

Registered Health Professional

Position Description



real.
Because it's your life

About Real

“We believe that by supporting young people in a way that recognises their uniqueness, fewer will go on to need adult mental health and addiction services later in their lives. We believe that everyone can shape their own future and live well.”

Creating wellness and wellbeing

The focus of Real is about loving life. Young people want to experience wellbeing in all aspects of their lives. Real is focused on helping young people build confidence, resilience and wellbeing.

The positive power of friendship

Real services include components of young people helping others, focus on including the friends of young people using services and support people to build and maintain positive relationships with their friends.

Young people have mana

Real recognises the needs for services to be developed specifically for the changing needs of young people. Service development will understand and respond to the ‘worlds’ that young people inhabit (school, community, job seeking, social, whānau etc) and will focus on supporting a young person’s active participation in these worlds. Real respects that young people can take charge of their own lives and futures.

Fun, creative and hopeful

Real is vibrant and personalised – it responds to the uniqueness of the young people it supports.

The importance of family, whānau and community connections

Real supports and strengthens families and whānau connections. Real works collaboratively with all aspects of the social and education sectors that young people and their families have contact with. Real is part of young people’s communities and will be visible in their environments (schools, community spaces, online spaces).

Keeping it real

Real is honest and transparent with young people. The language used is understandable, the decisions made occur with consultation and communication, the ease of access and re-access is simple. Real is easy for people to understand and is a relaxing experience of service provision.

Young people can realise their own potential

Real has a preventative focus. Real strives to enable young people to live their lives well without the ongoing need for adult mental health services. Responding to trauma, supporting social connections and healthy development, growing confidence and strengthening familial and social bonds will result in young people pro-actively taking charge of their lives and their wellbeing.



The Real service is supported by Pathways Health Limited, part of the Wise Group.

Pathways

At Pathways, we provide community-based mental health and wellbeing services throughout New Zealand. Every year we support around 5000 adults and young people, all around New Zealand, to live their dreams and flourish – from supporting young people to love life, be resilient and feel good about their futures, to providing adults with support around practical daily living, leading a healthy life, employment and housing.

Pathways was established in 1989, introducing a new model of care to the mental health sector. Today, with our inspirational dream of ‘transforming mental health and addictions through fostering strong, compassionate, self-supporting communities’, we’re continuing to lead, innovate and pioneer new ways of working.

We believe everyone can recover and we’re here to do everything we can to support them in their recovery. Our spirit of ‘whatever it takes’ is not just a slogan on the wall for us, our employees live this spirit every day.

While mental health is our priority, total wellbeing is our goal. We’re all about hope and respect and providing personalised support that changes as people’s needs change. We are committed to working in a trauma informed way, recognising the impact trauma may have had on people and working with them to build their resilience and protective factors.

Join us on our journey of helping people live a life they love.

The Wise Group

Pathways is part of the Wise Group, one of the largest non-government providers in New Zealand.

The Wise Group is a family of charitable entities, all linked by a common dream – to create fresh possibilities and services for the wellbeing of people, organisations and communities.

Being part of the Wise Group gives Pathways access to a wealth of resources and support, both from our shared business infrastructure services and from other entities in the group.

Peak Performance

Peak Performance is about enabling individuals and organisations to continuously exceed their best in the pursuit of an inspiring purpose. It’s about becoming the best we can be. The chart below is Real’s philosophy. It tells the story of our dream, our challenge, our focus and who we are as an organisation.



Inspirational dream.
Young people feel great
about their futures and help
shape their communities.

Spirit:
Loving
Life

Focus:
Keeping
it Real

Aroha
Resilient
Hopeful
Motivated
Connected
Fun

**Greatest imaginable
challenge.** Everyone wants
Real in their community

Real beliefs	Ngā uara a Real
I am valued	E kaingākauria mai ana ahau
I am accepted	E tautokona mai ana ahau
I am cared about	E arohaina mai ana ahau
I have a voice	E whai reo ana ahau
I have opportunities to succeed	He pae tawhiti ōku hei whai kia tata mai
I am being heard	E rangona mai ana ahau
I am healthy and well	E pakari aia taku hauora
I am contributing	E whai rourou ana ahau
I am thriving	E ora rawa atu ana ahau

real.
Because it's your life

Real is the youth brand of Pathways

real.

Youth Mental Health & Addictions Registered Health Professional

REPORTS TO: Team coach

LOCATION: Real Lakes based in Taupo

PURPOSE: In collaboration with whanau, schools and health services you will deliver structured brief intervention support for young people, assisting them to recognise their unique wellbeing needs and help them on their journey to reach and maintain optimum physical, emotional and spiritual wellbeing. Treatment and support is based on a developmental approach. This is reinforced by attachment theory and trauma informed care, as well as through a harm minimisation approach that considers the health, social and economic consequences of AoD use. A range of recognised standard assessment and outcome tools and individualised evidence-based interventions are utilised in the delivery of treatment and support.

RELATIONSHIPS (INTERNAL) Real and Pathways employees, Wise Group employees.

RELATIONSHIPS (EXTERNAL) Young people using our services and their families/whānau, other mental health and addictions services, health providers, schools, social and education sectors, community providers.

Service Description

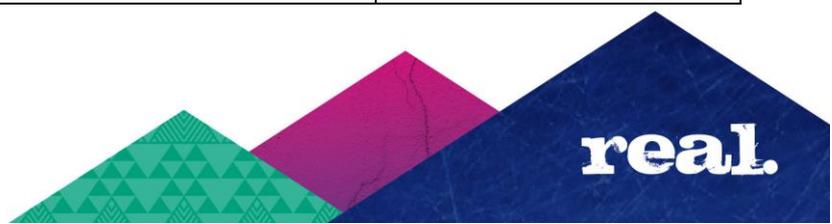
Real is all about supporting young people to love life grow confidence, realise their potential and achieve their dreams. At Real, we want to play a part in supporting young New Zealanders to feel great about their futures and help shape their communities. Real focuses on understanding and enhancing the total wellbeing of the young people using our service, with a focus on the wider aspects of health. We believe in the positive power of connection as a means to support young people to realise their potential and work in close partnership with young people, their families and whānau.

Real Lakes delivers integrated early intervention mental health and addiction support in close collaboration with schools and health centres. Our team includes registered health professionals and youth workers who actively engage with young people in environments that are familiar to them.

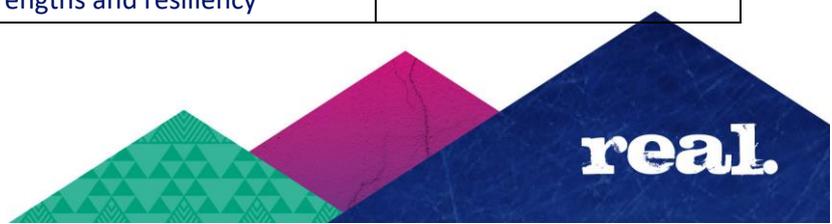


Requirements of the position

Attitudes and attributes	Responsibilities	Outcomes
<p>Clinical services and leadership</p>	<p>Utilise relevant clinical competencies to provide clinical interventions as required to meet the needs of the young people receiving support from Real Mental Health and Addictions services.</p> <p>Deliver high quality, clinically appropriate screening, assessment and treatment/re-direction for a range of mental and physical health problems.</p> <p>Maintain your registration status and practice to the appropriate standards of your relevant mental health and addictions profession.</p> <p>Provide in-service support to the team with accurate and clear information on current best practice that focuses on recovery.</p> <p>Provide relevant mental health and addiction clinical expertise to service review meetings.</p> <p>Interface with secondary mental health and addiction clinical teams who are also primary referral sources</p> <p>Actively promote wellbeing promotion, and specific delivery of Being Well.</p> <p>Make yourself available and contribute to clinical audit and organisational quality improvement and learning</p>	<p>Services consistently reflect best practice.</p> <p>A harm minimisation approach is proactively and effectively implemented.</p> <p>Services consistently assist young people to achieve support goals that help them to be:</p> <ul style="list-style-type: none"> ▪ safe and protected ▪ healthy and well ▪ able to deal with intense emotions, social stressors and other things that ‘get in the way’ of day-to-day life, or reaching their potential ▪ happy, resilient, and self-confident ▪ engaged in supportive relationships with family/whānau peers and community ▪ achieving in education and training ▪ engaging in opportunities that help young people to feel great about themselves, their life, and their future.
<p>Collaborative Have a strong belief in our inspirational dream that young people can feel great about their futures and help shape their communities.</p>	<p>Planning with young people You work with young people planning a suite of activities and programmes individually designed to help them meet the goals that you have both collaboratively established.</p>	<p>Person-centred plans Plans are person centred; young people supported have a sense of ownership and engagement of their goals.</p>



