



Position Title:	Child and Adolescent Mental Health Clinician / Ngā Pūkenga Hauora Hinengaro o ngā Tamariki me Rangatahi
Responsible to:	Pūkenga Kaiwhakahaere, Site Manager
Taukī Whakatakanga/vision:	Mā te huruhuru ka rere te manu <i>A bird is adorned with its plumage in order that it may take flight</i>
Kitenga/mission:	Me whakahaumanu te mana o te whānau a, ka haere whakamua <i>Revitalise whānau for their future</i>
Position Purpose:	To ensure tamariki and rangatahi with moderate to severe mental health issues are able to access integrated, coordinated support services that are responsive to their needs through the provision of community-based assessment, planning and therapy-based interventions
Date:	December 2023

Te Piki Oranga is a quality Māori wellness service provider in Te Taihū o Te Waka-a-Māui (Nelson/Tasman/Marlborough). We have highly qualified kaimahi, who provide healthcare and prevention programmes for whānau from our health hubs in Wairau (Blenheim), Whakatū (Nelson) and Motueka, from our mobile clinics or in whānau homes. Our emphasis is on whānau wellbeing and our tūāpapa (foundation) is a value (uara) based service that strives to meet the following:

Manaakitanga (aroha, hospitality, kindness, generosity, support) – this is an act of caring for a person’s mana (dignified presence) expressed through generosity, caring and compassion in all we do. **‘He aroha whakatō, he aroha puta mai’** *‘If kindness is sown, then kindness you shall receive’.*

Whanaungatanga (relationship, kinship, sense of family connection) – our connections both physically and spiritually are what brings us together as a whānau and community. Working together for a collective goal. **‘Whāngaia, ka tipu, ka puāwai’** *‘That which is nurtured, blossoms and grows’.*

Kaitiakitanga (guardianship and protection) – in the Māori world view, people are closely connected to the land and nature. Kaitiakitanga has the belief that humans are part of the natural world. Preservation of taonga such as Te Reo Māori (Māori language) me ōna tikanga (traditional customs and practices) are values for every day. **‘Toitū te Marae a Tāne, toitū te Marae a Tangaroa, toitū te iwi’** *‘If the land is well, and the sea is well, the people will thrive’.*

Wairuatanga (spirituality) – is our sense of connection between people and the environment around us and believing that there is a spiritual existence. In addition to the physical, wairuatanga contributes to a sense of belonging and is essential to hauora (wellbeing). **‘He oranga ngākau, he hikinga wairua’** *‘When it touches your heart, it lifts your spirit’.*

Kotahitanga (unity, collective action) – this is developing and maintaining a unity of purpose and direction. All must be encouraged to make their contribution, to have their say in the pursuit of hauora. **‘Ehara taku toa i te toa takitahi, engari he toa takitini’**

‘My success should not be bestowed onto me alone, as it was not individual success, but success of a collective’.

Rangatiratanga (leadership, right to exercise authority) – is the expression of the attributes of a rangatira including humility, leadership by example, generosity, kindness, diplomacy, and knowledge of benefit to people. **‘He aha te kai a te rangatira? He kōrero, he kōrero, he kōrero’.**

‘What is the food of the leader? It is knowledge, it is communication’.

Key Relationships

External	Internal
<ul style="list-style-type: none"> • Whānau • Ministry of Social Development • Te Whatu Ora • Te Aka Whai Ora • Housing New Zealand • Department of Corrections • General Practitioners • Lawyers • Community organisations • Iwi groups 	<ul style="list-style-type: none"> • Tumuaki • Pūkenga Kaiwhakahaere • Tapuhi Arahanga • Kaiwhakahaere Ratonga • Kaiwhakahaere Hinengaro • Pou Taki • Ngā Pūkenga Manaaki CAMHS • CAMHS or Mental Health Clinical Lead • Other kaimahi • Volunteers

Authorities

Financial	TBD
Staffing	Nil

Key Results Areas / Key Achievement Areas

The position of Ngā Pūkenga Hauora Hinengaro o ngā Tamariki me Rangatahi encompasses the following Key Accountabilities:

- Māori - Cultural
- Service Delivery
- Child Protection
- Health Education and Promotion
- Community Outreach
- Reporting / Administration
- Tikanga Haumaru/Safe Environment
- Personal and Professional Development
- Organisational Responsibilities

Core Responsibilities	Jobholder is successful when:
<p>Māori Cultural <i>All activities and actions are guided by tikanga and kawa.</i></p>	<ul style="list-style-type: none"> • There is active liaison with Te Piki Oranga Pou Taki around cultural matters. • A cultural assessment is undertaken and goals for cultural development training are identified and achieved within a reasonable timeframe. • Work is carried out in a kawa whakaruruhau/culturally safe manner.

Core Responsibilities	Jobholder is successful when:
	<ul style="list-style-type: none"> • Cultural Development is actively engaged with, and support and advice is sought from our Te Pou Taki/ Cultural Advisor as and when the need arises. • The experience for whānau and their whānau is improved with mana enhancing service. • Cultural activities within Te Piki Oranga are engaged with and supported.
<p>Service Delivery <i>Tamariki me rangatahi with moderate to severe mental health issues are able to access appropriate services to support their journey to wellness.</i></p>	<ul style="list-style-type: none"> • Necessary information is received from referrer to initiate contact with whānau. • Information is collected from the young person, their whānau and other relevant stakeholders to form the basis of a comprehensive assessment. • Risk assessment (e.g., suicide screening, family violence screening) is carried out. • A range of developmentally appropriate treatments (e.g., DBT, CBT, family therapy, play therapy, group work, motivational interviewing) is offered. • Appropriate intervention is developed and implemented in conjunction with the young person and their whānau. • Progress is monitored and the planned intervention is adjusted accordingly. • Appropriate outcome measurement tools are used in a meaningful way with the young person and their whānau. • Other social and health-related needs are identified for whānau (individual) / whānau (family) for internal and/or external referrals. • Whānau has access to internal and external programmes and services (e.g., DHB mental health support programmes) • Whānau (individuals) are linked to whānau (family), hapū, and iwi where appropriate. • Cultural assessments are completed with tamariki/rangatahi whānau. • Clinical practice is routinely part of a multidisciplinary team at Te Piki Oranga to assess whānau progress.
<p>Child Protection <i>Any potential cases of child abuse is reported.</i></p>	<ul style="list-style-type: none"> • Complies with TPO Child Protection Policy • In conjunction with the Pūkenga Kaiwhakahaere or Tapui Arahanga, a report of concern is generated as appropriate. • Kaimahi are able to discuss possible report of concern, and you refer them to Pūkenga Kaiwhakahaere or Tapui Arahanga and, following this, you raise this yourself to ensure concern has been passed on. • Whānau is supported either directly or in liaison with Oranga Tamariki.
<p>Health Education and Promotion <i>Tamariki / Rangatahi / Whānau are given wellness information and referral to appropriate health services.</i></p>	<ul style="list-style-type: none"> • Tamariki / Rangatahi / Whānau are supported and engaged with their whānau plan. • Work is undertaken with other kaimahi at Te Piki Oranga to promote and reinforce mental health messages in the wider community (e.g., child and adolescent mental health). • Smoking brief intervention and advice (ABC) is carried out as part of your clinical practice.

Core Responsibilities	Jobholder is successful when:
<p>Community Outreach <i>Te Piki Oranga engages with the local community to understand community needs and advocate for the community with funders to enable appropriate services to be delivered.</i></p>	<ul style="list-style-type: none"> Your practice assists Te Piki Oranga to develop and maintain a presence in the community. Links and consultation between whānau, community and service agencies are provided. A profile of key health services, community groups and organisations in the local area is developed. Community need is identified and quantified.
<p>Reporting / Administration</p>	<ul style="list-style-type: none"> Whānau file is maintained and kept up to date on Te Piki Oranga client management system. Documentation and reporting meet relevant funder and statutory requirements. Te Piki Oranga meets the relevant reporting requirements of the Board and funders. Client confidentiality is maintained, and privacy legislation is complied with. Issues for management are brought up in team meetings and/or with the Tapuhi Arahanga / Clinical Lead. Enquiries from external agencies are addressed appropriately. Clinician has kept up to date with latest IT applications and equipment, and with health platforms and technologies.
<p>Personal and Professional Development</p>	<ul style="list-style-type: none"> The clinician participates in regular case management and supervision with the Tapuhi Arahanga / Clinical Lead. Client issues are addressed in supervision and client reviewing meetings. Learning opportunities are actively pursued, and a relevant training plan is developed. Clinician fully participates in the annual performance review process. In-service training is attended and supported.
<p>Tikanga Haumarū/Safe Environment</p>	<ul style="list-style-type: none"> All TPO policies, procedures, rules, and work instructions are familiar and able to be followed as outlined. Or, if not, your Pūkenga Kaiwhakahaere has been advised of any gaps in knowledge around these so that support can be provided. Any near misses or accidents are consistently being actively identified, including anything you are aware of that could cause a near miss or accident in future. These are reported to the appropriate Health & Safety kaimahi and your Pūkenga Kaiwhakahaere. Protocols for the proper use of any safety equipment or clothing provided e.g. PPE are understood and followed. Effective COVID-19 health and safety protocols are followed, including following updates to these protocols as protocols develop. There is a clear understanding of expected standards of behaviour within the organisation, and our Bullying and Harassment Policy is understood and supported through your own professional conduct and awahi for your fellow kaimahi. The Health and Safety protocols of all the external organisations that you work with as part of this mahi are followed.

