

Position Description	
Position title:	Mental Health Professional
Reports to:	Team Leader Wellbeing Service
Direct Reports:	Nil
FTE:	1.0 FTE, unless variation agreed by employer and employee
Functional Relationships:	<ul style="list-style-type: none"> ⤴ Te Awakairangi Health Network staff ⤴ Enrolled patients of the PHO ⤴ General Practitioners, Practice Nurses and Practice Administrators ⤴ Other mental health providers and NGOs ⤴ Hutt Valley District Health Board ⤴ Māori providers and local marae within the Hutt Valley ⤴ Social and Community Health Services and other providers within the Hutt Valley ⤴ Community Agencies
<p>Te Awakairangi Health Network</p> <p><u>Vision:</u> A healthy Hutt Valley for all</p> <p><u>Mission:</u> To be a community leader for health in Hutt Valley</p> <p><u>Values:</u> People Centred, Aiming for Equity, Excellence in all that we do, Working co-operatively.</p> <p><u>Goals:</u></p> <ul style="list-style-type: none"> • To make a real difference for our communities, our whanau, our people. • To be a strong network, with sustainable practices and providers, a culture of innovation and integration. • To be recognised as an excellent performer, delivering comprehensive and connected services, achieving targets and using funds wisely. <p>The organisation is located at 330 High Street, Lower Hutt and operates in various other locations around the Hutt Valley.</p>	
<p>Treaty of Waitangi: Te Awakairangi Health Network is committed to Maori clients and stakeholders and ensuring service activity, development and implementation is undertaken in accordance with the provisions of the Treaty of Waitangi – partnership, protection and participation.</p>	

Position Summary: The role of the Mental Health Professional is to provide primary mental health services to the enrolled population and includes:

- ⤴ The delivery of mental health services to people with mild to moderate mental health problems;
- ⤴ The provision of a range of mental health services including mental health promotion, individual and family/whanau interventions, group work and support that aims to address the mental health needs of people using the service.

Mental health services' refers to a range of programmes and interventions for people of all ages with non-severe mental health problems, gambling and common mental disorders. The services may include sub contracting arrangements.

Key Objectives	Performance Indicators / Outcomes
1. Client and Whanau Care	<ul style="list-style-type: none"> ⤴ Ensure consistent use of methods for identifying mental health problems ⤴ Assess, plan, implement and evaluate care for individual clients with mild to moderate mental health issues and their whanau within a multi disciplinary framework ⤴ Assess the appropriateness of referrals to the Wellbeing Service and ensure that clients with a moderate to severe mental health disorder are referred to Hutt Valley DHB and other providers ⤴ Contribute to the development of best practice and culturally appropriate models of care within the Wellbeing Team ⤴ Ensure provision of mental health services to young people ⤴ Use appropriate screening methodologies identified for client groups ⤴ Promote use of language and practice that encourages the disclosure of psychological and related problems ⤴ Provide comprehensive assessments including assessment of risks and social needs ⤴ Provide case management services of varying intensity and inter-sectoral involvement as required ⤴ Provide brief evidence based therapy and other treatments/interventions appropriate to the clients mental health needs, culture and age
2. Health promotion, education and awareness: <ul style="list-style-type: none"> ⤴ contributing to the development and implementation of health promotion initiatives, educational support groups and raising awareness of mental health wellbeing within the contracted PHO communities 	<ul style="list-style-type: none"> ⤴ Raise awareness within the general community about mental illness and wellbeing by providing culturally relevant information using a variety of mediums ⤴ Liaise with, and refer to, local mental health service providers ⤴ Work with members of the PHO and provider teams to meet key objectives ⤴ Inform and educate the enrolled population and the providers about mental health services that are available to people with a mental health illness ⤴ Develop or source resources to meet the needs of clients and providers ⤴ Contribute to the development and implementation of

	<p>educational support groups for target population groups</p> <ul style="list-style-type: none"> ⤴ Maintain effective use of resources
<p>3. Build positive relationships with General Practices:</p> <ul style="list-style-type: none"> ⤴ contributing to liaison and clinical facilitation with General Practices 	<ul style="list-style-type: none"> ⤴ Alongside other members of staff, encourage and support General Practice to provide mental health services within a primary health care setting. ⤴ Be the key contact for practices for practices for mental health queries. ⤴ Liaise with General Practices as required ⤴ Contribute to education sessions for General Practices and the Organisation's staff
Common Organisational Objectives	
<p>4. Treaty of Waitangi, Māori, Iwi, Pacific communities:</p> <ul style="list-style-type: none"> ⤴ A culturally appropriate service is provided for whanau ⤴ service activity, development and implementation meets the needs of Māori and Pacific communities 	<ul style="list-style-type: none"> ⤴ Works collaboratively with Iwi partners to ensure services are culturally appropriate ⤴ Service activity, development and implementation is undertaken in accordance with the: <ul style="list-style-type: none"> ◦ provisions of the Treaty of Waitangi: partnership, protection and participation ◦ Vision and strategies of the Māori Health Strategic Plan and the Pacific Health Action Plan ⤴ Appropriate consultation is undertaken with Māori and Pacific communities
<p>5. Professional development:</p> <ul style="list-style-type: none"> ⤴ Maintains own professional competence and development 	<ul style="list-style-type: none"> ⤴ Maintains professional competencies and develops own knowledge by participating in learning opportunities, as appropriate as agreed by line manager ⤴ Identifies own learning needs
<p>6. Accountability:</p> <ul style="list-style-type: none"> ⤴ Information ⤴ Teamwork ⤴ Safe practice 	<ul style="list-style-type: none"> ⤴ Follows established procedures for recording information and maintaining privacy and confidentiality ⤴ Demonstrates accountability for own actions. ⤴ Acts independently and also as a member of the multidisciplinary team ⤴ Works within the scope of the role by knowing own limitations ⤴ Requests assistance when required
<p>7. Health and Safety:</p> <ul style="list-style-type: none"> ⤴ Safety standards are maintained 	<ul style="list-style-type: none"> ⤴ Ensures the safety of self and others at all times ⤴ Reports any health and safety concerns through to the appropriate people ⤴ Complies with policies, procedures and safe systems of work
<p>8. Contribute to the wider team within the organisation</p>	<ul style="list-style-type: none"> ⤴ Participate and work in ways that support the strategic direction and objectives of the Organisation ⤴ Contribute to the wider team to ensure that projects are managed, delivered on time and within allocated resources ⤴ Participate in staff meetings and planning sessions ⤴ Provide timely communication of any information that impacts on other team members

Person Specification

Skills and attributes required:

Technical Expertise and Qualifications

- ⤴ Relevant tertiary qualification and registration in mental health, social work, counselling or related field. A Bachelors or Masters degree in a Mental Health discipline is desirable
- ⤴ Shows commitment to continuing education (as required under the HPCA)
- ⤴ Demonstrated experience in providing therapies in a mental health settings
- ⤴ Relevant training and experience in brief interventions and / or counselling
- ⤴ Competent in Microsoft Office computer programmes
- ⤴ Knowledge of Medtech 32 preferred but not essential
- ⤴ Full driver's licence preferred.

Nga Take Māori:

- ⤴ Shows an awareness of, and commitment to, the principles of the Treaty of Waitangi
- ⤴ Has a positive attitude towards Māori issues and is receptive to them
- ⤴ Is comfortable in situations involving Māoritanga
- ⤴ Creates and sustains an environment that promotes biculturalism and responsiveness to Māori issues

Communication

- ⤴ Communicates clearly in both written and verbal form
- ⤴ Promotes a credible image and inspires confidence
- ⤴ Actively shares information, ideas and experience with others
- ⤴ Works to build trusting relationships with customers and key stakeholders
- ⤴ Communicates sensitive messages or disagreements with tact and diplomacy
- ⤴ Treats people with respect and courtesy
- ⤴ Brings conflict into the open and facilitates resolution

Excellence Focus

- ⤴ Sets challenging goals and targets for self
- ⤴ Is self-motivated to achieve goals and objectives
- ⤴ Has a sound insight into own strengths and weaknesses, and is committed to addressing areas of weaknesses
- ⤴ Adapts easily to changes at work
- ⤴ Proactively manages conflicting demands on time
- ⤴ Able to cope with situations that involve considerable effort/strain
- ⤴ Provides and contributes to excellence within the Wellbeing Service

Problem-Solving

- ⤴ Able to make sense of a wide range of information
- ⤴ Able to think creatively
- ⤴ Is logical when thinking through issues
- ⤴ Solutions and judgments are supported by reasoned analysis and take into account causes and consequences. Comes up with some innovative solutions
- ⤴ Able to interpret general policies and guidelines to new situations
- ⤴ Considers the wider implications of their actions and decisions. Balances taking a short and medium-term perspective

Accountability, Taking Responsibility

- ⤴ Understands the need for confidentiality and keeps information (e.g. about patients and / or staff) confidential
- ⤴ Is positive about demonstrating respect for other staff, patients and family and the wider community
- ⤴ Respects the rights of individuals
- ⤴ Takes personal responsibility for making things happen
- ⤴ Reinforces the Organisation's values with others and leads by example
- ⤴ Acts ethically and with integrity
- ⤴ Is open and honest with others
- ⤴ Actively pursues self-learning and development

Confirmation of Position Description

Full name of employee: _____

Signature: _____ Date: _____

Signed on behalf of Te Awakairangi Health Network:

Signature: _____ Date: _____