

POSITION DESCRIPTION

Position	Kaitūruki After Care	
Team	Whakahaumanu Mana Tāne	
Reporting to:	Kaihautū Whakahaumanu Mana Tāne	
Job purpose	To navigate tangata whai ora to, and provide post treatment support that effectively manages transition before, during and after release. To support/tautoko tangata whai ora in their recovery and wellness journey using the fundamental values of Tikanga Māori, Te Tirohanga, whānau ora and the skills and knowledge of alcohol and other drug work.	
Accepted by:	Signature:	Date:
NAME		

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;

Te Waipuna:	Primary Health & Medical
Te Taihāhā:	Disability Support Service
Waiora Hinengaro:	Vocations, Mental Health and Addictions
Toiora Whānau:	Whānau and Community
Puawai Whānau:	Tamariki Services
Waiora Whānau:	Healthy Families
Whakahaumanu Mana Tāne:	Clinical Services Corrections
Te Taituarā:	Business Unit

Vision

Korowaitia te puna waiora, hei oranga motuhake mō te iwi

Mission statement

To empower whānau into their future

Values

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

KRA 1: Alcohol and other Drug Work

Work with those completing the Drug Treatment Programme (DTP) requiring ongoing support with relapse prevention before, during and after release.

Tasks:

- Work with tangata whai ora to implement and review Relapse Prevention Plans
- Develop Maintenance Care Plans
- Use therapeutic and best practice interventions to work on goals for change
- Use measurement tools for evidence of outcomes and outputs
- Lead AoD maintenance groups if necessary
- Use motivational interviewing/enhancement and specific drug responsiveness
- Use co-existing problem knowledge to continue to educate and inform participants on effects, consequences of drugs and options for health
- Use whānau ora principles and tikanga Māori approaches in all work

KRA 2: Collaboration and team work

Work with others to ensure positive and empowering outcomes for tangata whai ora and support an offence free life

Tasks:

- Work in a collaborative way with DTP, Te Oranganui internal services and external community agencies to meet needs of participants
- Work in conjunction with Corrections staff (Correction Officers, Pouarataki, Case Managers, Probation Officers and other Aftercare workers) to develop and implement plans and actively share AoD and therapeutic information
- Liaise and consult with health services within Corrections as necessary to improve health of tangata whai ora

KRA 3: Information Management

Ensure client information and documentation is accurate and timely

Tasks:

- All administration and documentation is completed in accordance with service and the two organisational guidelines and within specified timeframes;
- Complete all reporting and communication requirements in a timely manner;
- Initiate, suggest and participate in continuous quality improvement activities
- Electronically record and evidence goals and outcomes for reporting purposes

KRA 4: Supervision

Ensure safe practice to tangata whai ora and their whānau through actively participating in regular supervision

Tasks:

- Actively participate in regular supervision, making a positive contribution to the development of a co-operative relationship with the supervisor
- Ensure that all practice and case issues are taken to supervision and caseload management;
- Manage work priorities, personal workload and stress levels with the support of the Clinical Manager and supervisor;
- Comply with the requirements of the supervision contract and regulatory authority covering the role

Initials: _____

- Regularly reflect on own practice and make adjustments as necessary to ensure a quality service

KRA 5: Knowledge & Relationships

To stay abreast of developments and build strong learning links that enhance the service provided to tangata whai ora

Tasks

- Continuously build your knowledge base on the developments of the mental health and addictions sector to ensure tangata whai ora are receiving the best possible service
- Work constructively with colleagues within Te Oranganui and across the sector to improve outcomes for participants
- Actively participate in all team and one-on-one hui and workshops

General Provisions

- Actively participate in Te Oranganui kaupapa activities including attending hui, karakia, whakawhanaungatanga, waiata sessions, cultural competency 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 & Department of Corrections policies, procedures and guidelines and that you uphold these at all times;
- Ensure the health & safety of yourself as well as others in your working environment, upholding Corrections and Te Oranganui 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 and in-service training opportunities

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

Initials: _____

PERSON SPECIFICATION

Essential Experience & Qualifications

- A clinical qualification and a relevant practising certificate that meets requirements under the Health Practitioners Competence Assurance Act 2003; or an AoD experienced counsellor or social worker or a registered counsellor
- Skills and experience working within the AoD sector
- Sound understanding of the legislative framework, standards and best practice methodology within the AoD and Corrections sector;
- Ability to uphold the fundamental values of Tikanga Māori, whānau ora and implement the five kaupapa values of Te Tirohanga

Strongly Desired

- Experience working in a community service
- Commitment to working towards a AoD qualification

Skills and Attributes

- Non-Smoker – or full commitment to remain smoke-free during the hours of work (including breaks)
- Excellent facilitation and communication skills
- Understand and be committed to improving health for Māori
- Open to different perspectives of tangata whai ora
- Believe in and can implement the recovery and wellness approach
- Well organised and can prioritise
- Able to maintain confidentiality
- Creative and innovative within restricted resources

Other requirements of this position:

- Current clean, NZ full driver's license
- Must be able to pass both Te Oranganui's background check processes in addition to the Department of Corrections/MOJ security checks

Physical Attributes

Under the Human Rights Act 1993 discrimination based on disability is unlawful. Te Oranganui will make all reasonable efforts to provide a safe and healthy work place for all including persons with disability.

- Must be able to function in rapidly changing and demanding conditions when required
- A high degree of mental concentration is required
- Ability to move about and undertake necessary duties in a prison environment
- The appointee must not have a health condition that will put others at risk

Initials: _____