



Te Ope Whakaora

Oasis

Reducing Gambling Harm

JOB DESCRIPTION

Designation:	Oasis Public Health Worker
Responsible to:	Team Leader / National Operations Manager - Oasis
Role:	<p>Provision of public health/health promotion services, including education and screening, policy development and implementation, strengthening community participation and action, creating safe gambling environments, working collaboratively with Māori, other PG services, key stakeholders, and local communities to help create and support healthy communities, free from gambling harm by:</p> <ul style="list-style-type: none">• Working within the framework of The Salvation Army Oasis & Ministry Contract• Implementation of The Salvation Army Oasis Policies and Procedures
Functional relationships:	<p>Team Leader - Oasis Bridge Director/ Local Management Team Oasis and Bridge Staff Team Other Oasis PH workers across country Other Salvation Army Services/staff Ministry of Health/Department Internal Affairs Other PG services, PH agencies and key stakeholders Community networks and agencies</p>
Key Task areas:	<ol style="list-style-type: none">(1) Oasis and Ministry of Health Contract, Policies and Procedures(2) Bi-Cultural and Cultural Safety(3) Public Health Service(4) Documentation(5) Team Work(6) External Relationships.(7) Professional Development(8) Occupational Health & Safety(9) Quality Programme.

Measurement criteria:	Attached.
Other duties:	Notwithstanding any respective definition or classification of employment, the employee may be required to undertake other reasonable lawfully permitted duties.
Limitations on authority:	<p>The Public Health Worker operates within the overall philosophy and policies of The Salvation Army Oasis and recognises the role and authority of the National Operations Manager – Oasis and Oasis Team Leader.</p> <p>Major modifications to the national public health programme must be discussed with and agreed to by the Team Leader / Co-ordinator and National Operations Manager Oasis</p>
Hours of work:	As per individual / collective employment contract. To include flexibility to meet service requirements under agreement between both parties.
Person specification:	Attached.

Key result areas and measurement criteria:

Key Task Areas	Key Measurement Criteria	Performance Measure
1. Gambling Programme, Ministry Contract and Policies and Procedures	<p>1.1 Commitment to working within the framework of The Salvation Army Oasis and Ministry Contract.</p> <p>1.2 The Salvation Army's Oasis National Gambling Public Health Programme and National policies and procedures are implemented and adhered to.</p>	<p>1.1 Familiar with Oasis and Ministry Contract requirements.</p> <p>1.2 Public health services are consistent within National Oasis Public Health Programme / Ministry contract requirements.</p> <p>1.3 MoH Reporting Audits</p> <p>1.4 Policy / Procedures adhered to.</p>
2. Bi-Cultural and Cultural Safety	<p>2.1 Commitment to the principles of the Treaty of Waitangi as they apply to The Salvation Army Oasis service and policy</p> <p>2.2 Whole community receive services without discrimination on the basis of race, culture, health, sexual orientation or age.</p>	<p>2.1 Able to demonstrate knowledge and application of principles of the Treaty of Waitangi</p> <p>2.2 Feedback on Local Maori Health Plan</p> <p>2.3 Community feedback, peer feedback</p>
3. Public Health Services per your agreed local work plan	<p>3.1 To support adoption of healthy policy that reduces gambling related harm</p> <p>3.2 To work with gambling societies and venues to help ensure that gambling environments are safe and provide effective and appropriate harm minimisation activities</p> <p>3.3 To ensure that communities have access to services that provide strong protective factors and build community, family and individual resiliency</p> <p>3.4 Social marketing campaigns and community education are delivered consistently at national, regional and community levels to improve community awareness and understanding of the range of harms that can arise from gambling</p> <p>3.5 Relevant organisations, groups and sectors are made aware of the potential harms that can arise from gambling and actively screen and refer individuals to appropriate gambling intervention services</p>	<p>3.0 Formal appraisal of completed public health services and progress and evaluation reporting</p> <p>3.1 TLA and organisational feedback, number of submissions received, number of healthy policies adopted</p> <p>3.2 Society, venue, client feedback and number of self exclusions completed</p> <p>3.3 Individual, family/whanau and community feedback and project reports and evaluation</p> <p>3.4 Requests for education, number of presentations/events and feedback on quality of presentations/events, evaluations</p> <p>3.5 Requests and number of presentations, MoUs signed, brief interventions conducted, client referrals</p> <p>3.6 Local community profile and feedback</p>

Key Task Areas	Key Measurement Criteria	Performance Measure
4. Documentation	<p>4.1 Complies with Oasis and Ministry reporting requirements in the required format.</p> <p>4.2 Documentation is of a professional standard</p> <p>4.3 Privacy and confidentiality is maintained.</p>	<p>4.1 Timely and accurate reporting</p> <p>4.2 Audit of documentation</p> <p>4.3 Internal audits</p>
5. Team Work	<p>5.1 Participates fully in the consultative function of the Oasis Team</p> <p>5.2 Assists in achieving the objectives of the Oasis team.</p> <p>5.3 Provides professional and public health input to the Staff Team</p> <p>5.4 Represents the interests of clients and community in the team</p>	<p>5.1 Contributes regularly and consistently in team discussion</p> <p>5.2 Team objectives achieved, peer review</p> <p>5.3 Demonstrates advocacy skills in promoting the best interests of the clients and community</p>
6. External Relationships	<p>6.1 Oasis aims and objectives are promoted positively within the community</p> <p>6.2 Maintains positive relationships with other PG providers and public health agencies.</p>	<p>6.1 Feedback and Compliments / Complaints</p> <p>6.2 Feed back from other PG and PH providers</p>
7. Professional Development	<p>7.1 Takes initiative in identifying professional development needs and training opportunities appropriate to role in consultation with Team Leader/Coordinator</p> <p>7.2 Undertakes regular public health supervision as per Oasis policy</p>	<p>7.1 Evidenced in participation in training and development, training records</p> <p>7.2 Supervision Reports</p>
8. Occupational Health & Safety	<p>8.1 Know and practice occupational safety and health policy</p> <p>8.2 Understand procedures and personal responsibilities and involvement in - fire drills - civil defence emergencies</p> <p>8.3 Adhere to accident / incident reporting system.</p> <p>8.4 Use all equipment correctly, and with proper care and attention, observing education and instruction given</p>	<p>8.1 Knowledge of and implementation of Health & Safety Policy</p> <p>8.2 Actively participates in fire drills</p> <p>8.3 Accidents/Incidents are reported</p> <p>8.4 Equipment used correctly</p>

Key Task Areas	Key Measurement Criteria	Performance Measure
9. Quality Programme.	9.1 Actively seeks to improve the quality of Oasis through proactively identifying and addressing issues that impact negatively upon programme quality and performance	9.1 Evidence of participation in continuous quality improvement

I (please print) _____ declare that I have read and understood and agree with the job description for the position of Public Health Worker within Oasis and accept it fully.

Signed: _____ Public Health Worker Date: _____

Signed: _____ Team Leader / Nat.Ops.Mgr Date _____
For The Salvation Army

PUBLIC HEALTH WORKER

PERSON SPECIFICATION

- Strong interest in gambling as a public health, social and community issue
- Qualification and/or experience in public health, health promotion, community development, policy development, and/or research and evaluation
- Some experience in the gambling or wider addiction fields
- An understanding of the principles of The Treaty of Waitangi in relation to health and able to apply principles to work
- Competent in public health planning and reporting
- Ability to develop and implement comprehensive public health programmes that target vulnerable communities in relation to preventing and minimising gambling harm
- Ability to access and analyse appropriate data and information relating to gambling and public health
- Ability to evaluate effectiveness of public health programme or activity
- Capable of building and maintaining productive working relationships with range of internal and external stakeholders
- Proven ability to communicate well both verbally and in writing
- Ability to maintain professional boundaries and standards
- Ability to manage conflicts and issues as they arise
- Able to competently manage competing work demands and exercise self-care
- Reliability and an ability to work autonomously, organised and efficient
- Ability to work well as a team member
- Computer literate
- Commitment to continuing professional development relevant to problem gambling and public health
- Ability to relate to people with addictions with sensitivity, caring, and patience
- Negotiation and advocacy skills
- Commitment to quality improvement processes
- Cultural awareness
- Understanding of, respect for, and ability to work with The Salvation Army's mission, principles, and Christian ethos
- Good health and physical fitness to undertake work tasks
- Flexibility
- Sense of humour

