

JOB DESCRIPTION

Registered Health Clinician Community Mental Health & Addictions Services

Position Title:	Registered Health Clinician
Organisation Unit:	Mid North Mental Health & Addictions Service – Te Roopu Kimiora (CAMHS and AOD Service)
Location:	Mid North Mental Health Service offices, Northland District Health Board
Responsible to:	Team Leader Mid North Mental Health & Addictions Service, Service Manager Mid & Far North Mental Health & Addictions Service, Northland District Health Board
Primary Functions of the Position:	<p>To work within a multi-disciplinary mental health and addiction team with a commitment to the discipline of professional registration (e.g. Nursing, AOD practitioner, Psychology, and Social Work) utilising accepted and contemporary professional practice associated with the area of Child and Adolescent Health.</p> <ol style="list-style-type: none">2. In conjunction with the Child & Adolescent Mental Health and AOD Team, co-ordinate care to meet identified needs of referred children and young people within the context of family, school and peer groups.3. Provide children, young people, and families presenting to the Child & Adolescent Mental Health and A&D Service with integrated assessment and treatment, taking account of psychosocial issues relevant to the development and wellbeing of children and adolescents within the context of family/whanau.4. Develop and facilitate therapeutic interventions for families and groups as needed5. Liaise with Hospital Health Services, community agencies and other child and youth specific organisations (e.g. Schools, G.P's, Youth Centres) to increase access to specialist care for children and youth requiring the services of mental health professionals.6. Participate as an effective team member in the development and functioning of the Child & Adolescent Mental Health and AOD Service of Northland DHB, with a commitment to bi-cultural health delivery, on-going education, and innovative practice.

Functional Relationships

The Registered Health Clinician will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • Team members • Child Health, and Community • Mental Health and A&D Services • Professional Discipline and peers • Other allied health professionals • Clinical Director, Mental Health and Addiction Services • Service Manager Mid and Far North Mental Health and Addiction Services • General Manager, Mental Health and Addiction Services. • Consumer and whanau leaders 	<ul style="list-style-type: none"> • Allied Education Professionals • Schools (primary/secondary and tertiary) • Regional eating disorders services • Other DHB's • Community Agencies • Oranga Tamariki • Maori Health Providers/lwi organizations. • Police/Youth Justice

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 Registered Health Clinician encompasses the following major functions or key result areas:

1. **In conjunction with colleagues and families facilitate access to comprehensive and developmentally appropriate bio- psychosocial assessment for children and adolescents.**
2. **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.**
3. **Management and Functioning of the Child & Adolescent Mental Health and A&D Service.**
4. **To provide a quality consumer focused service in partnership with consumers, whanau, hapu and iwi, based on the best practice principles.**
5. **Quality of Service.**
6. **Te Tiriti o Waitangi**
7. **Health and Safety**

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

Key Responsibility Area	Expected Outcomes
<i>In conjunction with colleagues and families facilitate access to comprehensive and developmentally appropriate bio-psychosocial assessment for children and adolescents.</i>	<ul style="list-style-type: none"> • Define characteristics of Specialist mental health care access for children and adolescents, in association with all aspects of professional role. • In conjunction with the team, help provide the co-ordination needed to redirect children and young people if inappropriately referred, or facilitate assessment if indicated. • Collect and document information consistently and systematically, defining confidentiality from the outset and maintaining a safe pathway of care for consumers throughout their contact with the Child & Adolescent Mental Health and Addiction Service. • Liaise and consult with other team members and persons identified as having functional roles, thereby facilitating a safe pathway of care for referred children and young people. • Ensure that assessment and treatment occurs in a timely and responsible manner and that documentation is completed to the required standards.
<i>Ensure that knowledge and skills development is on-going and up to date with current trends, best practice principles and aligned with the National Mental Health Standards.</i>	<ul style="list-style-type: none"> • Develop and maintain personal professional practices that comply with standards, legislative requirements, policies and guidelines of Northland Health. • Engage in regular clinical supervision, both team and individual. • Participate in Performance Appraisal process. • 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. • Schedule time to update knowledge • Establish links with other child and youth organisations. • Participate in In-service training.

Key Responsibility Area	Expected Outcomes
<i>Management and Functioning of the Child and Youth Mental Health and A&D Service.</i>	<ul style="list-style-type: none"> • Work in conjunction with NDHB and with those organisations/people identified as having key functional roles with the Child & Adolescent Mental Health and A&D Service. • Attend and participate in team meetings, community meetings, and NDHB forums in order to facilitate development of the service. • Attend and contribute to meetings for Quality of Service, Occupational Safety and Health, In-service education and organisational training days as directed by Team Manager. • Ensure that all concerns, complaints and issues are brought to the attention of the Team Manager/Clinical Team Leader. • Carry out any other duties that may arise from time to time as determined by the management of the Mental Health and Addiction Service.
<i>To provide a quality consumer focused service in partnership with consumers, whanau, hapu and iwi, based on the best practice principles.</i>	<ul style="list-style-type: none"> • Develop linkages with consumer groups and networks. • Regularly liaise with consumers, whanau, hapu and iwi. • Seek feedback and consumer participation in service planning and development • Ensure consumer rights are observed in accordance with the Health and Disability Commission Code of Rights.
<i>Te Tiriti o Waitangi</i>	<ul style="list-style-type: none"> • Work in partnership with iwi, hapu and whanau. • Seek cultural advice from appropriate personnel including Mental Health Service Maori focussed positions, Maori Mental Health staff, Maori Directorate, Kaumatua and Kuia. • Have a working understanding of Treaty of Waitangi and its relevance to Mental Health. • Ensure a culturally responsive service is provided to consumers, whanau, hapu and iwi.
<i>Quality of Service</i>	<ul style="list-style-type: none"> • Provide statistical information for the monthly and annual report • Ensure all documentation and processes are clear and meet legislative, Northland Health and Ministry of Health requirements. • Complete incident Reports appropriately to ensure that safety issues are highlighted. • Contribute to Quality Continuum Plan, maintain quality systems and participate in at least one quality project annually.

Key Responsibility Area	Expected Outcomes
<i>Health & Safety</i>	<ul style="list-style-type: none"> • Ensure compliance with designated responsibilities detailed in Northland District Health Board's Health and Safety Policy and annual objectives • Promote an environment of physical, occupational, cultural, ethical and legal safety • Participate in the organisation's Health and Safety Management training programme. • 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
<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

- Qualification(s) and/or training in counselling and facilitation skills in individual, group and whanau situations.
- A current full, clean drivers licence and able to travel throughout Northland as required.
- A recognised qualification in, Counselling, Social Work, or related fields.
- CBT qualification or working towards one
- Registered comprehensive nurse or registered psychiatric nurse.
- Annual Practicing certificate
- Current Drivers Licence

Desirable

- Postgraduate Qualifications or evidence of substantial progress, in Child and Adolescent Mental Health. Postgraduate Qualifications, or evidence of substantial progress, in Alcohol and Drug related studies Resides or is prepared to travel to the District Based Service where the position is based Has a working understanding of the District Based Service where the position is based.
- Demonstrate an understanding of Tikanga Maori and Te Reo Maori
- Understanding of working in a multi-disciplinary team.

Experience

Essential

- A working knowledge and at least two years' experience of professional practice in the area of Mental Health/Psychiatry, preferable Child and Youth Mental health.
- Experience working in multi-disciplinary Mental Health Team, preferably in a community setting
- Experience in the assessment and treatment of Youth with co-existing mental health and dependency problems.
- Experience working with Maori Whanau and groups.

Desirable

- Previous experience within a Mental Health setting.
- Previous experience working with Maori whanau
- Previous experience working in a rural 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

- 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 Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)
- New Zealand Council of Healthcare Standards
- Knowledge of Northland's communities and resources
- Knowledge of Tikanga Maori.

Skills & Personal Attributes

Skills

- Use of effective stress management techniques and a commitment to personal wellbeing.
- Good time management
- A commitment to effective role modelling for mothers and families, including promoting a smoke free environment and encouraging alternatives to other health risk behaviours.
- Ability to sit at a desk for long periods with associated mental concentration and repetitive activities that accompany administrative tasks - A high degree of mental concentration is required.
- A high degree of physical capacity is required as the work can be physically demanding, involving standing, and walking, sitting and driving long distances.
- Hearing and speech sufficient to communicate clearly with tangata whai ora, colleagues, monitor tangata whai ora status and equipment, recognize impending emergencies relating to tangata whai ora
- A willingness to accept responsibility for a varied caseload of clients.
- A commitment to working in a culturally safe manner and maintaining proper ethical standards.
- Willing to contribute / receive supervision of clinical and cultural work.
- Excellent verbal and written communication skills and the ability to communicate with a wide range of people in a manner that promotes a positive image of the service provided.
- Group facilitation skills
- Conflict resolution skills
- Awareness of professional boundaries and ethics
- Team working skills

Personal Attributes

- Good sense of humor
- Ability to think creatively
- Willingness to learn and develop
- Honesty, integrity and empathy

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:

