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| | <p>organisational needs.</p> <ul style="list-style-type: none"> Information sharing/communication. <p>Productivity and Utilisation</p> <ul style="list-style-type: none"> Working with Clinical Manager to maximise systems, processes and resources to enable staff to meet the patient/ consumer/tanagata whaiora needs in an efficient and effective manner. Active workload monitoring and data capture is maintained. <p>Quality Systems</p> <p>Establishes and maintains quality systems, including standards of practice and service standards.</p> <ul style="list-style-type: none"> Works to initiate and monitor effectiveness of service improvement and delivery. Complies with legislative requirements as per the HBDHB policy. Maintaining and promoting quality and safe practice in line with risk management policies. Ensures compliance with HBDHB Health and Safety requirements, and encouraging proactive hazard identification, reporting and management. | | |
| HEALTH & SAFETY RESPONSIBILITIES | <p>HBDHB is committed to maintaining and promoting the health and safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> Not to do anything that puts your own health and safety at risk Not to do anything that puts others health and safety at risk To follow all health and safety policies and procedures To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p> | | |
| KEY WORKING RELATIONSHIPS | <table border="0"> <tr> <td style="vertical-align: top;"> <p>INTERNAL</p> <ul style="list-style-type: none"> Patients/consumers/tangata whaiora Service Director Medical Director Nurse Director Director of nursing Director or allied health Medical staff Nursing staff Allied health staff Māori Health Relevant advisory groups and committees Information Services </td> <td style="vertical-align: top;"> <p>EXTERNAL</p> <ul style="list-style-type: none"> Iwi Providers Primary health providers Health agencies General Practitioners Practice Nurses National specialty groups Rural health centres Training and education providers Professional organisations Other health care providers (national District Health Boards) </td> </tr> </table> | <p>INTERNAL</p> <ul style="list-style-type: none"> Patients/consumers/tangata whaiora Service Director Medical Director Nurse Director Director of nursing Director or allied health Medical staff Nursing staff Allied health staff Māori Health Relevant advisory groups and committees Information Services | <p>EXTERNAL</p> <ul style="list-style-type: none"> Iwi Providers Primary health providers Health agencies General Practitioners Practice Nurses National specialty groups Rural health centres Training and education providers Professional organisations Other health care providers (national District Health Boards) |
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| DELEGATION AND DECISION | <ul style="list-style-type: none"> Demonstrates the ability to drive self and others to deliver results. Consistently and constantly fosters joint problem solving and decision making across team and wider. Demonstrates ability to blend people into teams when needed to work autonomously. | | |
| HOURS OF WORK | 80 per fortnight | | |
| EMPLOYMENT AGREEMENT & SALARY | In accordance with the appropriate employment agreement applicable to profession. | | |
| DATE | June 2020 | | |
| EXPENDITURE & BUDGET ACCOUNTABILITY | <ul style="list-style-type: none"> Nil. | | |
| SCOPE & COMPLEXITY | <ul style="list-style-type: none"> Works with both nurses and allied health professionals. Effectively managing time and prioritising workload to ensure work is completed to a high standard. Manages the balance between meeting both organisational wide targets and budget requirements. | | |

ESSENTIAL CRITERIA

Qualifications

- Registered Health Practitioner with current annual practising certificate.
- Relevant post graduate qualification.

Experience

- Extensive experience in mental health and addictions.
- Proven leadership skills.

Business / Technical Skills

- Advanced knowledge and experience in clinical specialty area.
- Problem solving and communication skills.
- Proven ability to work within multidisciplinary team.
- Demonstrates an understanding of continuous quality improvement

Leadership Competencies

- High degree of maturity, stability and self-confidence.
- Clinical role model.
- Credibility and integrity (embraces professionalism and ethical practice).
- Ability to grasp implications of a situation quickly.

Key Attributes

- Effective communication skills.
- Positive attitude with problem solving focus.

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori.
- Is visible, welcoming and accessible to Māori consumers and their whānau.
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community.
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience.
- Actively facilitates the participation of whānau in the care and support of their whānau member.

Physical requirements for role: -

Must be physically able to undertake role.

Vaccination status for role:

Vaccinations in accordance with HBDHB policy.

DESIRABLE CRITERIA

Experience

- Understanding of the New Zealand Mental Health and Addictions context.
- Knowledge of the political, legislative or other external influences affecting the health sector.

Business / Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace..
- Intermediate or above IT skills.
- Experience with budget and financial management..



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT
Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT
Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP
Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE
Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.