



POSITION DESCRIPTION

Whakahohoro Te Hau Clinician (Kaihaumanu)

Location:	Christchurch
Group:	Purapura Whetu Trust
Team:	Whakahohoro Te Hau
Date:	August 2023
Reports to:	Kaiwhakahaere Matua
Hours of work:	40 hours, 1pm-9pm (Monday – Friday)

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.

We empower people to reach their full potential through personal growth, positive mental health, and wellbeing. As a kaupapa Māori provider, we combine clinical, cultural, and community support into services that embrace the Māori view of wellbeing. By connecting whānau to the culture, traditions, and values of our tupuna, we help whānau achieve mental, physical, and spiritual health. Our dedicated team work with whānau of all ages to get well, stay well, live well, and reach for the stars and beyond.

Our values include

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

To eliminate prejudice and discrimination against all peoples with mental health 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

As the Clinical Lead for this service, you will be responsible for conducting comprehensive clinical assessments for all individuals coming into the service seeking care. Whakahohoro Te Hau is a service that offers support for people experiencing mental distress and who are considered low to moderate risk.

The Whakahohoro Te Hau Clinical Lead (Kaihaumanu) will:

- Provide effective leadership during crisis situations, guiding and supporting Whakahohoro Te Hau kaimahi
- Conduct timely and thorough clinical assessments of individuals affected by the crisis, evaluating their mental health needs and determining appropriate interventions
- Develop and implement comprehensive treatment plans for individuals experiencing crisis, considering their unique circumstances and ensuring the provision of appropriate care, including incorporating a holistic approach
- Collaborate with the crisis response team, including clinicians, nurses and support kaimahi, to coordinate efforts and seamless delivery of services
- Maintain accurate and up-to-date documentation of clinical assessments, interventions and progress, adhering to Purapura Whetu Trust's policies and procedures.

Working Relationships

Internal

- Kaiwhakahaere Matua
- Managers, team leaders, and team members across Purapura Whetu

External

- Whānau that access Purapura Whetu services
- Collaborative partners, community providers, NGO's, government agencies
- Te Whatu Ora
- Others as required

All activities carried out by the Clinical Lead (Kaihaumanu) 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.

See Nga Pou e ono overleaf.

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 Clinical Lead (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>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 Te Kaiwhakahaere. 	<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 Te Kaiwhakahaere 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 Purapura Whetu Trust kaimahi 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 Te Kaiwhakahaere. 	
<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 Te Kaiwhakahaere • Negotiates all hours of work with Te Kaiwhakahaere • Maintains appropriate practice hours to maintain continuing competence requirements and an Annual Practicing Certificate • Meets annually with the Te Kaiwhakahaere 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 	

Qualifications & Experience:

Essential

- Fully registered under the Health Practitioner Competence Assurance (HPCA) Act 2003 eg. Nurse, psychologist, psychotherapist, occupational therapist; or registered alcohol and drug member of the Addiction Practitioners' Association Aotearoa-New Zealand (dapaanz); registered social worker or registered counsellor with NZAC or equivalent.
- 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 organisations.
- 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

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.