

JOB DESCRIPTION

Alcohol and Drug Clinician *Alcohol & Drug Services*

Position Title:	Alcohol and Drug Clinician
Organisation Unit:	Community Mental Health & Addiction Services
Location:	Whangarei, Northland District Health Board
Responsible to:	Team Leader, Community Mental Health & Addiction Services, Northland District Health Board
Primary Functions of the Position:	<ul style="list-style-type: none">• To provide a referral, assessment, alcohol and drug interventions and duty intervention service within Alcohol and Drug Services.• To participate as a team member of the multi-disciplinary Alcohol and Drug Services.

Functional Relationships

The AOD Clinician will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none">• Members of the multidisciplinary team• Team Leader• Members of the General Hospital• Medical Officers• General Practitioners and Pharmacists• Other Health Professionals/Health Providers• Professional Leader, Addictions.	<ul style="list-style-type: none">• Volunteer/Community Agencies• Maori Health Providers/Iwi Organisations,• Whanau Hapu and Iwi• Primary Health Organization• Correctional Services• Advocacy Groups• Peer Support• NGOs• Statutory agencies



Key Responsibilities and Expected Outcomes

Northland District Health Board has established a set of values by which the organization will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with NDHB.

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Clinician encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Client focused practice
- Communication & Teamwork
- Professional Development
- Relationship building
- Quality Improvements
- Health and Safety
- Privacy and Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within District Health Board management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Northland District Health Board Te Tiriti o Waitangi Training

Key Responsibility Area	Expected Outcomes
<p><i>In collaboration with the multi-disciplinary team, contributes to client treatment planning and carries out treatment, counseling, group programmes and other related activities with clients and their whanau with alcohol and drug problems.</i></p>	<ul style="list-style-type: none"> • Carries a caseload as designated by the Manager/Team Leader according to Alcohol & Drug Services policy, attends referral and case management meetings and has responsibility for negotiating, documenting and administering the treatment plan. • Carries out comprehensive assessment, treatment, counselling and support to clients and their whanau • Ensures treatment options are implemented and discussed with clients and the treatment team with a focus on consistency of care. • Provides case management and monitoring of clients on the methadone programme as required. • Maintain clear, accurate written records of treatment with clients, their progress and document any multi-disciplinary treatment plan, (including assessment, risk assessment, treatment plan and review). • Utilise and work with other agencies, volunteer groups, iwi and other Health Professionals as necessary while maintaining clinical responsibilities as stated in the treatment plan. • Provides urgent and crisis support to the clients on case management caseload within working hours as far as practicable. • Provides information for clients and whanau on the nature of the problem and implications for treatments. • Participates in duty service for clients as rostered/required.
<p><i>Provides treatment support and monitoring of clients requiring inpatient and community (GP) detoxification.</i></p>	<ul style="list-style-type: none"> • Co-ordinates treatment planning and support for detoxification of clients on designated caseload with GPs, at home, in alternative accommodation, area hospitals and specialist detoxification unit • Provides liaison and information to G.Ps, hospital wards and other health professionals • Provides support for detoxification in accordance with guidelines from MoH and NDHB
<p><i>Participate in group programmes, and provide support for post treatment programmes.</i></p>	<ul style="list-style-type: none"> • Participate in the development and facilitation of group programs • Ensure treatment options are implemented and discussed with the client and the treatment team with a focus on consistency of care. • Provide information and referrals to Peer Support and NGOs • Provide mentoring to peer support workers as needed • Facilitate 'DRIVE SOBA PROGRAMME'. Also to provide supervision to other facilitators of this programme.



Key Responsibility Area	Expected Outcomes
<p><i>In conjunction with other staff in the service and the Community, develop and implement alcohol and drug educational programmes.</i></p>	<ul style="list-style-type: none"> • Participation in education programmes for clients and whanau, the wider community and in-service programmes as negotiated with Team Leader. • Provide information and advice to clients and their whanau regarding the relevant support groups and services available in the community and where appropriate, to facilitate links between the client and such groups. • Regular liaison with relevant statutory, voluntary agencies and community groups.
<p><i>In consultation with the Team Leader, knowledge and skills development is ongoing and up to date with current trends.</i></p>	<ul style="list-style-type: none"> • Develop and maintain personal professional practice in accordance with Service Vision, Guiding Principles and objectives. • Clinical supervision is undertaken on a regular basis, both peer and individual supervision in accordance with Mental Health and Addictions Service protocol on supervision and the requirements of the practitioner's professional body • Formal appraisal will take place not less frequently than annually. • Attends training relevant to the position as required by the Team leader or Manager.
<p><i>Contribute to the successful management of the Mental Health and Addiction.</i></p>	<ul style="list-style-type: none"> • Develop and deliver culturally/ethically/professionally appropriate alcohol and drug services following guidelines/policies issued by Northland Health. • Attend and contribute to multi-disciplinary team meetings. • Provide cover for annual leave/sickness for the Alcohol and Drug counsellors and other team members as deemed appropriate by the Team Leader/Manager • To carry out other duties relevant to the position as may be required by the Team Leader/Manager
<p><i>Demonstrate commitment to bicultural development.</i></p>	<ul style="list-style-type: none"> • Work in partnership with Iwi, Hapu and Whanau. • Seek advice from Maori health workers, Maori Directorate, Cultural Supervisor, and/or Kaumatua as appropriate. • Have working understanding of Treaty of Waitangi and its relevance to Mental Health and addictions
<p><i>Quality Assurance</i></p>	<ul style="list-style-type: none"> • Provide information for monitoring the service as required, and participate in Quality activities with Community Mental Health and Addiction Services. • Provide report on activities to Team Leader as requested.
<p><i>Health & Safety</i></p>	<ul style="list-style-type: none"> • Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> – Practicing and observing safe work methods; – The use of safety equipment; – Reporting unsafe conditions or equipment; and – Reporting and documenting all accidents or incidents



Key Responsibility Area	Expected Outcomes
<p><i>Privacy and Confidentiality</i></p>	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Northland DHB's Privacy Policies and Procedures • Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.



Person Specification

Education and Qualifications

Essential

- A current clean drivers licence and able to travel throughout Northland as required.
- A recognised qualification in Alcohol and Drug Studies, Counselling, Social Work, Nursing, Social Sciences or related fields.
- Registered with a professional body.
- If not a registered health professional, Eligibility for DAPAANZ registration or Provisional Registration

Desirable

- Postgraduate qualifications in Dual Diagnosis, Opioid treatments, or other relevant courses.
- Training or experience in Maori Cultural Models of practice e.g. Te Wero Me Te Aranga or similar courses.
- Evidence or substantial progress toward obtaining any of the above.
- Demonstrate an understanding of Tikanga Maori and Te Reo Maori
- Bachelor level qualification which makes them eligible for DAPAANZ full registration.
- A trained facilitator of the Drive Soba Programme.

Experience

Desirable

- Experience in the treatment of Substance use problems and disorders including an understanding of the needs of individuals and whanau facing such problems.
- Commitment and ability to work bi-culturally.
- Facilitating group programmes
- Recent or current facilitation in brief intervention and groups.
- Working with clients who experience a co-existing disorder.

Desirable

- Experience in assisting individuals experiencing severe substance use problems to progress through the detoxification and treatment.
- Experience working in a multi-disciplinary setting including iwi groups.
- Experience working with Maori whanau and groups.
- Working with offender population.
- Supervision.
- Facilitating group programmes addressing offender behaviors such as drink driving.

Awareness and Understanding of

Essential

- Te Tiriti o Waitangi and its application to the health setting
- Privacy Act (2020) and Health Information Privacy Code (2020)
- Health and Safety at Work Act 2015

Desirable

- Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)
- New Zealand Council of Healthcare Standards
- Addiction Practitioner Competencies
- Te Whare O Tiki Competency Framework for CEP



Skills & Personal Attributes

Skills

- The ability to work with a wide variety of clients including those from various cultural/ethnic backgrounds.
- The ability to maintain harmonious working relationships with staff of Alcohol and Drug Services and various professional and community groups.
- An understanding of the principles of partnership and a commitment to the articles in the Treaty of Waitangi.
- In the case of persons who have recovered from personal moderate to severe substance use disorder two years continuous and uninterrupted abstinence or recovery is required.
- Demonstrated commitment to empowering people to achieve their best possible health.
- The ability to link in with whanau, Hapu and Iwi networks.
- Commitment to Tinorangatiratanga O Te Hauora Maori.
- Excellent written and verbal communication skills
- Basic computer skills.
- The ability to work multiculturally; being inclusive of all cultures.
- The ability to recognize one's own limitations and professional boundaries and to take the appropriate remedial action where these are in danger of being exceeded.

Personal Attributes

- To have knowledge of the protocol of Te Taitokerau Tikanga.
- Understanding of the dynamics of whanaungatanga.
- The ability to respond appropriately to a wide range of client needs.
- Understanding of the health system.
- Sound knowledge of Maoritanga.
- The ability to develop mental health and addiction services for Pacific Island People.



Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by:

Signature:

Date:

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title:

Signature of employee:

Date:

