



POSITION DESCRIPTION

Te Waharoa Clinician (Kaihaumanu)

Location	166 St Asaph St, City Centre, Christchurch 8011
Group	Purapura Whetu Trust
Reports to	Te Waharoa Team Leader
Dated	30 August 2022

Te Waharoa

Te Waharoa, is a kaupapa Māori health service based in Ōtautahi that works with all whānau to achieve wellbeing.

This highly innovative service has embedded a Māori responsiveness and engagement strategy; as a cornerstone to the organisation, as such the service is the gateway to services that strengthens health and wellbeing.

The service is made up of Clinicians (Kaihaumanu), Community Support Workers (Kaitautoko), and Cultural Advisors (Matanga Māori Kaitohutohu) with kaupapa Māori skills and the ability to work with individuals, whānau, and groups. We expect every referral received will lead to meaningful support and choice offered to whānau.

Purapura Whetu Trust

Our organisation recognizes Te Tiriti o Waitangi as the founding document of this nation and therefore, guided by the tenets thereof, has an expectation that Māori consumers of Mental Health services and their whanau have the same rights to the highest standards of matauranga mate hinengaro care as everyone else.

This means, in effect working towards addressing the disparities in Mental Health for Māori consumers. Further to ensuring that tangata whaiora and their whanau receive the highest standards of professional assistance in actively managing Mental Health related conditions.

Purapura Whetu emphasizes that integration of care involves developing a coherent and comprehensive understanding of the needs of tangata whaiora, and their whānau, and is aimed at the enhancement of overall wellbeing rather than the treatment of specific disorders or problems.

Our values include

Protecting the Tino Rangatiratanga of whanau and their right to high quality mental health services.

To eliminate prejudice and discrimination against all peoples with mental illness.

To promote the right of Māori through a Māori perspective of the world, inclusive of Tapu, Mana, Mauri, Whanaungatanga, Wairuatanga, Hinengaro, Tinana, Ukaipo and Matauranga Māori, to achieve lifelong growth and quality of life.

Role overview

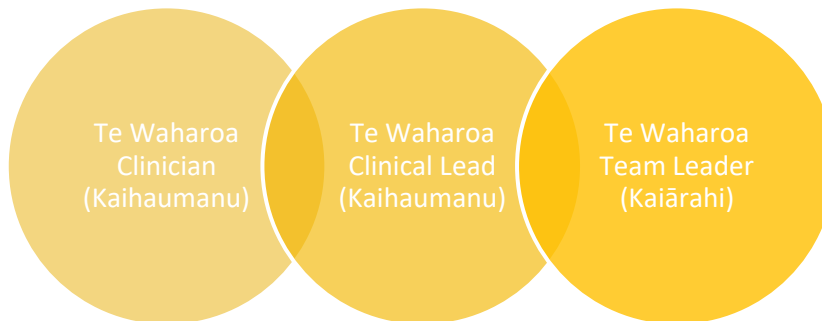
This role will involve providing individual and group therapy sessions on a number of issues, including depression and anxiety, addictions and relationship and grief. You will be working alongside a service that has a strong focus on the early years of life.

Working with whānau Māori, you will have an understanding of Māori models of practice in health or related fields.

The Clinician (Kaihaumanu) will have a good understanding of trauma-informed practice, working with survivors of trauma.

The duties include general case management of clients, 1-1 clinical sessions with clients, clinical group and programme facilitation, as well as active participation and facilitating regular therapy sessions.

Reports and accountable to



Key working relationships with Internal



External (include but not limited to those listed herein)



All activities carried out by the Clinician must reflect Te Iti Kahurangi

This framework is based in kaupapa and kawa which refers to the process and ritual of tikanga. Tikanga grew out of and is inextricably woven into the religious and everyday framework of Māori life. It has moral and ancestral authority. It adds rationale, control, and authoritativeness, which is timeless.

This framework then is deemed as appropriate for us as a kaupapa Māori service delivery team.

It is broad and diverse to accommodate different Māori models of practice. It is intended that this framework be workable and practiced enabling Kaihaumanu and Kaitautoko to use it consistently with confidence and ease. It has a cultural context that uses nga pou as its structure

Nga Pou e ono	To focus and strengthen
Ukaipo (Relationships)	<ul style="list-style-type: none"> • Belonging • Relationships, respect • Mutuality • Social participation
Hinengaro (Mind)	<ul style="list-style-type: none"> • Motivation • Understanding, acceptance Cognition/behavior • Present emotional literacy
Tinana (Physical)	<ul style="list-style-type: none"> • Mobility • Pain • Opportunity for improvement • Mind/body link • Present health status
Taiao (Environment)	<ul style="list-style-type: none"> • Housing • Transport • Safety • Location
Rawa (Personal Resources)	<ul style="list-style-type: none"> • Education • Employment • Budgeting
Wairua (Spiritual)	<ul style="list-style-type: none"> • Cultural identity • Personal contentment Spiritual/well-being link • Present spiritual awareness

Key task:		Key Performance Indicators
Effective delivery of child and whānau therapy services	<ul style="list-style-type: none"> Individuals and whānau receive quality therapy services Practice is of the highest quality Therapy is conducted in a professional manner All data is recorded clearly and accurately in Paua and in line with Purapura Whetu policies Regular (monthly) supervision to ensure Sector and Funder standards are met and quality of service maintained 	Quality therapy is provided in a professional and timely manner with administration and supervision requirements met.
Promote and maintain effective and efficient teamwork.	<ul style="list-style-type: none"> Work enthusiastically and positively as part of the team Contribute to the activities of the team Listen to and acknowledge other team members points of view Take a 'helpful approach' toward the team by stepping outside of own role to assist 	<p>Is a strong collaborator evidenced in commitment to a strong performing staff environment</p> <p>Is helpful and supportive to others</p>
Develop and maintain professional relationships	<ul style="list-style-type: none"> The Clinician (Kaihaumanu) develops and maintains positive professional working relationships with colleagues, stakeholders, and other professionals Uses these relationships to benefit Purapura Whetu Trust strategic direction 	<p>Has referrals provided by the Team Leader</p> <p>Can measure effectiveness of role and adjust where necessary</p> <p>Has been invited by community groups to participate in community initiatives</p>
Maintain Confidentiality	<ul style="list-style-type: none"> Maintain a high level of confidentiality in all facets of Purapura Whetu Trust business Manages information securely 	<p>There are no complaints regarding breaches of confidentiality</p> <p>Can report on trends, themes, and statistical data without compromising client relationship</p> <p>Keeps information in its rightful place at all times</p>
Policy Compliance	<ul style="list-style-type: none"> Adheres to all policy and procedures Adhere to all Health and Safety policies Is confident in following the steps required for any hazard or potential safety risk 	<p>Can provide support to others in respect of new appointments</p> <p>Effectively communicates the role of policies and procedures on work role</p>

<p>Maintain registration with an appropriate professional body.</p>	<ul style="list-style-type: none"> • The knowledge and skill base required for effective performance is supported by appropriate supervision • Compliance with formal registration is key and must remain current • Attendance at appropriate education and training that attracts a cost must be presented to the Team Leader and Clinical Lead as a business case for consideration 	<p>To be consistently registered to maintain professional integrity</p> <p>Trainings/Education are value for money and contribute to the outcomes of Purapura Whetu Trust as a Māori provider</p>
<p>Vision, Mission, and Values</p>	<p>Understands and embeds in practice the whakatauki that underpins Purapura Whetu Trust</p>	<p>The vision, mission and values of the Trust are displayed in all work practices</p>
<p>Health and Safety</p> <p>Leading and maintaining a high quality, safe, and secure work environment by following relevant PW policies, protocols, and standards.</p> <p>Actively managing risk.</p>	<p>All PW staff are required to meet all Health & Safety requirements as described in the Health and Safety at Work Act (2015), and to observe all relevant PW policies and procedures. This includes:</p> <ul style="list-style-type: none"> • Personal commitment to zero harm • Reporting for duty in a fit state, including but not limited to being free from the influence of alcohol or other drugs • Ensuring personal health, safety, and wellbeing and that of others • Reporting, managing, and investigating actual or potential hazards via the incident reporting system • Assisting with responding to, and resolving, client concerns or complaints in a way that is professional and sensitive • Using all protective equipment provided, as appropriate • Cooperating with the monitoring of workplace hazards, including attending all relevant safety training, contributing to the maintenance of hazards registers, and complying with all safety instructions • Ensuring that all accidents or incidents are promptly reported using Safe365 • Seeking advice from the Team Leader if unsure of any work practices • Contributing to initiatives aimed at improving health, safety, and wellbeing • Complying with all health and safety policies when providing care in the community • Complying with all organisational health and safety polices including those related to handling of instruments, storage of medicines, disposal of sharp, and any other potentially dangerous equipment or substances 	

<p>Quality</p> <p>Leading and managing a quality service and taking an active role in quality activities; identifying areas of improvement.</p> <p>Actively managing threats to a quality service</p>	<p>Every PW staff member is responsible for ensuring a quality service is provided. This includes:</p> <ul style="list-style-type: none"> • Identifying and actioning quality improvement activities in collaboration with Team Leader and Clinical Lead and other key stakeholders • Working collaboratively to achieve 100% compliance with relevant service audit schedule(s), including accreditation and other legislated compliance programmes • Setting quality standards in conjunction with the Team Leader 	
<p>Reporting line, base, hours of work, and work resources</p> <p>Maintaining appropriate practice hours to maintain clinical competence.</p>	<ul style="list-style-type: none"> • Reports as required to the Team Leader • Negotiates all hours of work with Team Leader • Maintains appropriate practice hours to maintain continuing competence requirements and an Annual Practising Certificate • Meets annually with the Team Leader to review progress against key deliverables • Ensures that all reporting is timely and accurate • Maintains a PW mobile phone and surface pro; maintaining replacement as required, and returns all resources if exits the role 	

Report breakdown is defined as

- FTE = The hours you work per week
- Hours per month = expected hours each staff member is expected to reach monthly
- Working days = per month e.g., March (31) = 23 working days
- Time spent = 2 contact hours per day x 20 working days = 40 hours per month
- **It is a requirement that all tangata whaiora engagements are recorded in the Client Management System (CMS) within 48 hours. There is no exception to this rule.**

1. report breakdown

FTE	Hours per week	Hours per month	Working days	Time spent (min hours per day)
1 FTE	40	80	20	4.00
			21	3.80
			22	3.64
			23	3.48
0.5 FTE	20	40	20	2.00
			21	1.90
			22	1.82
			23	1.73

Qualifications & Experience:

Essential

- Completed qualifications in a relevant field and full registration with a professional body (e.g. DAPAANZ, NZAC, SWRB or similar)
- A minimum of three or more years' experience working therapeutically in a counselling environment
- A strong understanding of mental health and addiction concerns with particular understanding of mental health needs of Māori
- Strong risk assessment skills
- Experience in delivering therapy using Acceptance and Commitment Therapy and/or Cognitive Behavioural Therapy is preferred
- Knowledge of Te Ao Māori and the confidence to embed this world view into therapy
- Knowledge of client/worker safety
- Excellent Interpersonal skills
- Effective time management/organisational skills.
- Ability to work independently in the role as a Kaihaumanu Therapist and as part of the team
- High level of written and oral communication skills.
- Ability to work cooperatively with other health professionals, providers and organisation's.
- Ability to work effectively within a kaupapa Māori paradigm of practice.
- Good administration skills.
- Be self-motivated and proactive with a high level of initiative.
- A passion and enthusiasm for working with whanau
- Completion of, or personal commitment to undertake, cultural competency training
- Has the ability to work with children
- Full 'clean' NZ driver's license
- Pass a Police check
- The ability to speak Te Reo would be highly advantageous (to a degree of fluency sufficient to hold sessions with clients)

Professional skills/attributes

- Clinically credible, respected, and person-centered
- Demonstrates high standards in terms of personal competence and professional practice
- Demonstrates cultural competence and evidence of application of the principles of Te Tiriti o Waitangi to provision of equitable health services
- Proven assessment and communication skills, including the ability to think critically
- Well-developed interpersonal and interprofessional skills
- Has an ability to consistently form therapeutic relationships with whānau
- Demonstrate passion and commitment to professional development of self and others
- Ability to work autonomously, use own initiative and accept responsibility for own actions
- Flexible, adaptable, embraces change
- Self-motivated
- Ability to empower and motivate people to reflect on their lives and to make positive decisions for themselves.
- Knowledge of effects related to the use/misuse of alcohol and other drugs.
- Skills in translating current counselling knowledge and theory into sound practices.