth and 19 years (inclusive) with indicators of significant mental health problems, and consultation services for lead agencies working with children and youth with primary mental health disorders.

Team Description

TE R.A.M.A. Child and Adolescent Mental Health service in the Wairarapa is a progressive team, situated in an area that covers large rural and urban populations. Our multi-disciplinary team consists of Community Psychiatric Nurses, Social Workers, Clinical Psychologists, Community Support Workers, Administration, and one part time Child and Adolescent Consultant Psychiatrist.

We place a strong value on the team culture and ongoing professional development is encouraged and supported. Our service is well supported by the Paediatrics team at Wairarapa Hospital and we work closely with other services such as the Child Development Team, Special Education Services and Oranga Tamariki.

Purpose of the role

To work in a multidisciplinary team setting as a Maori Mental Health Professional, providing responses/services that meet the needs of tamariki, rangatahi and their whanau living in the Wairarapa.

Also to provide professional (discipline specific) allied health services as a member of the Mental Health multi-disciplinary team (MDT), including discipline specific services and care management for tamariki, rangatahi their whanau and caregivers.

Support tamariki, rangatahi with mental health problems and their whanau to access appropriate supports and resources in the community.

Provide clinical mental health services in accordance with WDHB policies and MHS – Te Rangiora Service Delivery Model, policies and procedures

Key Accountabilities

KEY RESULT AREAS	EXPECTED OUTCOMES
<p>Provide Maori mental health responses / services that meet the needs of tamariki, rangatahi and their whanau living in the Wairarapa rohe</p>	<ul style="list-style-type: none"> • Local linkages - understand and work with local tikanga - Iwi Kainga, Wairarapa DHB Maori Health Unit and Maori health providers. • Clinical and cultural practice demonstrates knowledge, understanding and the application of models of Maori Health, and Maori Mental Health. • Active participation is maintained in tikanga and te reo with tamariki, rangatahi and whanau and in all environments. • Roles are assumed as necessary within the whanau for powhiri, hui and tangi, under the direction of Kaumātua and Kuia. • Contribute to Maori Mental Health service planning and development.
<p>Assessment, care planning and therapy services</p>	<ul style="list-style-type: none"> • Facilitate appropriate interventions conducive to the needs of client through Te Reo, Kaumātua, Tohunga to promote and encourage whānau participation in the assessment process. • Assessments are conducted in a culturally safe manner in accordance with tikanga Māori. • Ensure tamariki, rangatahi and their whānau are informed of their rights and that their needs are indentified and addressed appropriately. • When appropriate to act as an advocate to interpret accurately and clearly the Māori / English languages to ensure the best understanding for the tamariki, rangatahi and / or their whānau. • Assessments are completed using appropriate assessment tools. • Risk assessment and management plans are incorporated to the recovery planning process. • Practice demonstrates specialist knowledge of mental illness and mental health issues. • Clinical interventions include a variety of models of therapy and an ability to apply a range of support strategies and treatment

