

POSITION DESCRIPTION

Position	Health Improvement Practitioner - Registered Nurse with an interest in mental health	
Reporting to:	TBC	
Working relationships:	<p>Group CEO General Manager Rūnanga Operations Hauora Manager Te Rūnanga o Ngā Wairiki Ngāti Apa kaimahi Ngā Wairiki Ngāti Apa Whānau, Hapū and Iwi General practice team - health coach/admin/practice nurses/doctors/practice lead WRHN Programme lead</p>	<p>Other general practices participating in the integrated model Other HIPs and HCs Non-Government Mental Health Organisations, other NGOs, Iwi organisations, social services and community organisations / partners. Secondary (DHB) Mental Health and AoD Services Secondary services for chronic conditions (such as diabetes)</p>
Staff responsibility:	NIL	
Hours:	20-40 hours	
Job purpose	<p>Health Improvement Practitioners are embedded as members of the general practice team who provides rapid access to evidence-based interventions to anyone whose thoughts, feelings or actions are impacting on their health and wellbeing. They work with individuals (of all ages), whānau, and groups to provide rapid access to evidence based brief interventions – to help people make changes to enhance their health and wellbeing.</p> <p>Health Improvement Practitioners have a key role in building the confidence and capability of the general practice team to meet the wellbeing needs of their population.</p> <p>The work of the Health Improvement Practitioner sits within an integrated, stepped care model that supports clients to move seamlessly between primary and community services, and secondary care where required. To facilitate this seamless experience for clients, the Health Improvement Practitioner will be closely connected to other roles and services.</p> <p>Through the direct client contact, building general practice capability, and facilitating a seamless stepped care service for clients, the Health Improvement Practitioner will support the practice in improving population wellbeing, preventing poor mental health outcomes, and addressing inequities in health outcomes for Māori and other vulnerable populations.</p> <p>As a newly established role within the New Zealand primary care landscape, the Health Improvement Practitioner will be working closely with other Health Improvement</p>	

Practitioners, Health Coaches, community roles and the WRHN Programme Lead to refine the services delivered to the local community context.

WHO ARE WE?

Te Rūnanga o Ngā Wairiki – Ngāti Apa and its associated Group of entities has particular responsibilities to work with our whānau, hapū and Iwi to protect Ngā Wairiki – Ngāti Apa values for the environment, as well as to lead an iwi response to climate change and protecting and growing remaining biodiversity within the rohe. We work in alignment with our tikanga values, called “Ngā Paiaka Matua”. These values are listed in the next section. The Rūnanga has operated since 1989, and has made significant gains, including the completion of Treaty settlements, which has seen an asset base returned to the Iwi, the management of which has been delegated to Ngā Wairiki – Ngāti Apa Developments Limited. The iwi has experienced considerable growth since 2011 when Treaty assets were received. The Rūnanga Group now employs in excess of 30 staff and this number is growing as a range of direct local investments take shape. At the same time, the Group is growing its range of social and taiao programmes aligned to the direct investments and asset development

Our core strategic themes are:

- Whakarato – serve
- Tūhono – engage
- Hapū Ora – hapū development
- Tiaki – protect
- Whakatupu – grow

Our promise: We are who we say we are, and we do what we say we will do. Our organisational objective: To translate our core values, Ngā Paiaka Matua, into meaningful and achievable practices and behaviours.

