



Position Description

Position Title	Pouarahi - Health Clinician – Kaupapa Māori (0.8-1.0 fte)
Date	February 2023
Approved by	CEO - Tūwharetoa Health Charitable Trust

Position holder	TBC
Reports to	Whānau Engagement Manager
Purpose of the position	<p>The Pouarahi – Health Clinician</p> <ul style="list-style-type: none"> • is a clinical role in the kaupapa Māori primary mental health and addictions approach that supports whānau experiencing distress that has a negative impact on their health and wellness. • is to provide evidence-based assessment, therapy and treatment services tailored to the needs of each tangata whaiora and their whānau.

Working Relationships	
Internal – Tūwharetoa Health	External
<ul style="list-style-type: none"> ▪ Chief Executive Officer (CEO) ▪ Chief Operating Officer (COO) ▪ Whānau Engagement Manager and team ▪ Pākeke Hauora Mai Manager and team ▪ Whanau, Pepe and Tamariki Manager and team ▪ Operations Manager and team ▪ Head of Data Science and IT team ▪ Clinical Advisor ▪ Executive Management Team (EMT) ▪ Trustees 	<ul style="list-style-type: none"> ▪ General Practice ▪ Pinnacle ▪ Lakes DHB Secondary / Community Mental Health and Addiction Services <p>A range of health and social services, and community organisations including but not limited to</p> <ul style="list-style-type: none"> ▪ Housing services ▪ Budgeting services ▪ Faith based institutions ▪ Peer support groups ▪ Interest groups

Standard Attributes, Knowledge and Skill
Analytical Thinking and Problem Solving: Ability to both identify problems and use information to resolve them.
Communication: Ability to clearly convey thoughts, both verbally and in writing, and to listen to and understands others.
Confidentiality: Ability to maintain privacy and confidentiality in line with the Privacy Act (1993) and the Health Information Privacy Code (1994).
Continuous Improvement: Ability to understand and implement a continuous improvement process in respect of one's own performance, and the organisation's processes and services.
Cultural Appropriateness: Ability to provide culturally appropriate support to a wide range of clients. Knowledge and experience in Ngati Tūwharetoa Tikanga and Kawa is desirable.
Health and Safety: Ability to work responsibly under the Health & Safety at Work Act 2015.
Policies: Ability to become familiar with, and work in line with Tūwharetoa Health's policies.
Relationship Development: Ability to build and sustain effective relationships both internally and externally.
Self-Management: Ability to work autonomously and flexibly to achieve the purpose of the position and the goals of the organisation.
Team Work: Ability to work with others to achieve goals.
Treaty of Waitangi: Knowledge of the principles of the Treaty and how these relate to the development of specific initiatives for Maori.
Values: Ability to conduct themselves in line with Tūwharetoa Health's principles and values of Whānaungatanga (Spirit of Family), Manaakitanga (Spirit of Support) and Huhuatanga (Spirit of Service Excellence).
Current Full New Zealand Driver License is essential.

Position Specific Qualifications, Skills and Experience	
Qualifications	<p>A health professional fully registered under the Health Practitioner Competence Assurance (HPCA) Act 2003; for example a psychologist, psychotherapist, mental health nurse, or occupational therapist.</p> <p>Or a fully registered alcohol and drug and/or gambling practitioner member of the Addiction Practitioners' Association Aotearoa-New Zealand (Dapaanz)</p> <p>Or a fully registered Social Worker.</p>
Knowledge, skills, and experience	<p>Skill and experience working in mental health and addiction settings, primary and/or secondary, with whānau experiencing mild to moderate levels of distress.</p> <p>Skill and experience working in a kaupapa Māori paradigm.</p> <p>Skill and experience providing evidence-based brief psychological interventions / talking therapies.</p> <p>Knowledge of local community networks and service agencies.</p> <p>Skill and experience in developing, facilitating, and providing health education for whānau.</p> <p>Knowledge of Māori models of health, for example Pūrākau and Te Whare Tapa Whā.</p> <p>Practical knowledge of Te Reo and tikanga Māori, or a willingness to learn.</p> <p>Experience in using computers - Microsoft Office and Patient Management Systems, in particular Indici, would be an advantage.</p>

