

## POSITION DESCRIPTION

|                              |   |              |
|------------------------------|---|--------------|
| <b>Position:</b>             | <b>Kaitūruki Primary Mental Health - Health Improvement Practitioner</b>  |              |
| <b>Team:</b>                 | Te Waipuna (Primary Medical & Community Health)   |              |
| <b>Reporting to:</b>         | Kaihautū Waipuna (Service Manager)  |              |
| <b>Staff Responsibility:</b> | Nil   |              |
| <b>Job Purpose:</b>          | <p>Health Improvement Practitioners are embedded as members of the general practice team and will see anyone whose thoughts, feelings or actions are impacting on their health and wellbeing. They work with individuals (of all ages), whanau, and groups to provide rapid access to evidence based brief interventions – to help people make changes to enhance their health and wellbeing.</p> <p>In addition to working with people and their whanau Health Improvement Practitioners have a key role in building the confidence and capability of the general practice team to meet the needs of people experiencing mental health and/or alcohol and other drug (AOD) concerns.</p> <p>They also work with the general practice team to build routine pathways for high impact problems commonly experienced by people in that practice and support the practice to address inequities in health outcomes for Māori and other vulnerable populations.</p> <p>To be actively engaged with utilising an integrated stepped model of care that supports client's needs, and enables them to move seamlessly between services in primary care, and where needed secondary care.</p> <p>To work with other HIPs, health coaches, peer support workers and kaiawhina and the WRHN Programme Lead to refine the services delivered for the Whanganui regional context.</p> |              |
| <b>Accepted by:</b>          | <b>Employee Signature:</b>  | <b>Date:</b> |

### Background

Te Oranganui is an Iwi governed Health and Social Service Organisation. Established in 1993, Te Oranganui has seven service lines and covers the iwi boundaries of Ngāti Apa/Ngā Wairiki, Te Ātihaunui a Pāpārangi and Ngā Rauru Kītahi.

The seven services are;

|                        |   |
|------------------------|---|
| Waipuna                | Primary Health & Medical                        |
| Taihāhā                | Disability Support Service                      |
| Waiora Hinengaro       | Vocations, Mental Health and Addiction Services |
| Toiora Whānau          | Whānau & Community                              |
| Waiora Whānau          | Healthy Families                                |
| Whakahaumanu Mana Tane | Clinical Services Corrections                   |
| Taituarā               | Business Unit                                   |

### Vision

Korowaitia te puna waiora, hei oranga motuhake mō te iwi

### Mission statement

To empower whānau into their future

### Values

|          |   |
|----------|---|
| Tika     | Excellence in how we do things  |
| Whānau   | At the centre of everything we do   |
| Pono     | Act with honesty and integrity  |
| Mahitahi | Committed to working together for the betterment of our Whānau, Hapū, Iwi and communities |

**Key Result Area 1: General Practice Team Participation**

Active participation within the general practice team and support for building team competence in mental health and addictions

- 1.1. All relevant meetings for the general practice team are attended
- 1.2. Seeks and acts upon opportunities to educate self and other general practice team members
- 1.3. Close working relationship with the general practice's Health Coach is developed
- 1.4. Consultation/liaison is provided to general practice team
- 1.5. Clear documentation of all general practice-related activity

**Key Result Area 2: Clinical Service Delivery**

Delivery of high quality behavioural interventions

- 2.1. Knowledge of behavioural health consultancy model and ability to implement the model demonstrated
- 2.2. Individual sessions, groups and whānau sessions are delivered
- 2.3. 15 – 30 minute evidence-based interventions are provided for a wide variety of issues (both mental health and physical health related) to people of all ages, with a focus on prevention, acute care, and chronic disease management
- 2.4. People are supported to identify and achieve the results they are seeking
- 2.5. A high level of access for the enrolled population to primary care-based brief interventions is achieved
- 2.6. Skills, knowledge and attitudes for culturally safe practice are demonstrated
- 2.7. Clear and concise notes that comply with established standard are entered within practice's Patient Management System
- 2.8. All required client-related information and activities are recorded

**Key Result Area 3: Primary Mental Health Integration**

Enthusiastically engaged in the Stepped Care for Mental Health demonstration project

- 3.1. Participation in project-related workforce development and coaching
- 3.2. Active contribution to evaluation and refinement of the approach
- 3.3. A collaborative working relationship is formed with NGOs working with the general practice as a part of this project
- 3.4. A collaborative working relationship is formed with DHB staff working with the general practice
- 3.5. Assistance with care coordination and access to outside resources is provided as needed

### General Provisions

- Actively participate in Te Oranganui kaupapa activities including attending hui, karakia, whakawhanaungatanga, waiata sessions etc.
- Uphold the principles of Whānau Ora – working across teams and functions; acknowledging the unique skills and abilities all kaimahi bring.
- Ensure you maintain an accurate and up to date understanding of Te Oranganui policies and that you uphold these at all times.
- Requirements of the clinicians professional and registering body are met
- Participate in regular supervision.
- Ensure the health & safety of yourself as well as others in your working environment, upholding organisational health and safety policies and procedures at all times.
- Proactively promote Te Oranganui in a positive light in all activities.
- Actively participate in ongoing professional development.

*The above statements are intended to describe the general nature and level of work being performed by the job holder. They are not construed as an exhaustive list of all responsibilities, duties, or skills required of the job holder. From time to time, personnel may be required to perform duties outside of their normal responsibilities as needed.*

### Key Working Relationships

| EXTERNAL  | INTERNAL   |
|---|--|
| Other general practices participating in the demonstration project<br>Non-Government Mental Health Organisations<br>Secondary (DHB) Mental Health and AoD Services<br>Social services | General Practice Team, Service Manager; Health Coaches; Centre Managers; |

## PERSON SPECIFICATION

### Experience & Qualifications

- Registered health professional with current practising certificate e.g. psychologist, nurse, occupational therapist, social worker
- Clinical experience working in a mental health setting (primary and/or secondary) providing evidence based psychological interventions
- Experience working in primary care directly with patients as part of the health care team.

### Competencies

- Flexible, self-starter
- Willing to embrace new ways of working
- Has the skills listed below or a strong interest in learning them:
  - Basic understanding of general practice
  - Ability to work with a diverse patient and staff population
  - Basic nontechnical knowledge of psychotropic and other relevant medications
- 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
- Commitment to whānau, hapū and iwi
- Ability to converse and understand Te Reo Māori me ona tikanga

### Other Requirements of this Position:

- Current clean, NZ full driver's license
- Must be able to pass Te Oranganui's background check process