

JOB DESCRIPTION

Co-Existing Mental Health and Alcohol & Drug (CEP) Clinician Te Roopu Kimiora

Position Title:	Co-Existing Mental Health and Alcohol & Drug (CEP) Clinician
Organisation Unit:	Te Roopu Kimiora
Location:	Whangarei, Northland District Health Board
Responsible to:	Manager, Te Roopu Kimiora, Northland District Health Board CEP/AOD (Exemplar Service) Manager CEP Senior Clinician of the team CEP Professional Leader
Primary Functions of the Position:	This position is based within the CEP/AOD Exemplar Service (Rubicon) with direct reporting to the manager of Kimiora who works in conjunction with the manager of Rubicon. The role encompasses the collaboration with the multi-disciplinary team, contributing to client treatment planning and carrying out assessment, treatment, counselling, group programmes and other related activities with young people and their whanau with alcohol, other drug and/or co-existing problems.

Functional Relationships

The CEP Clinician will develop and maintain excellent relationships with:

- Young people and their whanau/families
- Members of the Northland Health Child & Youth Mental Health Services and Alcohol and Drug Services – Te Roopu Kimiora
- Members of the AOD/CEP Exemplar Service Multidisciplinary Team – Psychologist, Psychiatrist, AOD/CEP Practitioners, MH/CEP Practitioners, Youth Health Nurse, Team Leader
- Police Youth Aid and Campus Cop
- School Rubicon representative, counsellors and senior management
- Public Health Nurses and Health Promotion Personnel
- Youth service providers
- Medical Officers, General Practitioners and Pharmacists
- Volunteer/Community Agencies
- Maori Health Providers/Iwi organizations
- Hapu & Iwi
- Advocacy groups
- Other Health professionals/Health Providers
- Statutory Government Agencies
- Group Service Manager, Mental Health Services
- Clinical Director, Mental Health Services



Key Responsibilities and Expected Outcomes

Northland District Health Board has established a set of values by which the organisation 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 CEP Clinician encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- To work within a multi-disciplinary CEP/AOD health team with a commitment to the discipline of professional registration (e.g. Psychology, Nursing, Social Work/Counseling) utilizing accepted and contemporary professional practice associated with the area of child and youth mental health and co-existing substance use disorders.
- In conjunction with the CEP/AOD health team, co-ordinate care to meet identified dual diagnosis needs of referred children, young people within the context of family, school and peer group.
- Provide children, young people, and families presenting to the Child and Youth Mental Health Service with integrated dual diagnosis assessment and treatment, taking account of psychosocial and relevant to the development and well-being of children and adolescents within the context of family/whanau.
- Liaise with DHB services, community agencies and other child and youth specific organizations (e.g. Schools, GPs, Youth Centers) to increase access to specialist care for children and youth requiring the services of mental health and/or alcohol and drug services.
- Participate as an effective team member in the development and functioning of the CEP/AOD health team, with a commitment to bicultural health delivery, ongoing education, and innovative practice.
- Act as a consultant and provide specialist training/education in this area to members of the regional child and youth mental health team (Te Roopu Kimiora and CEP/AOD health team).
- Case manage/co-case manage cases which have a dual diagnosis focus.
- Health and Safety
- Privacy and Confidentiality



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

Key Responsibility Area	Expected Outcomes
<p><i>Te Tiriti o Waitangi</i></p>	<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
<p><i>In collaboration with the multi-disciplinary team, contributes to client treatment planning and carries out assessment, treatment, counseling, group programs and other related activities with clients and their whanau suffering with co-existing substance use and mental health disorders.</i></p>	<p>Carries a caseload as negotiated with the Senior Clinician/Team Manager, attends referral and case management meetings and has responsibility for administrating the treatment plan.</p> <p>Provides assessment, treatment, counseling and support to clients and their whanau.</p> <p>Ensures treatment options are implemented and discussed with clients and the treatment team with a focus on consistency of care.</p> <p>Maintain clear, accurate written records of treatment with clients, their progress and document any multi-disciplinary treatment plan, (including assessment, treatment plan and review).</p> <p>Utilize and work with other agencies, volunteer groups, iwi and other Health Professionals as necessary while maintaining clinical responsibilities as stated in the treatment plan.</p> <p>Provides urgent and crisis support to the clients on carried caseload within working hours.</p> <p>Provides information for clients and whanau on the nature of the problem and implications for treatments.</p> <p>Participates in duty service for clients as rostered/required.</p> <p><u>KEY RESULT INDICATORS</u> Assessment and treatment occur in a timely and responsible manner. Documentation completed to standards required.</p>