Main Responsibilities
Provide services based in a kaupapa Māori paradigm that offers an alternative to existing mainstream services
Provide evidence informed assessment, therapy, and treatment
Work closely with other health providers, including those from general practice and secondary services to support tangata whaiora and their whānau
Operational and administrative responsibilities
Reporting

Role Delegations
Financial (limits/mandates etc.) – Nil
Staffing – No direct reports

Key Accountabilities	
Main Responsibilities	Tasks (How it is achieved)
Provide services based in a kaupapa Māori paradigm that offers an alternative to existing mainstream services	<ul style="list-style-type: none"> • The service philosophy, design, development, and implementation will be whānau centred and based in Tūwharetoa Health’s values of Whānaungatanga (Spirit of Family), Manaakitanga (Spirit of Support) and Huhuatanga (Spirit of Service Excellence). • The Pouarahi – Health Clinician will be familiar with and follow Tūwharetoa Health’s Tikanga Policy. • Services will demonstrate <ul style="list-style-type: none"> ○ Aroha – Love, compassion, empathy ○ Whanaungatanga – relationship, kinship, sense of connection ○ Kotahitanga – unity, togetherness, solidarity, collective action ○ Whakamana – respect for everyone’s dignity ○ Mahitahi – collaboration / cooperation ○ Tumanako Pai – hope and positivity • Work as part of a kaupapa Maori primary mental health and addictions approach that supports whānau experiencing distress that has a negative impact on their health and wellness. • Provide services that are accessible and timely, with support that is tailored to the full range of needs of each tangata whaiora and their whānau. • Offer a range of options for support, meeting the needs of each tangata whaiora and their whānau. • Use Māori models of health including Pūrākau and Te Whare Tapa Whā. • Adopt a holistic view of tangata whaiora and their circumstances, recognising that the Pouarahi - Health Clinician work may be part of a wider Whānau Ora plan.
Provide evidence informed assessment and treatment	<ul style="list-style-type: none"> • Support tangata whaiora to identify, understand and address their mental health and distress. • Be available to see whānau at short notice when required • Ongoing assessment including risk assessment and management • Provide evidence-based brief interventions • Identify when tangata whaiora may have more serious mental health or addiction concerns that require referral to secondary services.

Key Accountabilities	
Main Responsibilities	Tasks (How it is achieved)
Work closely with other health providers, including those from general practice and secondary services to support tangata whaiora and their whānau	<ul style="list-style-type: none"> • Establish good working relationships with health professionals and others working in the community • Provide professional development as required to ensure the workforce has a good understanding of the needs of and services available to whānau with mild to moderate mental health distress. • Work effectively with the Health Coaches to ensure tangata whaiora have the appropriate level of support. • Act as a bridge between tangata whaiora and their whānau, and other health service providers.
Operational and administrative responsibilities	<p>The Pouarahi – Health Clinician will:</p> <ul style="list-style-type: none"> • Actively seek work rather than waiting for referrals • Enter clear and concise notes which comply with established standards into the practice management system (Indici) within 24 hours of each contact with tangata whaiora. • Demonstrate skills, knowledge and attitudes that ensure culturally safe practice (Tikanga Policy) • Use agreed outcome measurement tools and session rating scales each time they see a person • Review performance reports with their professional leaders and colleagues in order to develop their own practice/assess fidelity to the model and further develop services • Undergo regular supervision and ongoing professional development.
Reporting	<ul style="list-style-type: none"> • Monthly service reports to the Executive Management Team • Quarterly reports to the funder as per contract • All reporting is directed to the Team Leader or Service Manager