NGĀ PAIAKA MATUA	
<p>Manaakitanga <i>Care and Respect</i></p>	<p>Treating people with unconditional care and respect. This behaviour will define the culture of our Rūnanga, as a place of warmth and hospitality, where everyone feels equal, and everyone feels welcome. Mana enhancing behaviour is to be a theme in all that we do.</p>
<p>Te Reo me ngā Tikanga <i>Culture and Language</i></p>	<p>Our Rūnanga will teach, learn, uphold and use our reo and our tikanga and will become a hub for the revitalisation of these taonga tuku iho.</p>
<p>Kotahitanga <i>Unity</i></p>	<p>Working with others in many shapes and forms to achieve positive outcomes for everyone. This Rūnanga will value relationships and partnerships, and will continually put sustainable positive outcomes for whānau, hapū and community ahead of self interest in everything that we do.</p>
<p>Wairuatanga <i>Spirituality</i></p>	<p>It is understood that our ancestors were deeply spiritual people. Our Rūnanga will uphold tikanga that accommodates karakia and practises from both the te ao tawhito (pre-European) and Christian foundations handed down by our tupuna. Additionally, our Rūnanga will be a place of spiritual and religious tolerance and freedom.</p>
<p>Whanaungatanga <i>Sense of family connection and belonging</i></p>	<p>This Rūnanga is a place where our whānau, hapū and Iwi, local Māori, Pasifika and the community at large are drawn and they feel they belong.</p>
<p>Kaitiakitanga <i>Guardianship</i></p>	<p>Caring for our environment is the challenge of our generation. Our Rūnanga will work with our hapū to protect and enhance the physical environment in which we live in everything we are associated with. This is vital work to ensure a sustainable future for our mokopuna and generations to come.</p>
<p>Rangatiratanga <i>Leadership</i></p>	<p>Demonstrating leadership to uphold Ngā Paiaka Matua and represent our Ngā Wairikitanga and our Ngāti Apatanga, consistent with the values of our tupuna. Rūnanga leadership will be proud, committed, passionate and authentic in all that we do on behalf of our whānau, hapū and Iwi.</p>
<p>Whakapapa <i>Genealogy</i></p>	<p>Revered lines of descent from ancestors such as Paerangi and Ruatea and many other famous ancestors are central to our identity and our unity as Ngā Wairiki and Ngāti Apa. This Rūnanga will work with our hapū to collect, record and share whakapapa as a hub where our people can reconnect.</p>
<p>Ūkaipōtanga <i>Love for our tupuna whenua and wai</i></p>	<p>Ancestral lands, wetlands, lakes, rivers, streams and the ocean are central to Ngā Wairiki and Ngāti Apa identity. This Rūnanga will work in a way that puts our people back in contact with their whenua and wai in a manner that fosters real love for these places. This love for our tupuna whenua and wai is to be shared with the community to foster understanding and to promote our values and identity.</p>

KEY ACCOUNTABILITIES

Clinical Service Delivery

- Delivery of high quality, evidence-based brief interventions to clients
- Evidence-based interventions (of approx. 30 minutes) are provided for a wide variety of issues (both mental health and physical health related) to people of all ages, with a focus on prevention, acute care, and chronic disease management).
- Individual sessions, groups and whānau sessions are delivered.
- High productivity role expected to see an average of 10 people per 8-hour day.
- Skills, knowledge and attitudes for culturally safe practice are demonstrated.
- Skills and knowledge include ability to deliver a range of evidence-based brief interventions to meet the needs of diverse clients in general practice, including focused acceptance commitment therapy (FACT).
- Individual sessions, groups and whānau sessions are delivered.
- High productivity role expected to see an average of 10 people per 8-hour day.
- Skills, knowledge and attitudes for culturally safe practice are demonstrated.
- Skills and knowledge include ability to deliver a range of evidence-based brief interventions to meet the needs of diverse clients in general practice, including focused acceptance commitment therapy (FACT).
- People are supported to identify and achieve the results they are seeking.
- Clear and concise notes that comply with established standards, including agreed assessment and outcome measures, are recorded within the patient record.

General Practice Team Participation

- Active participation within the general practice team as a core member of the team, supporting implementation of the stepped care model and building capability and capacity of the practice to respond to wellbeing needs.
- Attends and participates in team meetings and peer review as a part of the practice team.
- Continuously promotes their role within the practice and actively seeks “warm handovers” rather than waiting for “referrals”.
- Feedback, consultation, and liaison is provided to general practice team.
- Seeks and acts upon opportunities to educate self and other general practice team members. Participation in workforce development and coaching.
- Supports identification and development of pathways for high impact problems experienced by the practices enrolled population.

Contributing to integration and stepped care service delivery model

- Engaged in self-management and stepped care models for mental health and chronic conditions.
- A high level of access for the enrolled population to primary care-based brief interventions is achieved.
- Understanding of the different services available to support patients with different types and levels of need for mental health, self-management and other wellbeing needs.
- Close working relationship with the Health Coach and other members of the Wellbeing Team such as LTC nurse and Stop Smoking practitioner.
- Networking and collaboration with NGOs, iwi organisations and other local community partners (e.g., schools, Kaiawhina) to deliver seamless services within the community.
- Collaboration with PHO and DHB staff to support seamless access to higher intensity services.

