Position Description | Te whakaturanga ō mahi

Te Whatu Ora | Health New Zealand

Title	Social Worker, Intellectual Disability Services, Dunedin
Reports to	Operationally: Line Manager, Mental Health, Addiction and Intellectual Disability Services (MHAID) Professionally: Professional Leader, Social Work
Location	Dunedin
Department	Mental Health, Addiction and Intellectual Disability Services
Direct Reports		**Total FTE**	
Date	26 March 2024
Job band (indicative)	

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Te Mauri o Rongo – The New Zealand Health Charter

In order to guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Wairuatanga	Working with heart, a strong sense of purpose, and commitment to service	• Every worker treats colleagues, people and whānau with respect and dignity. • We act with integrity. • We support and enable others to have pride in what they do and in the services they contribute to.
Rangatiratanga	Ensuring that the health system has leaders at all levels who are authentic, transparent and emotionally intelligent	*"As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all."* • We empower others to contribute and lead within their workplace. • Every worker continuously develops their skills and supports others in doing the same.
Whanaungatanga	We are a team, and together a team of teams	*"Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. 'Whiria te tāngata' – we will weave our people together."* • Every worker is engaged and participates within their team and across the health system. • We act in the spirit of service to our communities
Te Korowai Āhuru	A cloak which seeks to provide safety and comfort to the workforce	• Every worker embodies the values, principles, and behaviours of Te Mauri o Rongo

About the role

Allied Health, Public Health, Scientific and Technical professionals work in teams providing a range of diagnostic, technical, therapeutic, direct patient care and support services that are critical to the other health professionals they work with and the communities they serve. This includes health professionals working to improve, promote and protect the wellbeing of the population. This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the Southern DHB in a way that is consistent with the organisation's vision and values.

This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the Te Whatu Ora Southern in a way that is consistent with the organisation's vision and values. This includes interprofessional practice where multiple health workers from different professional backgrounds work together with patients, families, caregivers and communities to deliver the highest quality of care.

The primary purpose of this role:

The position is based primarily in ward 10A Wakari Hospital, a 8-bed medium secure service offering specialised inpatient services to people who have an intellectual disability with associated challenging behaviour and/or mental health issues, who cannot be safely managed in the community or who have been directed to the ward by the courts.

You will require experience working within the social work sector and have good networking skills, a sound knowledge of trauma informed practice, and skills in working with tangata whaiora experiencing mental distress and intellectual disabilities. You will also be required to work alongside tangata whaiora and their whanau with social based problems / issues which may include housing,

assistance with benefits as well as liaison and advocacy with Oranga Tamariki and child protection issues if relevant.

Registration with the New Zealand Social Work Registration Board and a current Practicing Certificate is essential.

Key Result Area	Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders
Te Tiriti o Waitangi	• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care
Equity	• Commits to helping all people achieve equitable health outcomes • Demonstrates awareness of colonisation and power relationships • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Willingness to personally take a stand for equity • Supports Māori-led and Pacific-led responses
Culture and People Leadership	• Provides leadership that models commitment, innovation and transparency whilst building mutually beneficial partnerships with various stakeholders both internally and externally.
Innovation & Improvement	• Be open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table • Model an agile approach –tries new approaches, learns quickly, adapts fast • Develops and maintains appropriate external networks to support current knowledge of leading practices
Collaboration and Relationship Management	• Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same • Work with peers across the sector to ensure the voice of tāngata whaiora/consumers are reflected in planning and delivery of support and care plans
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives • Taking all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes • Lead, champion, and promote continual improvement in health and wellbeing to create a healthy and safe culture
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place

- Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit
- Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware

Relationships

Internal	External
AHS&T Professional Leaders (PLs)	Tāngata whaiora/consumers, whānau, caregivers and other support networks
Multidisciplinary colleagues working in interprofessional ways	Services from the community, funding bodies, student or intern clinical liaison staff
Operational manager	Primary care - GPs, other medical staff
AHST Professional Development Facilitator	Relevant professional organisations
Administration staff	Other service providers
	Relevant external services/organisations/stakeholders

About you – to succeed in this role

You will have:

	ESSENTIAL	DESIRABLE
Education and Qualifications (or equivalent level of learning)	• Registration with the New Zealand Social Workers Registration Board and possess a current Practising Certificate	• Membership of the Aotearoa New Zealand Association of Social Workers • Evidence of ongoing personal educational development eg undertaking further tertiary level education • Formal post-graduate qualification in mental health or formal education in relevant field
Experience	• Experience in implementing the principles of Te Tiriti o Waitangi in both clinical and systems interventions to ensure equity for Māori. • Experience of working actively and co-operatively across a range of clinical teams • Track record of commitment to the ideals of research, evaluation methods and evidence-based best practice and procedures	• Experience of providing supervision, and/or mentoring • Experience in the Intellectual Disabilities or Forensics sectors
Knowledge and Skills:	• Advanced social work knowledge and skills to deliver evidence based/best practice interventions for tāngata whaiora/consumers. • Demonstrates progression from cultural competency to cultural safety. • Working knowledge and understanding of a variety of clinical areas within the field of mental health • Proficiency in delivery of social work interventions.	• Sound knowledge of IT systems and applications • Provides interdisciplinary education in direct clinical areas, or discipline specific teaching across teams.

- Organisational, time management and clinical priority-setting skills
- All employees of the Southern DHB working with in mental health and addiction services are expected to demonstrate a commitment to "The Seven Real Skills" (Te Pou Workforce Development, www.tepou.co.nz/letsgetreal)

Personal Qualities

- A sound level if interpersonal and communication skills
- Able to accept responsibility for own actions
- Commitment to ongoing professional development
- Willingness to hold colleagues accountable for high standards of clinical practice
- Resourceful and resilient; able to apply critical thinking to solve complex problems
- Ability to work constructively with others in order to resolve conflict
- Strengths based, outcome and solution focused
- Team player, reliable and responsive
- Flexible and adaptable, able to help lead change
- Honest and trustworthy
- Able to take care of own physical and mental wellbeing, and have the stamina needed to go the distance

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Acknowledged / Accepted

Employee	Date

Manager	Date