

## **POSITION DESCRIPTION: Youth Wellbeing Clinician**

### **PAPAMURI - BACKGROUND**

Nelson Bays Primary Health (NBPH) promotes and supports quality community health services, with an emphasis on keeping people healthy. Our vision is “healthy community...healthy people...healthy workforce” – Hapori Ora, Tāngata Ora, Kaimahi Ora.

NBPH leads and coordinates a range of primary health care services through its contracted General Practices and other Primary providers e.g. Māori Providers, NGOs, Volunteer organisations and Territorial Authorities in the delivery of the Primary Health Care Strategy. The organisation holds contracts with Te Whatu Ora Nelson and other providers for these services. Nelson Bays Primary Health is committed to reducing health inequalities within the health system.

Nelson Bays Primary Health, Marlborough Primary Health and Health Action Trust make up the three mental health and addiction primary and community collective. The three organisations will work in partnership to deliver youth-based mental health and addiction services to youth aged 12 to 24 in Te Tau Ihu (top of the South Island/Nelson Marlborough).

The Service will consist of three mobile wellbeing teams across the district, comprising clinical registered health workers and youth lived-experience support workers.

### **HE KAUPAPA NUI - POSITION PURPOSE**

To provide greater access and more choice of primary mental health and addiction services. A key aspect of this youth-centricity is the tailoring of services to ensure that they are delivered in spaces and in ways that are comfortable and appropriate for young people.

The service will address the needs of youth who are experiencing mild to moderate levels of distress and their whanau/family. The Service is a first point of contact service that provides a range of supports and services.

The Service needs to be flexible and tailored to the needs of each young person and their family/whanau where appropriate. The Service could be delivered via face-to-face service delivery or through virtual/e-mental health service delivery, or a combination of both.

To work with other Youth Wellbeing Clinicians, Youth Peer Support Workers, the service Youth Clinical Coordinator NBPH, MPHO and Health Action Trust to align strategic frameworks to guide the values of the He Ara Oranga: Report of the Government Inquiry into Mental Health and Addiction.

Align the purpose of the services with the Te Pae Tata framework, to ensure Primary, Community and Rural Early Actions are embedded into the extended and comprehensive care model.

### **WHĀINGA TŪRANGA - POSITION OBJECTIVES**

The Youth Wellbeing Clinician works with the collaborative and the Clinical Youth Coordinator to provide high-quality, evidence-based education, care planning, and interventions to the Rangitahi of Te Tau Ihu. This is achieved through the delivery of the following role objectives:

- To provide immediate support to address the needs of young people experiencing distress

- Are easily accessible for young people
- Offer a range of options of support – that are youth-appropriate
- Meet the developmental needs of young people
- Seamlessly connect young people to other relevant non-government organisations (NGOs), cultural, social, health support or other supports in the area.
- Assessments including risk assessment and management
- Identification of when young people have more serious mental health or addictions concerns that require referral to a specialist mental health or addiction service including crisis services
- To make a positive difference in the health and wellbeing of the enrolled population with a clear focus on achieving equity

#### WHANAUNGATANGA - RELATIONSHIPS

- **Reports to:** Youth Clinical Lead
- **Direct Reports:** None
- **Internal Relationships:** All NBPH, MPHO and Health Action Trust staff
- **External Relationships:**
  - Client, their family/whanau.
  - General practice team.
  - Other general practices participating in the integrated model.
  - Non-Government Mental Health Organisations.
  - Secondary (DHB) Mental Health and AoD Services.
  - Social services (NGO).
  - Community agencies
  - Other Health Services as required.

#### TE WĀHI - LOCATION

This position reports through to the office of Nelson Bays Primary Health, however this role is mobile and community focused. Therefore regular travel is required across the locality and elsewhere nationally from time-to-time.

#### HAUORA WHAKARURUHAU - HEALTH AND SAFETY

Nelson Bays Primary Health is committed to achieving the highest level of health and safety for its employees. All employees are expected to take the initiative and identify report and resolve issues that may cause harm to themselves or others in the organisation. As an employee of Nelson Bays Primary Health, the health and safety of yourself, all employees, colleagues and visitors are your responsibility. You are expected to work safely at all times, and to actively participate in health and safety programmes in your area. It is required that you report all accidents, incidents or potential hazards to your direct line supervisor.

#### TE TIRITI O WAITANGI

Nelson Bays Primary Health is committed to its obligations under Te Tiriti O Waitangi. All employees are required to understand and implement Te Tiriti O Waitangi within their work and actively participate in opportunities and initiatives that will contribute to reducing the disparity in health status between Māori and non-Māori.

NGĀ MAHI MATUA - KEY TASKS	NGĀ HAE PAPA - RESPONSIBILITIES
<b>TEAM PARTICIPATION</b>	<ul style="list-style-type: none"> <li>• Participates in clinical meetings/huddles with the mobile team.</li> <li>• Seeks and acts upon opportunities to educate self and other agency team members in behavioral health.</li> <li>• Close working relationship with the Peer support worker is developed.</li> <li>• Consultation/liaison is provided to the community mobile team.</li> <li>• Clear documentation of all client related activity.</li> </ul>
<b>CLINICAL SERVICE DELIVERY</b>	<ul style="list-style-type: none"> <li>• Knowledge of the behavioural health consultancy model and ability to implement the model demonstrated.</li> <li>• Individual sessions, groups and whānau sessions are delivered.</li> <li>• Evidence-based interventions are provided for a wide variety of issues (both mental health and physical health related) to people aged between 12-24 years.</li> <li>• People are supported to identify and achieve the results they are seeking.</li> <li>• Skills, knowledge and attitudes for culturally safe practice are demonstrated.</li> <li>• Clear and concise notes that comply with established standards are entered within practice's Patient Management System and all privacy requirements are maintained.</li> <li>• All required client-related information and activities are recorded.</li> </ul>
<b>PRIMARY MENTAL HEALTH INTEGRATION</b>	<ul style="list-style-type: none"> <li>• Positive relationships are maintained with all members of the Community Agencies.</li> <li>• Active contribution to evaluation and refinement of the model.</li> <li>• Partnership with the Peer Support worker when implemented is evidenced.</li> <li>• A collaborative working relationship is formed with NGOs and with the general practice as a part of this model.</li> <li>• A collaborative working relationship is formed with Te Whatu Ora secondary mental health and addictions</li> <li>• Assistance with care coordination and access to outside resources is provided as needed.</li> </ul>
<b>PROFESSIONAL ACCOUNTABILITY</b>	<ul style="list-style-type: none"> <li>• Requirements of the clinician's professional and registering body are met.</li> <li>• Current APC (annual practice certificate) is held.</li> <li>• Participation in model fidelity workforce development and coaching.</li> <li>• Active participant in observed practice and all other quality assurance processes. Participation in regular supervision.</li> <li>• Participation in peer review.</li> </ul>

	<ul style="list-style-type: none"> <li>• Adherence to professional code of ethics.</li> <li>• Knowledge of any legal guidelines relevant to practice demonstrated.</li> <li>• Relevant training is attended.</li> <li>• Engagement in CPD (continuing professional development).</li> <li>• Clinician seeks appropriate professional and collegial support.</li> <li>• Maintains strict confidentiality</li> </ul>
<b>NBPH TEAM MEMBERSHIP</b>	<ul style="list-style-type: none"> <li>• Organisation policies, procedures and requirements are known and complied with.</li> <li>• NBPH team meetings are attended as required.</li> <li>• Work positively, sensitively and constructively with all staff, members and community representatives to secure positive ongoing primary health outcomes and relationships</li> </ul>
<b>QUALITY IMPROVEMENT/AUDIT ACTIVITY</b>	<ul style="list-style-type: none"> <li>• Demonstrate willingness and involvement in quality activities to achieve service and organizational objectives in an innovative manner</li> <li>• Contribute to the team environment in which performance can be improved or enhanced, and objectives and plans can be achieved to a high quality standard</li> <li>• Utilise best-practice and evidence-based approaches in all aspects of work</li> <li>• Take all opportunities to obtain new skills and competencies which will enhance delivery of service</li> <li>• Take personal responsibility for making things happen</li> </ul>
<b>REDUCING HEALTH INEQUALITIES</b>	<ul style="list-style-type: none"> <li>• Identify and work towards reducing barriers to increase participation for Māori , Pacific and other groups;</li> <li>• Support team members to advance the health and social wellbeing of clients accessing services and support the reduction in health disparities and inequalities.</li> </ul>
<b>NGĀ TIKANGA MĀORI</b>	<ul style="list-style-type: none"> <li>• Utilise Te Reo whenever possible;</li> <li>• Attend to cultural practices of Māori, such as Te Reo, Powhiri, Whanaungatanga, Whānau ora, Karakia, Waiata, Wairuatanga and Manaakitanga;</li> <li>• Assist in the establishment and maintenance of effective relationships with Iwi Māori Health, Mental Health Providers, General Practices and community agencies;</li> <li>• Integrate Māori practice models alongside clinical practice where possible;</li> <li>• Tino Rangatiratanga is encouraged in all professional relationships;</li> <li>• Undertake ongoing development and training in cultural development and/or through cultural competency training requirements.</li> </ul>
<b>HEALTH AND SAFETY</b>	<ul style="list-style-type: none"> <li>• Health &amp; Safety is considered to be everyones responsibility; all staff are required to actively contribute to maintaining a safe working environment</li> </ul>

- Demonstrate willingness and involvement health & safety activities
- Maintain familiarity with and active involvement in the identification and management of Health and Safety. Be familiar with and actively involved in the identification and management of Health and Safety issues, risks, policies and reporting processes applicable to all work-related environments

## TOHU ME TE WHEAKO - QUALIFICATIONS AND EXPERIENCE

### Essential

- Current Annual Practicing Certificate as a registered health professional e.g psychologist, nurse, occupational therapist, social worker
- A full and current driver's license

### Preferred

- Qualifications in CBT or ACT are an advantage.
- Clinical experience working in a mental health setting (primary and/or secondary) providing evidence-based psychological interventions.
- Knowledge of behavioural medicine and the relationship between medical and psychological systems
- Experience working with Māori, Pasifika and Youth
- Experience working with diversity.

## NGĀ PUKENGĀ ME NGĀ HUANGA - SKILLS AND ATTRIBUTES

- Knowledge and ability to work with Māori, Pasifika and Youth
- Flexible, self-starter
- Knowledge of behavioural medicine and the relationship between medical and psychological systems
- Willing to embrace new ways of working
- Has the skills listed below or a strong interest in learning them:
- Ability to work at a fast pace with a flexible schedule
- A proven ability to be a team player
- Excellent communication skills
- An ability to work closely and collaboratively with key stakeholders
- An understanding and sensitivity to working with all cultures
- Ability to competently use computers, able to work in an electronic medical record
- Ability to work independently within agreed boundaries
- Respects differences
- Builds strong supportive relationships
- Acts according to sound ethical and moral values
- Openness to continue learning
- Has demonstrated commitment to the principles of the Treaty of Waitangi and promoting positive outcomes for Tangata Whenua.

Signed for an on behalf of the employer:	Signed by NBPH Employee:
Name: _____	Name: _____
Signature: _____	Signature: _____
Date: _____	Date: _____