<p>You believe in the ability for people to find and be the solutions to their challenges.</p> <p>You understand the importance of working ‘with’ people and enabling them to be their very best.</p>	<p>Family and whānau You will involve family and whānau in service provision as appropriate. Real will build whanau wellbeing and ensure that family are engaged and aware of where to access support.</p> <p>Collaborate with colleagues from other health and wellbeing services You work closely with clinical service staff in designing personalised support plans for people and you develop strong connections with other health and social services and ensure that young people using Real are connected to these services.</p> <p>Connecting with community You will help young people and their whānau to identify, establish and participate in relevant community groups and activities.</p>	<p>Family and whānau feel included Family and whānau will feel included in Real. They will get information and access to support as they require. Where appropriate they will participate in provision of support.</p> <p>Joined up services Services and resources are used most effectively to achieve positive outcomes for young people and their whānau, to ensure that they experience a seamless service experience.</p> <p>Young people help shape their communities</p>
<p>Wellbeing focused You pay attention to your own mental, emotional and spiritual wellbeing.</p> <p>You believe in the value of living well and exercise is good!</p> <p>You are smoke free and addiction free and look after your physical health.</p>	<p>Modelling You model a healthy lifestyle, actively encouraging others to take small steps every day to improve their overall wellbeing.</p> <p>You model resilience and wellbeing.</p>	<p>Young people can identify and implement actions for change</p> <p>Plans demonstrate a philosophy of total wellbeing.</p> <p>Young people are supported to take steps to improve their overall wellbeing.</p>
<p>Inspiring, innovative, motivated and trusted Real staff have a vibrant and get-up-and-go approach to life. You are enthusiastic, love your job and have a ‘whatever it takes’ approach</p>	<p>Fun, fresh and exciting You come up with creative solutions to daily problems. You help the youth you work with to develop creative solutions to their own challenges.</p> <p>Recognising strengths and resiliency</p>	<p>People relate with Real staff People who use Real services experience strong and trusting relationships with Real staff.</p>



<p>to having good things happen.</p> <p>You believe in the potential of all people and show hope in all you do.</p> <p>You can motivate, inspire and create excitement about life.</p>	<p>You work with people’s strengths, hold hope and encourage people to recognise their ability to overcome adversity.</p> <p>Ethical relationships You will work with people at all times with integrity, honesty and trust.</p>	<p>Young people realise their strengths People using Real services can understand their unique strengths and abilities and know how to use these to continue to achieve their ambitions.</p> <p>Accountability Staff are accountable to the people they serve, to Real quality processes and for their actions that result in Real being perceived as an awesome, outcome-focussed organisation.</p>
<p>Knowledgeable and connected You’re curious and a natural learner. You apply the knowledge and skills you have every day.</p> <p>You like to connect with people and are confident in a variety of social settings.</p>	<p>Developmentally right responses You relate to people with a good understanding of developmental stages and life-issues that occur for young adults.</p> <p>Culturally right responses You are familiar with the appropriate actions required when working with Maori. This may include entry level te reo Maori, tikanga and kawa associated to local iwi and hapu and, the recognition of mana whenua and mana tangata.</p> <p>Valued relationships You actively work to build relationships with young people, their whanau and community, demonstrating a knowledge of whakapapa, the roles within whanau and community.</p> <p>You are connected with groups and organisations in the community.</p> <p>You understand the importance of being amongst young people and their whānau.</p>	<p>People reaching their potential People can set goals and get what they need from Real to reach them.</p>
<p>Team Player</p>	<p>Check in with your work mates</p>	<p>Team connectedness</p>



	<p>Teamwork, collaboration, cooperation and care are the vital ingredients in your team and lead how you act with peers.</p> <p>Documentation and quality Your work is of high quality and follows Real policy and processes.</p>	<p>Teams at Real will be strong and connected reflecting our Peak Performance purpose.</p> <p>Work practices are safe for self and others.</p> <p>Policies and procedures are understood and followed as designed. All safety and wellbeing reportable events are accurately reported within specified timeframes.</p>
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In addition to the Real specific role expectations, as part of Pathways and Wise Group there are some standard things we expect of all our staff.