Key Responsibility Area	Expected Outcomes
<p><i>Provides treatment support and monitoring of clients requiring inpatient and community detoxification.</i></p>	<p>Co-ordinates treatment planning and support for detox clients on designated caseload.</p> <p>Provides liaison and information to G.P's, hospital wards and other health professionals as designated by Senior clinician and alcohol and Drug Professional Advisor.</p> <p><u>KEY RESULT INDICATORS</u></p> <p>Treatment, support and monitoring occur in a timely and responsive manner.</p>
<p><i>Participate in group programs, and provide support for post treatment programs.</i></p>	<p>Participate in the facilitation of group programs as required.</p> <p>Ensure treatment options are implemented and discussed with client and the treatment team with a focus on consistency of care.</p> <p>Provide information and referrals to post treatment programs for clients and families as appropriate.</p> <p><u>KEY RESULT INDICATOR</u></p> <p>Participation in group programs and/or support to post treatment programs.</p>
<p><i>In conjunction with other staff in the service and the Community, develop and implement alcohol and drug educational programmes.</i></p>	<p>Facilitate education and training relating to co-existing disorders to the regional Child and Youth mental health team as negotiated team manager.</p> <p>Participate in education programs for clients and whanau, the wider community and in-service programs as negotiated with Team Manager and/or Senior Clinician.</p> <p>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.</p> <p>Regular liaison with relevant statutory, voluntary agencies and community groups.</p> <p>Participate in Health Promoting Activities as required by the Team Manager.</p> <p><u>KEY RESULT INDICATOR</u></p> <p>Liaison will occur in a timely and appropriate fashion and will be documented.</p> <p>Evidence of at least one health promoting activity annually.</p>



Key Responsibility Area	Expected Outcomes
<p><i>To provide a quality consumer focussed service in partnership with consumers, whanau, hapu and iwi, based on best practice principles.</i></p>	<p>To develop linkages with consumer groups and networks.</p> <p>To regularly liaise with consumers, whanau, hapu and iwi.</p> <p>To seek feedback and consumer participation in service planning and development.</p> <p>Ensure consumer rights are observed in accordance with the Health and Disability Commission Code of Rights.</p> <p><u>KEY RESULT INDICATOR</u></p> <p>Participation in development of quality of service.</p>
<p><i>Ensure that knowledge and skills development is ongoing and up to date with current trends, best practice principles and aligned with the National Mental Health Standards.</i></p>	<p>Develop and maintain personal professional practices that comply with standards, legislative requirements, policies and guidelines of Northland Health.</p> <p>Engage in regular clinical supervision, both team and individual. Participate in Performance Appraisal process.</p> <p>Act as a resource to the Child and Youth Mental Health team and other teams of the Mental Health Service and the staff of Northland Health.</p> <p>Participate in in-service training.</p> <p>Update skills and knowledge base constantly, in conjunction with the team and with associated individuals, by becoming familiar with research, child and youth work practice and other established models of care.</p> <p>Schedule time to update knowledge.</p> <p>Establish links with other child and youth organisations.</p> <p>Provide team with up to date knowledge of relevant work practice and contribute to the supervision and clinical practice of colleagues and referrers.</p> <p><u>KEY RESULT INDICATOR</u></p> <p>Demonstrate evidence of regular supervision and training.</p>
<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
<i>Privacy and Confidentiality</i>	<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

- Recognised health qualification such as Psychology, Nursing, Occupational Therapy, Social work or other.
- A current clean full drivers licence and able to travel throughout Northland.

Desirable

- A post graduate qualification in Child & Adolescent mental health.
- A recognized qualification in Alcohol and Drug Studies
- Post Graduate qualifications in co-existing substance use and mental health disorders.
- Evidence or substantial progress toward obtaining any of the above.

Experience

Essential

- A working knowledge and at least two years' experience of professional practice in the area of Mental Health/Psychiatry
- Experience in Substance Abuse Treatment including an understanding of the needs of individuals and whanau facing such problems.
- Demonstrated ability to work in multi-disciplinary health team.

Desirable

- Training or experience in Maori Cultural Models of practice e.g. Te Wero Me Te Aranga or similar courses.
- Experience working with Maori whanau and groups.
- Experience in the assessment and treatment of youth with co-existing mental health and dependency problems.
- Experience of working in a community setting.

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



Skills & Personal Attributes

Skills

- Sense of humour
- Good time management
- Honesty and Integrity
- Use of effective stress management techniques and a commitment to personal well being.
- A commitment to effective role modeling for children and youth, including promoting a smoke free environment and encouraging alternatives to other health risk behaviours.
- In the case of persons who have recovered from personal alcohol or other drug abuse, two years continuous and uninterrupted sobriety is required.
- Excellent written and verbal communication skills.
- Basic computer skills.
- The commitment and ability to practice in a culturally safe manner.
- Knowledge of Te Tiriti o Waitangi and its relevance to Mental Health.

Personal Attributes

- Demonstrate an understanding of Tikanga Maori and Te Reo Maori related to Ngapuhi nui tonu.
- Demonstrate an understanding of the dynamics of whanaungatanga.
- The ability to respond appropriately to a wide range of client needs.
- The ability to recognize ones own limitations and to take the appropriate remedial action where these limits are in danger of being exceeded.



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:

