

Allied Health, Scientific & Technical Position Description

Employment Agreement:	Allied, Public Health and Technical MECA
Position Title:	Cultural Worker Maori Health Youth Forensics
Service & Directorate:	Mental Health Addictions and Intellectual Disability Service
Location:	Otago/Southland
Reports to:	Line Manager
DHB Delegation Level:	N/A
Number of direct reports:	Nil
Date:	December 2021

Our Vision

Better Health, Better Lives, Whānau Ora

We work in partnership with people and communities to achieve their optimum health and wellbeing
We seek excellence through a culture of learning, enquiry, service and caring

Our Shared Values and Behaviours

Kind <i>Manaakitanga</i>	Open <i>Pono</i>	Positive <i>Whaiwhakaaro</i>	Community <i>Whanaungatanga</i>
Looking after our people: We respect and support each other. Our hospitality and kindness foster better care.	Being sincere: We listen, hear and communicate openly and honestly. We treat people how they would like to be treated.	Best action: We are thoughtful, bring a positive attitude and are always looking to do things better.	As family: We are genuine, nurture and maintain relationships to promote and build on all the strengths in our community.

Our statutory purpose

To improve, promote and protect the health of our population

- Promote the integration of health services across primary and secondary care services
- Seek the optimum arrangement for the most effective and efficient delivery of health services
- Promote effective care or support for those in need of personal health or disability support services
- Promote the inclusion and participation in society and the independence of people with disabilities
- Reduce health disparities by improving health outcomes for Māori and other population groups
- Foster community participation in health improvement and in planning for the provision of and changes to the provision of services
- Uphold the ethical and quality standards expected of use and to exhibit a sense of social and environmental responsibility

PURPOSE OF ROLE

Allied Health, Scientific and Technical professionals work in health care teams providing a range of diagnostic, technical, therapeutic and direct patient care and support services that are critical to the other health professionals they work with and the communities they serve.

This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the SDHB in a way that is consistent with the organisation's vision and values. This way of working will ultimately benefit all our forensic youth, Whanau and communities.

Competencies

The following competencies apply to this position. The employee will be assessed against these as part of their annual performance and development review.

Organisational Competencies

Customer Focus	Is dedicated to meeting the expectations and requirements of internal and external customers; gets firsthand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect
Integrity and Trust	Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.
Drive For Results	Can be counted on to exceed goals successfully; Is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.

Role Specific Competencies

Managing diversity	Manages all kinds and classes of people equitably; deals effectively with all races, nationalities, cultures, disabilities irrespective of age and gender; supports equal and fair treatment and opportunity for all
Priority Setting	Spends own time and the time of others on what is important; can quickly sense what will help or hinder when seeking to accomplish goals; eliminates roadblocks; creates focus
Problem Solving	Uses logic and established processes to solve difficult problems and achieve effective solutions; can see hidden problems; Is excellent at honest analysis; looks beyond the obvious ; doesn't stop at the first answers

KEY RELATIONSHIPS

Within Southern DHB	External to Southern DHB
<ul style="list-style-type: none">AHS&T Professional Leaders (PLs)	<ul style="list-style-type: none">Clients, patients, families, whanau and caregivers
<ul style="list-style-type: none">Multi-disciplinary colleagues	<ul style="list-style-type: none">Services from the community, funding bodies, student or intern clinical liaison staff
<ul style="list-style-type: none">Operational manager	<ul style="list-style-type: none">Primary care - GPs, other medical staff
<ul style="list-style-type: none">AHST Professional Development Facilitator	<ul style="list-style-type: none">Relevant professional organisations
<ul style="list-style-type: none">Administration staff	<ul style="list-style-type: none">Other service providers
<ul style="list-style-type: none">Maori Health Directorate	<ul style="list-style-type: none">Hapu, Iwi and Runanga O Otepoti
<ul style="list-style-type: none">	<ul style="list-style-type: none">Justice Services and Police

PERSON SPECIFICATION:

	ESSENTIAL	DESIRABLE
Education and Qualifications (or equivalent level of learning)	<ul style="list-style-type: none"> • Must be registered with the Occupational Therapy Board of New Zealand and hold a current practising Certificate • Must have a full drivers licence • Must actively participate in the Occupational Therapy Boards continuing competency programme 	<ul style="list-style-type: none"> • Membership of Occupational Therapy New Zealand – Whakaora Ngangahau Aotearoa
Experience	<ul style="list-style-type: none"> • Can use a variety of assessment models that reflect both profession and Maori • Can use Teo Maori, Tikanga and Whanaungatanga • Has sound knowledge of cultural and social groups in the southern region and an understanding of how to deliver services in a respectful and sensitive way, specific to cultural needs 	<ul style="list-style-type: none"> • Desirable to have experience working with mental health service and youth • Desirable to have knowledge and experience in the use of sensory modulation • Desirable to have knowledge of the justice system
Knowledge and Skills:	<ul style="list-style-type: none"> • Ability to document reports that reflect Tikanga Maori 	
	<ul style="list-style-type: none"> • Demonstrated skill and experience in identifying and responding to the needs of young offenders affected by mental health/coexisting disorders 	
	<ul style="list-style-type: none"> • Proven competence and knowledge in professional field 	
	<ul style="list-style-type: none"> • Has knowledge and an understanding of legislative frameworks and youth justice 	
Personal Qualities	<ul style="list-style-type: none"> • A commitment to providing a service in our community in courts, youth justice residence, child and family facilities to a high standard of care • An ability to relate well to youth and their Whanau • A commitment to promote and build on our relationships with other providers • Communicates always in a respectful open manner 	

KEY RESULT AREAS:

Key Accountabilities:	Example of successful delivery of duties and responsibilities
Clinical Practice	
Legislative requirements <ul style="list-style-type: none"> • Practise in accordance with relevant legislation, codes, policies etc. and upholds consumer rights 	<ul style="list-style-type: none"> • You adhere to professional and legislative standards of practice • You work according to the scope of your Annual Practising Certificate

<ul style="list-style-type: none"> • Uphold professional code of ethics 	
<p>Assessments and interventions</p> <ul style="list-style-type: none"> • Undertake accurate and comprehensive assessments and evaluations that reflect profession and Maori • Plan and implement appropriate interventions • Provide relevant education - including any relevant alternative options - in a format that can be clearly understood • Collaborate with youth to set realistic, youth-centred outcomes • Contributes to hui for Tangata Whairoa/Tangata in assessment, treatment planning, review, transition. Facilitate hui where necessary • Present Tikanga Whakaaro Cultural Assessment at Tirohanga Hou- review meeting. Tikanga Whakaaro will commence and be completed in 4 weeks 	<ul style="list-style-type: none"> • Your interventions are realistic and based on best practice, models and frameworks that reflect mana/ whenua/maatawaka tikaka • You use standard measurement tools and equipment as set down by departmental or professional protocols
<p>Documentation</p> <ul style="list-style-type: none"> • Maintain confidentiality of patient information and documentation • Adhere to SDHB’s documentation standards 	<ul style="list-style-type: none"> • Your documentation is timely, clear, concise and accurate • Reflects knowledge within documentation of the cultural needs for youth and Whanau
<p>Culturally Sensitive Practice</p> <ul style="list-style-type: none"> • Practices in a culturally safe manner • Sensitive to the needs and unique practices of Tangata Whenua e.g. customary healing practices and respect of Tangata whenua/Mana whenua • Ensures prompt access to Tangata Whairoa and Tangata Whanau to Maori services within the Southern DHB 	<ul style="list-style-type: none"> • You assist youth to gain appropriate support and representation which reflects their cultural needs and preferences.
<p>Professional Responsibilities</p>	
<p>Working in a collegial manner</p> <ul style="list-style-type: none"> • Contribute to the support and education of colleagues and students to enhance development of the profession • Participate in and contribute to the functioning of the team • Establish and maintain an effective working relationship with other staff 	<ul style="list-style-type: none"> • You have formal and informal systems in place for supporting colleagues • You maintain supervision records for students • You participate as a team member to ensure the best outcomes for youth/ family and people
<p>Evidence-based practice and research</p> <ul style="list-style-type: none"> • Consistently refer to and relate practice to literature and research • Critique, discuss and disseminate evidence based best practice 	<ul style="list-style-type: none"> • You implement evidence-based best practice procedures and guidelines • You updates your knowledge related to best practice guidelines and area of practice

<ul style="list-style-type: none"> • Reflect on and evaluate the effectiveness of own practice 	<ul style="list-style-type: none"> • You maintain a professional portfolio or participate in an approved CPD programme (as per professional requirements)
<p>Time management</p> <ul style="list-style-type: none"> • Manage own time adopting a disciplined approach to establishing and following identified role-related priorities 	<ul style="list-style-type: none"> • Your tasks are scheduled and completed in a timely manner
<p>Professional development</p> <ul style="list-style-type: none"> • Develop and maintain professional competency • Appraisal, peer review, observed practice or other professional audits as applicable • Develop both personally and professionally to meet the changing needs of your career and profession 	<ul style="list-style-type: none"> • You hold current registration where applicable or as required • You maintain an up-to-date professional development plan
Other Duties	
<ul style="list-style-type: none"> • Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience • Act as a role model for the Southern DHB Organisational Values • Work alongside Kaumatua if a death occurs to ensure Tangihangi process is tika • Contributes to the organisations participation in hui with Maori providers on a local and national level as required 	<ul style="list-style-type: none"> • You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness • You produce work that complies with SDHB processes and reflects best practice • Research undertaken is robust and well considered • Live and support the DHB values in everything you do
Professional Development – self	
Identifying areas for personal and professional development.	<ul style="list-style-type: none"> • Training and development goals are identified/agreed with your manager. • Performance objectives reviewed annually with your manager. • You actively seek feedback and accept constructive criticism.
Health, Safety and Wellbeing	
Taking all practicable steps to ensure personal safety and the safety of others while at work, in accordance with the Southern DHB's Health, Safety and Wellbeing policies, procedures and systems.	<ul style="list-style-type: none"> • You understand and consistently meet your obligations under Southern DHB's Health and Safety policy/procedures. • You actively encourage and challenge your peers to work in a safe manner. • Effort is made to strive for best practice in Health and Safety at all times.
Treaty of Waitangi	
The principles of Te Tiriti o Waitangi, as articulated by the courts and the Waitangi Tribunal will guide the Southern DHB response to Māori health improvement and equity. These contemporary principles include:	<ul style="list-style-type: none"> • You will be able to demonstrate an understanding of Te Tiriti o Waitangi, Māori Indigenous rights and current issues in relation to health and health equity ie: Whakamaua:

- *Tino rangatiratanga*: Providing for Māori self-determination and mana motuhake in the design, delivery and monitoring of health and disability services.
- *Equity*: Being committed to achieving equitable health outcomes for Māori.
- *Active protection*: Acting to the fullest extent practicable to achieve equitable health outcomes for Māori. This includes ensuring that the Crown, its agents and its Treaty partner under Te Tiriti are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity.
- *Options*: Providing for and properly resourcing kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care.
- *Partnership*: Working in partnership with Māori in the governance, design, delivery and monitoring of health and disability services – Māori must be co-designers, with the Crown, of the primary health system for Māori.

- Māori Health Action Plan 2020-2025.
- You will contribute to responding to the DHBs Te Tiriti o Waitangi commitment to deliver effective and equitable healthcare with Māori patients and their whānau.
 - You will have the ability to incorporate Māori models of health, patient and whānau-centred models of care, and mātauranga Māori.
 - You will have insights into your own cultural awareness and an understanding of how your social-cultural influences inform biases that impact on your interactions with patients, whānau, and colleagues.
 - Recognising that there is an inherent power imbalance in-patient relationship and ensuring that this is not exacerbated by overlaying your own cultural values and practices on patients.

Note: the above example measures are provided as a guide only. The precise performance measures for this position will require further discussion between the job holder and manager.

CHANGES TO POSITION DESCRIPTION

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. This Position Description may be reviewed as part of the preparation for your annual performance and development review.

Acknowledged / Accepted:

.....
Employee

.....
Date

.....
Manager

.....
Date