Attitudes and attributes	Responsibilities	Outcomes
Be your very best	<p>Plan regular uninterrupted times to meet with your manager to review your 90-day plan and seek feedback on performance.</p> <p>Actively develop personal leadership skills.</p> <p>Develop a learning and personal development plan with your manager and implement this plan as agreed.</p> <p>Share knowledge gained from professional development experiences.</p> <p>Work in a culturally safe and respectful manner incorporating the principles of the Treaty of Waitangi, and be mindful of the cultural diversity of the community.</p> <p>Role model a healthy lifestyle with a focus on all aspects of your wellbeing, including alignment with Pathways smokefree focus.</p>	<p>You are well prepared for any forums and meetings, sharing what's working and what's not and bringing solutions for improvement.</p> <p>Your skills are current and your innate curiosity means that you are always seeking new learning opportunities.</p> <p>You demonstrate behaviour that is consistent with equitable practices.</p> <p>Evidence of Treaty of Waitangi principles are reflected in everyday practice and future organisational planning.</p>



<p>Think and Act as One</p>	<p>Participate in creating a culture of think and act as one.</p> <p>Actively participate in and contribute to national leadership forums and regional meetings.</p> <p>Represent Pathways and the Wise Group in a professional manner at all times</p> <p>Provide positive and effective participation and collaboration with other parts of the Wise Group in the achievement of challenges.</p> <p>Take responsibility for executing assigned tasks and projects in accordance with agreed performance standards.</p>	<p>The Wise Group based services feel connected to each other's work and each other.</p> <p>You are highly regarded for your contribution nationally within the organisation.</p> <p>The service continually repositions itself to meet perceived future need.</p> <p>Projects and tasks are completed within agreed timeframes to agreed standards.</p>
<p>Be committed to safety and wellbeing in the workplace</p>	<p>Take responsibility for personal wellbeing and health management within the workplace.</p> <p>Comply with legal obligations and safety and wellbeing policies and procedures.</p> <p>Role model excellent safety and wellbeing practices by reporting identified workplace incidents, near misses and/or hazards through the safety and wellbeing system as per Wise Group safety and wellbeing policy and procedure.</p> <p>Be committed to safety and wellbeing by following the Wise Group roles and responsibilities table (located on The Well).</p>	<p>Work practices are safe for self and others.</p> <p>Policies and procedures are understood and followed as designed.</p> <p>All safety and wellbeing reportable events are accurately reported within specified timeframes.</p> <p>Review performance of direct reports against safety and wellbeing responsibilities.</p>

Accountabilities

AUTHORITY

- Financial - NA
- Operational – NA

DIRECT REPORTS

- NA

	Essential	Preferred
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<p>Practical and technical knowledge</p>	<ul style="list-style-type: none"> • Registered health professional with current practising certificate • Understands and applies principles of wellness and recovery • Excellent attention to detail • Knowledge of Treaty of Waitangi principles • Ability to inspire others • Excellent written and verbal communication skills • Excellent time management and organizational skills • A full clean drivers licence • An understanding of information technology in particular Microsoft Office applications • A commitment to a smoke-free lifestyle. • Demonstrate sustainability practices. 	<ul style="list-style-type: none"> • A current first-aid certificate • An understanding of trauma-informed care and working with young people in a solutions-focused way • Knowledge of the area's health sector, in particular the NGO and community sector • Knowledge of relevant standards and legislation • Knowledge of quality accreditation and certification systems.
<p>Experience</p>	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Relevant experience in the child and adolescent mental health and addiction sector. • Experience delivering culturally appropriate support to Maori.