Core Responsibilities	Jobholder is successful when:
<p>Takohanga a TPO/Organisational Responsibilities</p> <p><i>As an employee of Te Piki Oranga these are the responsibilities of all kaimahi.</i></p>	<ul style="list-style-type: none"> • Policies and procedures of Te Piki Oranga are known and complied with. • All activities undertaken on behalf of the organisation comply with all legal, statutory, and regulatory requirements, including the codes of conduct of any professional and industry bodies with which the organisation has formal or informal ties. • Quality improvement processes are supported and engaged with. • Knowledge is shared organisation wide. • Communication is effective and timely, and requests are responded to in a timely and appropriate manner. • Additional duties outside of this job description required from time to time by the nature of our business, like for example (but not limited to), when supporting the Te Piki Oranga COVID-19 response, are carried out effectively and as required. • Te Piki Oranga is represented appropriately as required and the mana of whānau, the mahi and the organisation is upheld. • Relationships with funders and other organisations are maintained and developed. in discussion and supported by Pukenga Kaiwhakahaere • Kaimahi behaviour is in alignment with ngā Uara, our Values. • Assistance and support to orientate new kaimahi is provided when requested. • Any other tasks as agreed.

Core Competencies / Person Specifications

Qualification	<ul style="list-style-type: none"> • Current practicing certificate/registration relevant to your qualification • Relevant tertiary qualification in health or social sciences. • Full driver's licence is essential
Experience	<ul style="list-style-type: none"> • Experience in mental health service delivery • Experience working with Māori • Experience working with Rangatahi me Tamariki • Experience working in a health and/or social services organisation • Working knowledge of relevant legislation • Sound knowledge of child abuse and child protection issues • Experience working in a kaupapa Māori organisation • Knowledge and experience using Māori models of practice in health or related fields.
Ngā Kete o te Wānanga	<ul style="list-style-type: none"> • Passion to tautoko rangatahi, tamariki and their whānau • Have a knowledge of, or possess a willingness to learn about major conditions that impact on Māori health • Te Reo me ōna tikanga or the demonstrable willingness and ability to develop cultural competencies as well as a commitment to ongoing cultural development.

- Have knowledge and commitment to the Treaty of Waitangi, as well as an understanding of how the principles of the Treaty of Waitangi apply to health and community services.
- Good time management skills and able to work independently.
- A good
- Able to demonstrate an alignment with ngā Uara/our values
- sense of humour.
- Able to be flexible and to respond positively in continually changing work environment.
- A good team member including the ability to create and maintain good relationships including a commitment to civility and mana-enhancing communication style.
- Good understanding of the Privacy Act and how it applies to the delivery of health and social services as well as the protection of whanau/organisational information.
- The ability and willingness to take direction and guidance from Clinical Leads and senior kaimahi about best practice service delivery
- Demonstrably good team member.
- Support Auahi Kore (Smoke Free), and able to model a healthy lifestyle
- Support for NZ national Immunisation vaccination programme guidelines including COVID-19 vaccine protocols.
- Good computer skills including the ability to use the MS Office Suite and Client Management Systems, or the ability and willingness to learn to use new technologies well.

Change to the job description

From time to time it may be necessary to consider changes in the job description in response to the changing nature of our work environment– including technological requirements or statutory changes. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle or as required.

 Kaimahi Name

 Date

Employee Job Title: Child and Adolescent Mental Health Clinician

 Approved: Anne Hobby
Tumuaki

 Date