

JOB DESCRIPTION

AOD HEALTH PRACTITIONER - Methamphetamine Focus **Methamphetamine Demand Reduction Joint Venture** **Mental Health and Addiction Services** **Whangarei**

Position Title:	AOD HEALTH PRACTITIONER [Methamphetamine Focus] Methamphetamine Demand Reduction Joint Venture Mental Health and Addiction Services
Organisation Unit:	Mental Health and Addictions Services
Location:	Whangarei, Northland District Health Board
Responsible to:	Team Leader Mental Health and Addiction Services (Whangarei Northland District Health Board
Primary Functions of the Position:	<ul style="list-style-type: none">To provide a referral, assessment, counselling 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 Counsellor will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none">Team Leader and Clinical CoordinatorCHODMembers of the multidisciplinary teamStaff of the General HospitalMedical Officers and PharmacistsMental Health TeamsOther Health Professionals/Health ProvidersProfessional Advisor Alcohol and Drug ServiceTimatanga Hou, DargavilleAdministration staff	<ul style="list-style-type: none">NGOs / Volunteer/Community AgenciesMaori Health Providers/Iwi OrganisationsWhanau Hapu and IwiGeneral PractitionersJustice systemCommunity PharmacistsNZ PoliceGovernment agencies such as MSD and Oranga TamarikiAdvocacy groups



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 Counsellor encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Client focused practice.
- Communication & Team work.
- 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>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 experiencing alcohol and drug problems.</p>	<ul style="list-style-type: none"> • Carries a caseload as designated by the Team Leader / Clinical Coordinator according to Alcohol & Drug Services policy. • Attends referral and case management meetings and has responsibility for administering the treatment plan. • Provides assessment, counselling and support to clients and their whanau in a timely manner [engage within 24-48 hours of referral] • Ensures treatment options are implemented and discussed with clients and the treatment team with a focus on consistency of care. • Maintain clear, accurate written records of treatment with clients, their progress and document any multi-disciplinary treatment plan, (including 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 carried caseload within working hours. • 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>Provides treatment support and monitoring of clients requiring inpatient and community detoxification.</p>	<ul style="list-style-type: none"> • Co-ordinates treatment planning and support for detox clients on designated caseload. • Provides liaison and information to GPs, hospital wards and other health professionals as designated by the Team Leader or Clinical Coordinator.
<p>Participate in group programmes, and provide support for post treatment programmes.</p>	<ul style="list-style-type: none"> • Participate in the facilitation of group programmes • 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 Tatou Programmes for clients and families as appropriate. • Provide information and support to Tatou Kaiawhina as appropriate.
<p>In conjunction with other staff in the service and the Community, develop and implement alcohol and drug educational programmes.</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 and/or Clinical Coordinator. • 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.



Key Responsibility Area	Expected Outcomes
<p>In consultation with the Team Leader, knowledge and skills development is ongoing and up to date with current trends.</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 Service protocol on supervision. • Formal appraisal will take place not less frequently than annually. • Attends training relevant to the position as required by the Clinical Coordinator and/or Team Leader.
<p>Contribute to the successful management of the Mental Health and Addiction Service.</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. • Support and guide learners / students allocated to the service • To carry out other duties relevant to the position as may be required by the Team Leader / Clinical Coordinator
<p>Demonstrate commitment to bicultural development.</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 Te Tiriti o Waitangi and its relevance to Mental Health
<p>Quality Assurance</p>	<ul style="list-style-type: none"> • Provide information for monitoring the service as required and participate in Quality activities within Mental Health and Addiction Services
<p>Health & Safety</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
<p>Privacy and Confidentiality</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

- Qualification(s) and/or training in counselling and facilitation skills in individual, group and whanau situations.
- A current clean drivers licence and ability to travel throughout Northland as required.
- A recognised qualification in Alcohol and Drug Studies, Counselling, Social Work, Nursing, Social Sciences or related fields.

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

Experience

Essential

- Experience in Substance Abuse Treatment including an understanding of the needs of individuals and whanau facing such problems.
- Commitment and ability to work bi-culturally.

Desirable

- Experience in assisting individuals experiencing dependency problems to progress through the detoxification and subsequent processes.
- Experience working in a multi-disciplinary setting including iwi groups.
- Experience working with Maori whanau and groups.

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
- SACAT Substance Addiction [Compulsory Assessment and Treatment] Act

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

- The ability to work with a wide variety of clients including those from various cultural/ethnic backgrounds.
- The ability to engage and maintain working relationships / work flexibly and creatively with Service consumers
- 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 alcohol or other drug abuse, two years continuous and uninterrupted sobriety 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 Tinorangatiranga O Te Hauora Maori.
- Excellent written and verbal communication skills
- Sound computer skills.

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.
- The ability to recognise ones own limitations and to take the appropriate remedial action where these limits are in danger of being exceeded
- Ability to recognize and adhere to professional and personal boundaries.
- Understanding of the health system.
- Sound knowledge of Maoritanga.

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:

