

POSITION DESCRIPTION

Title: Assertive Addiction Specialist: Te Awa Outreach Service - Fixed term for 3 years
Hours of work: As per letter of offer
Department: Te Ara Maioha
Group: Medical/Mental Health Clinical Care Group
Reports to: Service manager for Community Mental health and Addictions Service
Date: **January 2021**



Our Kaupapa

A Healthier Tairāwhiti by Working Together - Whaia Te Hauora | Roto | Te Kotahitanga

Our Values

Hauora Tairāwhiti champions the WAKA values which are unique to our organisation and identify who we are. We recognise that we can only achieve a healthier Tairāwhiti by working together, each person paddling in unison on our waka. Our values are what pull us together to realise our vision.

Whakarangatira – Enrich

Enriching the health of our community by doing our very best.

Awhi – Support

Supporting our patients and whanau.

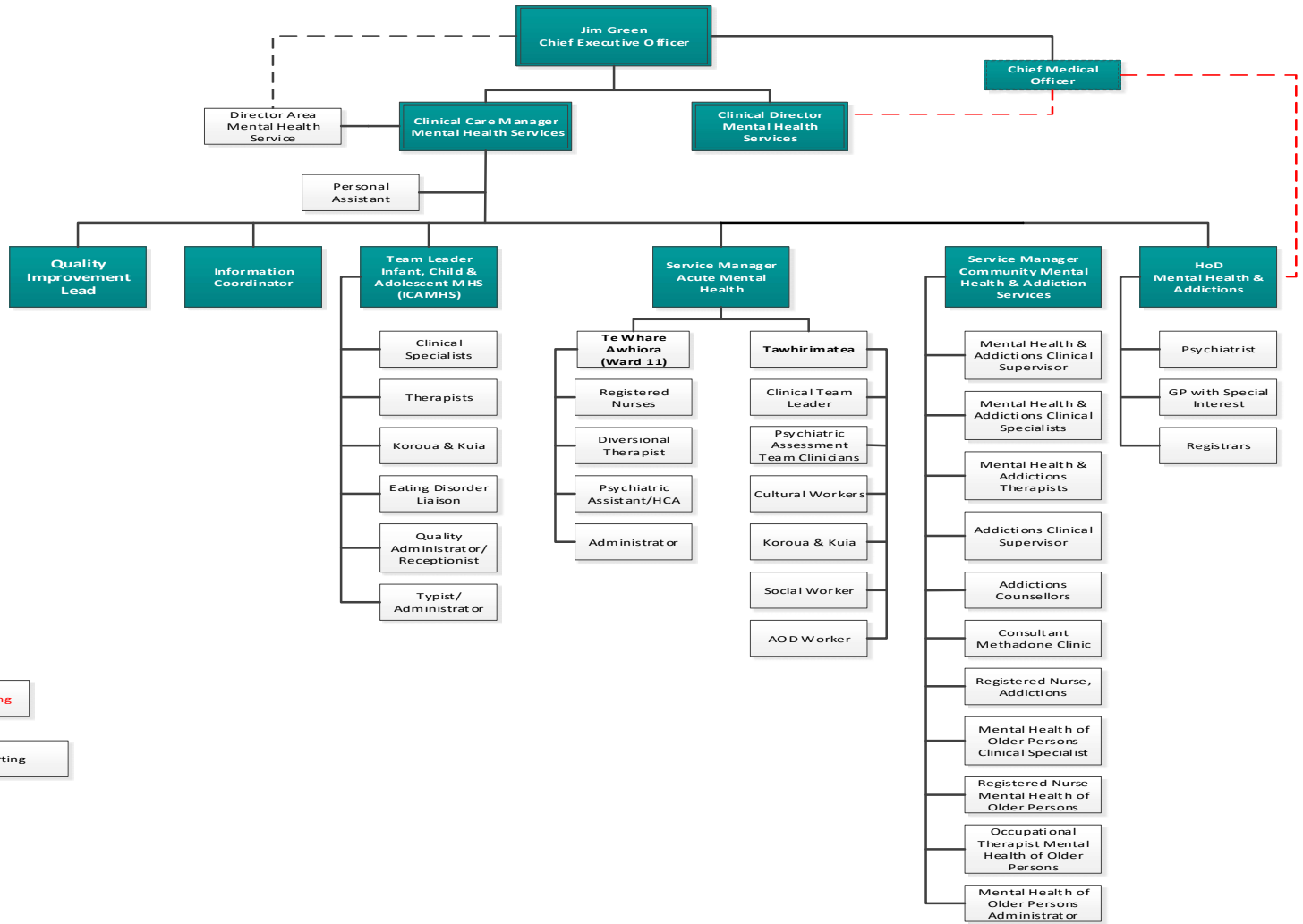
Kotahitanga - Togetherness

Together we can achieve more.

Aroha – Compassion

Compassion and empathy.

Group Structure



--- Clinical Reporting

---Management reporting

Position Focus:

This position is part of a 3 year Pilot project within Hauora Tairāwhiti:

- To provide timely and assertive responses to referrals from Police Custody (**Phase 1**), Emergency departments, Justice and other critical referral sources.
- To support and encourage engagement with tangata whāiora, their whānau and other services to build whānau centered, collaborative and integrated plans.
- To work in conjunction with Mātaora ensuring responses to tangata whāiora and their whānau reflect the cultural and holistic needs of those whānau, in the interventions.
- To strengthen and improve access to Community Drug and Alcohol Services and supports together with wrap around services to enhance the outcomes of whānau presenting with alcohol and drug issues.
- To provide clinical support with advice, medical intervention and assessment for further treatment and support as determined with tangata whāiora and/or their whānau.
- To work collaboratively and partner with other agencies and roles to build wrap around plans that support recovery.
- To be part of a team that enables the development of a comprehensive Alcohol and Drug Service for youth and Adults which will provide a continuum of care that enhances well-being.
- To work closely with community agencies (Health, Police and social sector) to identify people who have significant alcohol and drug problems and provide consultation liaison services and training and education to staff of these services.
- Recognise the impacts of colonisation and institutional racism and challenge these when identified.
- To work in a culturally competent manner.
- To utilise evidence based practices, outcome measures, feedback and data to inform and strengthen practice.

This is a pilot project and this position will work in conjunction with Mataora to provide assertive clinical support and interventions to tangata whaiora in collaboration with their whānau and community partners.

The role may require shift work between the hours of 7am to 10pm Monday to Friday, which in the course of the pilot may change to reflect learnings and demand. Initially it is anticipated the role will be a 07:00 to 15:00 hours. Review of initial service delivery will then occur within the first months thereafter at 3 month intervals to ensure the pilot is responding to and developing services that provide the best outcomes for tangata whaiora and their whanau. This may change the scope and hours reflected in this Position Description.

Individual duties and responsibilities

Key Result Areas

Clinical Expertise

- Demonstrates an understanding of addiction and mental health issues and employs evidence based practices in interventions
- Demonstrates knowledge and understanding of Tikanga Maori Practices, models of care and applies that knowledge in context.
- Provides specialist assessment, formulation and treatment for alcohol and drug related disorders
- Uses a range of models in practice and skills that develop effective treatment plans that are whanau centered, collaborative and integrated with other partners and agencies/services.
- Uses and evaluates a variety of approaches to enhance motivation and change
- Provides education to young people/families/whanau/caregivers relating to their alcohol and drug issues, treatment and progress
- Facilitates individual, family and group sessions
- Provides advice to duty/crisis worker during working hours
- Shares knowledge and insights with other staff and stakeholders as appropriate
- Demonstrates and works with local and regional providers and networks to develop whanau centered, holistic wrap around plans that are effective when working with the young person and/or their whanau, and other services
- Education, prevention and early intervention activities for families/whanau /caregivers and community agencies are appropriately provided
- Multidisciplinary and transdisciplinary practices are employed to support interventions when appropriate
- Uses IT systems that support data collection
- Documentation and recording is current and data is entered in a timely fashion
- Uses identified outcome measures to measure effectiveness of interventions.

Co-ordination, Consultation and Liaison

- Utilises strong iwi, community, agency and school networks to support whanau centered care, planning and intervention
- Provides consultation and liaison for whanau and other agencies working with young people and adults
- Works with other agencies across the sector to share information, develop strong pathways and partnerships, and develop practice to improve outcomes for tangata whaiora and whanau.
- Supports other colleagues and team members with consultation and advice across Te Ara Maioha, Te Waharoa and within Hauora Tairawhiti.

Supervision

- Participates in multidisciplinary team meetings, reviews and supervision including peer supervision.
- Supports other team members

Evaluation

- This service and JD will be evaluated during the first 3-12 month timeframe and again before the 3 year conclusion.
- The evaluation may affect the Clinical duties and working hours for this Job Description

Organisational Behaviours

Value	What It Means	The Result	We Will	Of Course We Won't
W hakarangatira	Enrich Enriching the health of our community by doing our very best	<ul style="list-style-type: none"> We take responsibility for our results We excel in all we do We are proud to be part of Hauora Tairāwhiti We keep people safe We treat people fairly and equally 	<ul style="list-style-type: none"> Take pride in my work Work to the highest standard Treat everyone with respect Speak up when I see quality and safety compromised Celebrate success in myself and others Admit my mistakes and learn from them Look for opportunities to improve 	<ul style="list-style-type: none"> Work to a substandard level Not admit or hide mistakes Have a negative attitude Demean people
A whi	Support Supporting our tūroro/patients and their whanau/families	<ul style="list-style-type: none"> We listen to tūroro/patients and whanau/families. We involve tūroro/patients and whanau/families in decision making People recover faster and feel better 	<ul style="list-style-type: none"> Put tūroro/patients and whanau/families at the centre when we make decisions Make open and clear decisions Encourage personal and professional development 	<ul style="list-style-type: none"> Not greet people Not be respectful of peoples' time Not communicate effectively Ignore tūroro/patients requested needs
K otahitanga	Togetherness Together we can achieve more	<ul style="list-style-type: none"> We work as a team Together we perform and achieve at higher levels We take responsibility together Together we are resilient Through collective thought we are more innovative 	<ul style="list-style-type: none"> Respect others opinions Communicate effectively Be willing to engage Actively participate and speak up Stick by a decision that is made Recognise we are different and be considerate of others Support my colleagues and have their back 	<ul style="list-style-type: none"> Put people down and demean others Sabotage and be manipulative Respond negatively Not attend and use this to stop the process Attack people personally Avoid work
A roha	Compassion Empathy	<ul style="list-style-type: none"> We care for people People want to be cared for by us We enjoy working for Hauora Tairāwhiti and are passionate about what we do 	<ul style="list-style-type: none"> Enjoy our work Go the extra mile Keep learning Have a can do attitude 	<ul style="list-style-type: none"> Bully or harass Abuse tūroro/patients or whanau/families Be consistently negative to other staff

PERSON SPECIFICATION

Essential Skills, Knowledge, Abilities and Attributes

- Relevant tertiary qualification and/or experience in alcohol or drug related work
- Registered DAPAANZ or meets competency criteria to work towards registration
- Holds current DAPAANZ registration
- Demonstrated ability to work with tangata whaiora and their whanau with critical and complex drug and alcohol addiction issues
- Demonstrated cultural competencies as per Profession with local knowledge and insight
- Current, full and clean drivers licence
- Knowledge and experience of assessment and treatment modalities
- Knowledge and experience working with whanau (family therapy / counselling techniques)
- Knowledge and experience of behavioural interventions
- An ability to administer standardised assessments appropriate to the tertiary qualification held
- Knowledge of Te Ao Maori and demonstrated ability to work with Maori whanau, Iwi and Kaupapa Maori agencies
- Proven knowledge of the Privacy Act, and the Health Information Privacy Code
- Proven knowledge and demonstrated work experience of work in consistency with the Health and Safety Act
- Is an active learner
- Recognises and contributes to addressing the social determinants of health

Desirable

- Te Reo

Manager _____

Date ____/____/____

Employee _____

Date ____/____/____