

POSITION DESCRIPTION

Position	Kaitūruki – Mental Health Support Worker	
Team	Waiora Hinengaro	
Reporting to:	Kaitātaki	
Job purpose	To support/tautoko tangata whaiora in their recovery and wellness journey using the values of Tikanga Māori, Whānau ora and the skills and knowledge of current mental health support practice.	
Accepted by:	Signature:	Date:
<<NAME>>		

Background

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

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

Our Vision	Korowaitia te puna waiora, hei oranga motuhake mō te iwi
Our Mission	Investing in transformational wellbeing where whānau are at the centre of everything we do.
Our Values	
<i>Kotahitanga</i>	<p>Kei te Kotahitanga o ngā kūmete nō uta, nō tai te oranga o te iwi</p> <p>We are working for a common cause to effect positive change for the whānau we serve. We are collaborating with marae, hapū and iwi to build smarter capability and capacity for the collective. We are innovators of change, building a movement for transformation.</p>
<i>Whanaungatanga</i>	<p>Nō te whānau, mō te whānau</p> <p>We acknowledge whānau are the experts in their own lives. We care what whānau have to say about our services. We listen. We act. We learn.</p>
<i>Pono</i>	<p>Kia mau, kia ū ki ngā kete mātauranga nō ngā tupuna</p> <p>Our delivery and commitment to whānau, each other, and out partners is underpinned by Mātauranga and Kaupapa-Māori. We are well informed and value the knowledge we hold.</p>
<i>Tika</i>	<p>Whaia te ara tika ahakoa te aha</p> <p>Whānau ability to attain wellbeing is a fundamental right. We believe in a just fair system and so, we will always do the right thing, even when it's not the easiest thing. We are honest and transparent. We honour our word.</p>

Key Result Area 1: Supporting tangata whaiora

Tasks:

- Participate in initial assessments
- Work with tangata whaiora and whānau to develop, and review whānau plans
- Work on the implementation of goals in a creative and supportive way using the ideals of recovery, Te Whare Tapa Whā and wellness
- Use Co Existing Problem (CEP) knowledge to ensure receiving holistic care
- Attend medical and psychiatric appointments as necessary know when, and then organise, medication, appointments and medical certificates are due
- Provide support and education to whānau and significant others
- Use whānau ora and tikanga Māori approaches in all work
- Participate and or facilitate group work when groups are established and implemented
- Support the alcohol and other drugs groups and activities

Key Result Area 2: Collaboration and Teamwork

Tasks:

- Have active and current relationships with organisations that focus on mental health and or addiction service provision
- Work in a collaborative way with internal services and external agencies when “shared care” and CEP services needed
- Liaise and consult with GPs and other health services as necessary to improve health of tangata whaiora
- Work with wider team to ensure all needs are met in relation to mental health and addiction
- Work with the registered nurse when necessary, including taking and following advice on the clinical aspects of the tangata whaiora care

Key Result Area 3: Client Information Management

Ensure client information and documentation is accurate and timely

Tasks:

- All administration and documentation are completed in accordance with service & organisational guidelines and within specified timeframes.
- Complete all reporting and communication requirements in a timely manner.
- Participate in quality improvement activities as required.
- Electronically record and evidence whānau goals and outcomes for reporting purposes

Key Result Area 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 management issues are taken to supervision.
- Manage work priorities, personal workload and stress levels with the support of the supervisor
- Comply with the requirements of the supervision contract
- Regularly reflect on own practice and adjust as necessary to ensure a quality service to whānau

Key Result Area 5: Knowledge & Relationships

To stay abreast of developments and build strong community links that enhance the service provided to rangatahi and their whānau

Tasks

- Continuously build your knowledge base on the developments of the mental health and addictions sector to ensure whānau are receiving the best possible service
- Work constructively with colleagues within Te Oranganui and across the sector to improve outcomes for whānau participating in mental health and addiction services
- Actively participate in all team and one-on-one hui and workshops
- Develop and maintain key relationships across all sectors to support easier access to services when working with Whānau

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 always uphold these.
- Ensure the health & safety of yourself as well as others in your working environment, always upholding organisational health and safety policies and procedures.
- 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.

PERSON SPECIFICATION

Experience & Qualifications

- Level 4 National Qualification (NZQA) or equivalent in mental health
- Experience working with mental health services
- Full drivers licence
- Can use word processor for communication needs including word processing, communication and internet research

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 approach
- Well organised and can prioritise
- Able to maintain confidentiality
- Is acceptable to whānau, hapū and iwi and Māori community
- Creative and innovative within restricted resources

Physical Attributes – Community based

- A medium degree of physically capacity is required as the work involves standing, walking, sitting, stretching, twisting bending and lifting/moving weights up to and above 15 kilograms frequently.
- Ability to move about and undertake necessary duties (sometimes in restricted spaces) both in an office environment and out in the community
- Visual ability sufficient to drive a motor vehicle, read accurately, write/record in a legible manner
- Hearing and speech sufficient to communicate with clients and co-workers enabling direct and telephone communication