Contributing to quality improvement and learning

- Active contribution to evaluation and refinement of the integrated team approach. Includes ongoing review of monitoring data and commitment to identifying opportunities for improvement by self, service and system. Also includes engagement with national evaluators where required.
- Commitment to quality data recording and collection to enable evaluation and evidence-informed quality improvement processes. Includes contributions to capturing patient stories and feedback about the service.
- Testing and reviewing ideas for improvement of the Wellbeing service.

Professional Accountability

- Professionally proficient and accountable clinician.
- Requirements of the clinician's professional and registering body are met.
- Current APC (annual practice certificate) and appropriate indemnity insurance is held.
- Completion of national HIP training as delivered by an accredited trainer (provided on commencement of HIP role).
- Participation in regular supervision.
- Participation in peer review.
- Adherence to professional code of ethics.
- Knowledge of any legal guidelines relevant to practice demonstrated.
- Relevant training is attended.
- Engagement in CPD (continuing professional development) and professional association membership as appropriate.
- Clinician seeks and provides appropriate professional and collegial support for self and health coach.

Cultural Safety & Responsiveness

- Services are delivered with an understanding of culture, equity issues, systemic and institutional racism and a focus on equity of health outcomes.
- Demonstrates a commitment to Te Tiriti o Waitangi / The Treaty of Waitangi through partnership, participation and protection. Applies this within their service.
- Demonstrates awareness of own values, beliefs, attitudes and assumptions and the effect this may have on practice.
- Demonstrates ability to engage effectively with Māori consumer/ patients/whanau.
- Demonstrates ability to engage effectively with all consumer/ patients/stakeholders.
- Participation in WRHN Cultural and Equity orientation and the Hapai te hoe cultural induction programme via the WDHB.

Health and Safety at Work

- Maintains safe working environment for self, staff and patients and adheres to Health and Safety policy.
- Ensure that safe working procedures are practised, and no person is endangered through action or inaction.
- Is aware of and can identify hazards and take action accordingly, including preventing or minimising the adverse effects of hazards.
- Is able to apply WRHN's emergency procedures, including use of safety equipment and materials.
- Ensure that all incidents including near misses are reported within the required timeframe using the WRHN's incident reporting system.

Confidentiality

- All employees have a responsibility to comply with the requirements of the Privacy Act 1993 and the Health Information Privacy Code 1994 and any subsequent amendments.

PERSON SPECIFICATION

Qualifications

- Registered health professional with current practising certificate e.g., psychologist, nurse, occupational therapist, social worker.
- Have received (or be prepared to successfully complete) HIP training delivered by an accredited trainer.
- Qualifications in talking therapies would be an advantage, particularly FACT, ACT, and/or CBT.

Skills and Experience

Essential

- Skills in building therapeutic rapport with patients from a diverse range of backgrounds.
- Experience working with Māori, Pasifika and Youth.

Desired

- Experience working clinically with mental health and/or people with chronic health conditions.
- Clinical experience providing evidence-based psychological interventions.
- Understanding of working in general practice.
- Basic nontechnical knowledge of psychotropic and other relevant medications

Personal competencies and qualities:

- Flexible mindset, willing to embrace the challenge of a new role and new ways of working.
- Ability to work at a fast pace with a flexible schedule.
- Ability to competently use computers, and work in an electronic medical record.
- Commitment to practicing in a way that reflects the principles of the Treaty and address health inequities by improving Māori health outcomes.
- An understanding of and willingness to address the health equity issues in Aotearoa New Zealand.
- Knowledge of community and Māori tikanga.
- An understanding and sensitivity to working with all cultures.
- Excellent communication skills.
- A proven ability to be a team player
- An ability to work closely and collaboratively with key stakeholders
- Ability to work independently within agreed boundaries.
- Builds strong supportive relationships
- Acts according to sound ethical and moral values

Other requirements of this position:

- Current clean, NZ full driver license
- Must be able to pass Te Kotuku Hauora background check process including police vetting

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, 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.