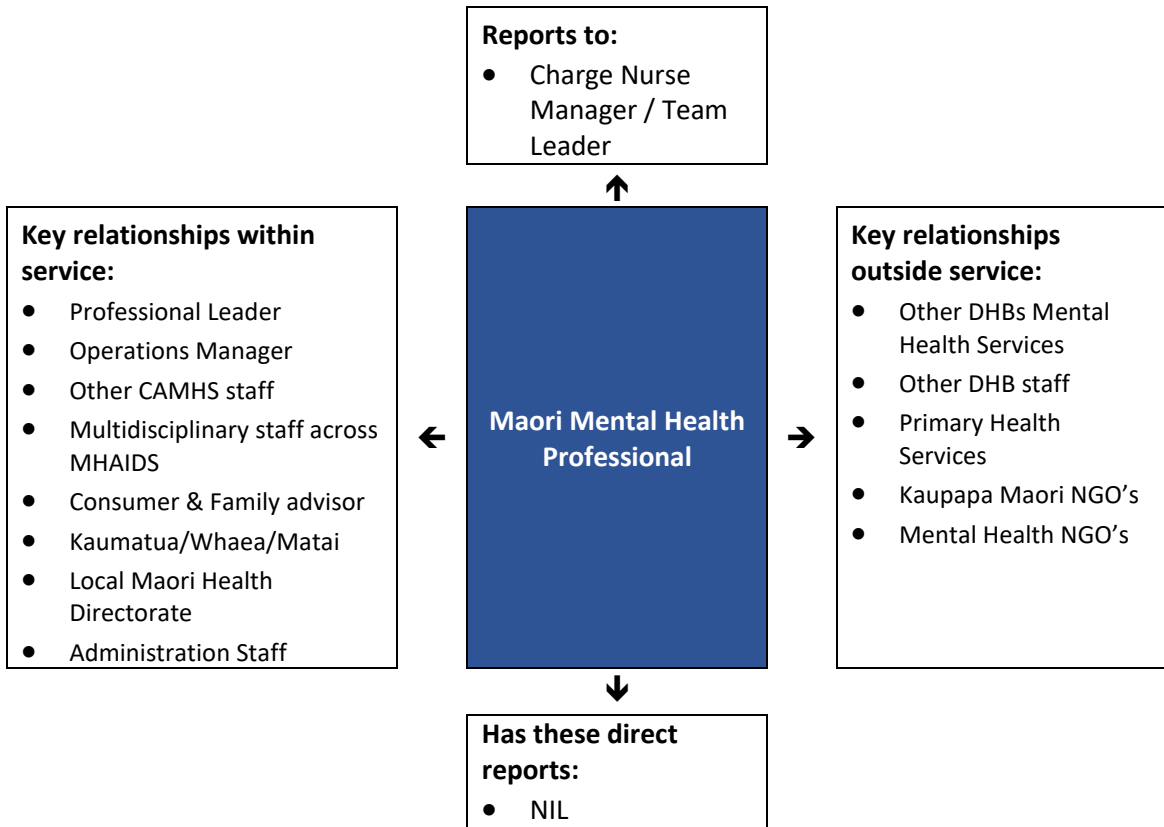
	<p>options.</p> <ul style="list-style-type: none"> • The needs of tamariki, rangatahi and their whanau are clearly identified and care/treatment/ recovery plans documented. • Tamariki, rangatahi, and their whanau are actively involved in assessment, recovery planning / review and discharge processes. • Tamariki, rangatahi and their whanau are supported in achieving their identified goals through assessment, treatment and discharge planning. • The needs of tamariki, rangatahi and their whanau are clearly identified and care/treatment/ recovery plans documented. • Assessment and recovery planning includes those people identified by the tamariki, rangatahi and their whanau as significant to them and their recovery. • Comprehensive clinical case notes are kept up-to-date in accordance with legislation, organisational policy and service procedure.
<p>Care management</p>	<ul style="list-style-type: none"> • Referrals and caseload are effectively and appropriately managed to respond to the needs of tamariki, rangatahi and their whanau / family, and caregivers. • Care and treatment is coordinated effectively through MDT and in consultation with appropriate services and agencies. • Information is provided to tamariki, rangatahi and their whanau regarding relevant resources and services available. • Liaison and consultation with Maori Mental Health staff and/or other Maori health providers, Iwi, hapu and whanau assists in identifying cultural needs, interpreters and other cultural services.
<p>Be a pro-active member of the multi-disciplinary team</p>	<ul style="list-style-type: none"> • Displays professional and constructive participation in teamwork and acknowledges others' expertise, strengths and limitations. • Discipline specific skills, knowledge and professional perspective are made available to assist colleagues in a positive and proactive manner. • Liaison and consultation with the MDT ensures care and treatment options are negotiated to meet the best outcomes for tamariki, rangatahi and their whanau.

<p>Quality Improvement</p>	<ul style="list-style-type: none"> • Active participation is maintained in team meetings to plan quality clinical care and contribute to service development planning, the strategic direction and integrity of Mental Health Services. • Commitment to continuous Quality Improvement is demonstrated by identifying quality initiatives within own practice and services to clients. • Informs and updates team on service development projects and specialist interest areas. • Provision of clinical services meets the standards required by DHB policy, service delivery pathways and procedures, relevant guidelines and regulations.
<p>Assist in providing a safe environment which promotes health and wellbeing</p>	<ul style="list-style-type: none"> • Tamariki, rangatahi and their whanau are treated with respect and their comfort, privacy and dignity is maintained. • Practice reflects knowledge and understanding in the application of the principles of the Treaty of Waitangi as they relate to mental health. • Knowledge of the Health & Disability code of Consumers Rights is reflected in practice. • Effective advocacy skills and relationships support tamariki, rangatahi and their whanau and caregivers. • DHB wide training and MHS core competencies are undertaken and updated as required.
<p>Consultation / Liaison</p>	<ul style="list-style-type: none"> • Effective support networks, communication and liaison with other key providers / agencies are developed and maintained. • Links are maintained with MH Regional Specialty services/areas – and specific expertise in specialty areas is utilised within the team to support clinicians and tamariki, rangatahi and their whanau.
<p>Education / Professional Development</p>	<ul style="list-style-type: none"> • Orientation and core training (DHB and MHS) are completed. • DHB and MHS training & education requirements and updates are attended as required. • Professional and cultural training needs are identified and actioned. • Peer supervision is undertaken with

	<p>colleagues.</p> <ul style="list-style-type: none"> • Clinical supervision is undertaken in accordance with the service procedure and relevant guidelines. • Annual performance appraisal and development plans are arranged with the Team Leader and professional body advisor. • Collegial support is maintained with professional discipline colleagues and attendance at professional training or meetings is encouraged.
After-hours Crisis On Call	<ul style="list-style-type: none"> • By mutual agreement, carry out rostered after hours Crisis duties.
Other Duties	<ul style="list-style-type: none"> • Role-related duties are undertaken as agreed with the Team Leader, CAMHS and Service Manager.
Quality, Safety and Risk	<ul style="list-style-type: none"> • Ensures all staff/colleagues maintain adequate safety standards on the job through consultation, training and supervision. • Ensures own and others safety at all times. • Complies with policies, procedures and safe systems of work. • Reports all incidents/accidents, including near misses, in a timely manner and the Team Leader is advised of any actual or potential risk to self and tamariki, rangatahi and their whanau safety is involved in health and safety through participation and consultation. • Actively participates in the hazard management and identification process. • Escalates Risk as per the Risk Management Policy. • Demonstrates the values of the DHB in their work.
To Act within legal boundaries and the Wairarapa DHB policies	<ul style="list-style-type: none"> • In accordance with the Health Practitioners Competence Assurance Act 2003 your appointment is subject to you demonstrating that you are registered with a relevant professional body, and that your scope of practice enables you to undertake the duties of the position to which you have been appointed. • You must inform your Manager immediately upon notification from your registering body that your scope of practice has changed or of the suspension, cancellation or imposition of

- any conditions on your registration.
- Ensure that all records are maintained accurately and in accordance with legislation and Wairarapa District Health Board policy.
- Provide appropriate information in accordance with the Privacy Act and other relevant legislation and Wairarapa District Health Board policy.
- Practice and performance demonstrates knowledge and application of the principles of the Treaty of Waitangi.
- Practice and performance demonstrates competent knowledge and application of relevant legislation, regulations and guidelines including Ministry of Health Guidelines, Health and Disability sector Standards and DHB and MH Policy and Procedures.
- Practice demonstrates working knowledge and competent application of the Mental Health Act 1992 and relevant amendments.
- Practice demonstrates compliance with the Professional Body Standards of Practice and Code of Conduct.

Key Relationships & Authorities



Capability Profile

Competencies

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Customer focus	<p><i>Demonstrates commitment to understanding and providing what customers want.</i></p> <ul style="list-style-type: none"> • Is dedicated to meeting the expectations and requirements of internal and external customers • Gets first-hand customer information and uses it for improvements in products and services • Acts with customers in mind • Establishes and maintains effective relationships with customers and gains their trust and respect
Teamwork	<ul style="list-style-type: none"> • Develops constructive working relationships with other team members. • Has a friendly manner and a positive sense of humour. • Works cooperatively - willingly sharing knowledge and expertise with colleagues. • Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments. • Supports in word and action decisions that have been made by the team. • Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community.
Quality and Innovation	<ul style="list-style-type: none"> • Provides quality service to those who rely on one's work. • Looks for ways to improve work processes - suggests new ideas and approaches. • Explores and trials ideas and suggestions for improvement made by others. • Shows commitment to continuous learning and performance development.
Cultural Skills	<ul style="list-style-type: none"> • Words and actions show an understanding of the implications for one's work of Te Tiriti o Waitangi principles and Maori perspective as tangata whenua. • Values and celebrates diversity - showing respect for other cultures and people's different needs and ways of living. • Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work. • Accesses resources to make sure culturally appropriate and language appropriate services are provided. • Draws on a client's own cultural resources and support frameworks.
Communication	<ul style="list-style-type: none"> • Practices active and attentive listening. • Explains information and gives instructions in clear and simple terms. • Willingly answers questions and concerns raised by others. • Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged. • Is confident and appropriately assertive in dealing with others. • Deals effectively with conflict.

Essential Experience and Capability

a) Knowledge and Experience:

- Experience in working in specialist Mental Health services.
- Ability to demonstrate and promote tikanga Māori and hauora concepts in all aspects of the role and to develop and maintain positive linkages with local Iwi, WDHB Maori Health Unit and Maori service providers.
- Promote the importance of whānaungatanga as an essential component of Māori wellbeing. Ensure appropriate Māori processes are used and encouraged to be used in all whānau hui processes.
- Support whanau ora principles and practice by being cognizant of the diversity of whanau Maori values, beliefs and needs. Consideration of the wider whanau context; social, cultural and spiritual environments is fundamental to good clinical practice.

b) Essential Professional Qualifications / Accreditations / Registrations:

- Experienced registered health professional qualification (e.g. OT, Social Work, Clinical Psychology or Nursing).

c) Valuing the work

Someone well-suited to the role will place a high value on the following:

- Culturally sensitive.
- Recovery model of care.
- Interpersonal relationships and building trust.
- Problem solving inclusively, but able to take lead when needed.

d) Other

- Have a current driver's license

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed

Capital and Coast District Health Board (CCDHB) is committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

CCDHB is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Maori cultural practices.