

## Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

<b>Title</b>	<b>Violence Intervention Program Social Worker (Takawāenga)</b>		
<b>Reports to</b>	Operational Manager – Women and Children		
<b>Location</b>	Te Matau a Māui Hawke’s Bay.		
<b>Department</b>	Haumarū Whānau   Women and Children ICT		
<b>Direct Reports</b>	0	<b>Total FTE</b>	1.0
<b>Date</b>	June 2025		
<b>Job band (indicative)</b>	Public, Allied and Technical Health Employee’s Multi Employer Collective Agreement - steps 5 - 9 in accordance with qualifications and experience		

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

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The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

**Wairuatanga** – working with heart, the strong sense of purpose and commitment to service

**Rangatiratanga** – 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.

**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.

**Te Korowai Āhuru** – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

## About the role

The primary purpose of the role is to:

- To responsibly develop and maintain the Health NZ Hawke's Bay Violence Intervention Programme (VIP) including:
  - Clinical leadership, education and support across Health NZ Hawke's Bay services and assisting in developing the clinical capability of others
  - Auditing and reporting regarding around the Hawkes Bay Violence Intervention Program
  - Building systems, resources, networks and relationships within the hospital and community around Violence Intervention
  - Support the Haumarū Whānau Team in the development of a coordinated response to social harms including child abuse/protection, family wellbeing and suicide prevention
- Act as an effective role model by demonstrating a high level of clinical competence in Intimate Partner Violence, Child Protection and Elder Abuse
- Deliver organisational KPI's including relevant MOH target, financial budgets and service plans.
- Recognise, support and contribute to the delivery of the Hawkes Bay Health sector vision, values and behaviours.

Key Result Area	Expected Outcomes / Performance Indicators
<b>Leadership &amp; Management - Te Ārahi me te Whakahaere</b>	<ul style="list-style-type: none"> <li>• Actively lead the VIP within Health NZ Hawke's Bay and demonstrate the role the health sector has in addressing violence.</li> </ul>

	<ul style="list-style-type: none"> <li>• Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested.</li> <li>• Lead the development, implementation and review of the Health NZ Hawke’s Bay Child Abuse Management Policy, lead and ensure reviews of the Shaken Baby Prevention Policy, lead and ensure reviews of Child Protection Alert Management Policy. Collaborate with People &amp; Culture to develop a policy regarding services for Health NZ Hawke’s Bay staff in relation to family violence.</li> <li>• Work alongside other Haumaru Whanau Team members to review and update policies regarding Violence Intervention, Child Protection, Elder abuse and Shaken Baby Prevention. Collaborate with People &amp; Culture to ensure evidence-based policies regarding services for Health NZ Hawke’s Bay staff in relation to family violence.</li> <li>• Establishment of effective key relationships with internal and external stakeholders, including Māori and Pacific Services</li> <li>• Contributing and supporting the implementation and integration of child protection and intimate partner violence within strategic development.</li> <li>• Assists team leaders and professional leaders in clinical assurance activities of social work staff as requested.</li> <li>• Where appropriate, public attitudinal change campaigns instigated or supported in liaison/consultation with consultant staff and other agencies.</li> <li>• Actively engaging in activities to keep informed of new initiatives in child protection (and VIP).</li> <li>• Work collaboratively with the National VIP Manager and other Health NZ Violence Intervention Programme Coordinators.</li> </ul>
<p>Clinical Practice- Te Mahi Haumanu</p>	<ul style="list-style-type: none"> <li>• Demonstration of the highest standard of clinical practice in intimate partner violence, child protection, and elder abuse.</li> <li>• Utilises information available to prioritise workloads.</li> <li>• Inform and empower health professionals to developing the clinical capability of others to ensure a coordinated response to social harms including child abuse/protection, family wellbeing and suicide prevention</li> <li>• Support clinicians to acknowledge the person’s / whānau inherent knowledge and experience.</li> <li>• Support clinicians to assess the client’s understanding of assessment and gain informed consent.</li> <li>• Support clinicians to complete a Needs Assessment which identifies the persons and their whanau needs using the prescribed assessment tool.</li> <li>• Support clinicians to provide evidence-based health education and advice to the person and whānau to empower them to make health choices suitable to their needs.</li> <li>• Ensures documentation is accurate and maintains privacy.</li> <li>• Ensures Service coordination is flexible, easy to access and responsive to people and the community</li> <li>• The Registered Social Worker will utilize their knowledge, skills and experience to:</li> </ul>

- Provide coordination for people with identified needs, this may involve collaboration with multiple providers and or disciplines.
- Provide and discuss a range of options in partnership that aligns with the person's and their whānau goals.
- Manage available resources for allocation equitably and fiscally.
- Ensure decision making is transparent, equitable and fair for eligible people.
- Develop and implement a support / care plan that meets the identified needs of the person and their whānau.
- Ensure providers understand and implement service coordination information requirements.
- Document any outcomes that cannot be met, including gaps arising from the lack of acceptable service options and report these to your manager.
- Demonstrates a good foundation knowledge, acts as a resource and provides advice and support to colleagues with applications of statutory requirements related to Protection of Personal and Property Rights Act (PPPR) / Enduring Powers of Attorney (EPA), Mental Health (Compulsory Assessment and Treatment) Act 1992(MH Act), family violence intervention and child protection.
- Demonstrates a good foundation knowledge of and provides advice, coaching and support to patients / clients/tangata whaiora and their whanau regarding statutory requirements related to Protection of Personal and Property Rights Act (PPPR) / Enduring Powers of Attorney (EPA), Mental Health (Compulsory Assessment and Treatment) Act 1992(MH Act), family violence intervention and child protection as required.
- Provides advice, teaching and coaching to patients/clients/tangata whaiora, their whānau and other professionals to promote consistency of support being offered.
- Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice towards reducing these for the patient/ clients/tangata whaiora, and their whānau.
- Demonstrates provision of culturally safe practice and a confident approach to partnership, protection and participation with patients / clients/tangata whaiora and their whānau.
- Represents the service and / or individual patients / clients/tangata whaiora at clinical meetings and case conferences to ensure the delivery of an integrated approach to intervention and to ensure social work is integrated into the overall intervention (where appropriate) including discharge planning.

	<ul style="list-style-type: none"> <li>○ Completes documentation consistent with legal, professional and organisational requirements.</li> <li>○ Adheres to applicable recognised evidence-based research and best practice for registered social workers and any relevant clinical policies and practice guidelines.</li> <li>○ Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision.</li> <li>○ Identifies unmet needs of patients/clients/tangata whaiora and their whānau and identifies potential solutions to address these needs.</li> <li>○ Demonstrates an understanding of the roles and contributions of the interprofessional team (IPP) and multidisciplinary team (MDT).</li> <li>○ Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patients / clients/tangata whaiora care and maintaining service delivery.</li> </ul>
<p><b>Teaching &amp; Learning - Ako Atū, Ako Mai</b></p>	<ul style="list-style-type: none"> <li>● Maintains competency to practice through identification of learning needs and Continuing Professional Development (CPD) activities. This must comply with professional registration requirements.</li> <li>● Contributes to training within the team/service.</li> <li>● Develops annual training plans that includes regular training delivered by multi-disciplinary and multi-agency teams</li> <li>● Ensure that all staff who work in designated services receive high quality education that allows safe and efficient violence intervention and child protection intervention practice</li> <li>● Ensure that training needs within services are planned in advance and in consultation with Service and Operations Managers</li> <li>● Ongoing education for staff on family violence intervention through core, refresher, advanced and peer-supported training.</li> <li>● Maintain and facilitate VIP training to Health NZ Hawke's Bay</li> <li>● Supervises, coaches, educates and assesses the performance of social work students as required.</li> <li>● Demonstrates the ability to critically evaluate research and apply to practice.</li> <li>● Maintains an awareness of current evidence-based practice developments in the clinical areas being worked in and make recommendations and implements changes in practice.</li> <li>● Involved in the induction and training of newly appointed staff as required.</li> <li>● Completes mandatory training as applicable for the role.</li> <li>● Participates positively in an annual performance review and associated clinical assurance activities.</li> <li>● Participates in regular professional supervision in line with the organisation's requirements and professional body.</li> </ul>

	<ul style="list-style-type: none"> <li>• Provides mentoring and clinical support and / or professional supervision where required.</li> <li>• Role models Hawke’s Bay Sector values and behaviours.</li> </ul>
<p><b>Service Improvement &amp; Research - Te Whakapai Ratonga me te Rangahau</b></p>	<ul style="list-style-type: none"> <li>• Broadens research and development skills through participation in local audit and research projects as identified by colleagues or professional leaders.</li> <li>• Participates and leads quality improvement activities to develop and improve service delivery, clinical practice or professional standards.</li> <li>• Quality improvement activities for child abuse and neglect intervention will inform programme development, implementation and review.</li> <li>• Develops and /or participates in regional and national professional networks as appropriate to area of work.</li> <li>• Establishes working partnerships with external organisations to promote integrated working.</li> <li>• Contributes to annual planning process, including identifying gaps in service and participating in work activities that may result from the planning process.</li> <li>• Practises in a way that utilises resources (including staffing) in the most cost-effective manner</li> <li>• Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g., Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children’s Act 2014, Privacy Act, ACC service specifications etc.)</li> </ul>
<p><b>Te Tiriti o Waitangi</b></p>	<ul style="list-style-type: none"> <li>• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>• 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.</li> <li>• Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<p><b>Equity</b></p>	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Demonstrates awareness of colonisation and power relationships.</li> <li>• 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.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
<p><b>Culture and People Leadership</b></p>	<ul style="list-style-type: none"> <li>• Leads, nurtures and develops our team to make them feel valued.</li> <li>• Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others.</li> <li>• Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually</li> </ul>

	<p>beneficial partnerships with various stakeholders both internally and externally.</p> <ul style="list-style-type: none"> <li>• Implements and maintains People &amp; Communications strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the organisation’s strategic and business goals.</li> <li>• Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained &amp; strengthened.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>• Is 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.</li> <li>• Models an agile approach –tries new approaches, learns quickly, adapts fast.</li> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.</li> </ul>
<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• Takes 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.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

**Relationships**

<b>External</b>	<b>Internal</b>
<ul style="list-style-type: none"> <li>• Client / tangata whaiora and their whānau</li> <li>• Relevant Government Agencies, e.g., Oranga Tamariki, NZ Police, Ministry of Social Development</li> <li>• Whāngaia Nga Pa Harakeke</li> </ul>	<ul style="list-style-type: none"> <li>• Allied Health Professionals,</li> <li>• Haumaru Whānau Team</li> <li>• Te Wāhanga Hauora Māori Service</li> <li>• All Health New Zealand – Te Whatu Ora, Te Matau a Māui</li> </ul>

<ul style="list-style-type: none"> <li>• Iwi organisations – Te Taiwhenua O Heretaunga, Te Kupenga O Hauora, Choices etc.</li> <li>• Community services and NGOs in the whānau support and wellbeing sector.</li> <li>• All other health providers, including PHO, GPs</li> </ul>	<p>Hawke’s Bay clinical leaders and staff</p> <ul style="list-style-type: none"> <li>• Other teams relevant to supporting the Tangata Whaiora and whānau journey</li> </ul>
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## About you – to succeed in this role

### You will have

#### Essential:

- Bachelor of Social Work Degree (or higher) recognised by New Zealand Social Work Registration Board.
- New Zealand Registered Social Worker with current annual practising certificate (APC).
- Minimum of 5 years clinical practice.
- 2 years clinical experience in New Zealand and advanced speciality knowledge relevant to role (family violence, child protection, suicide prevention and alcohol harm reduction)
- Adult Teaching experience – ability to develop and deliver training on a regular basis
- Proficiency in Microsoft Office, Word, i.e. (Outlook, Excel, PowerPoint, Internet resources and e-mail).
- Clean current full NZ driver’s license

#### Desired:

- Post graduate qualifications and education relevant to family harm, child protection, suicide prevention or alcohol harm
- Experience working in health services or a multi-disciplinary setting
- Experience of working in Kaupapa Māori services
- Understanding of health promotion and harm reduction
- Experience or understanding of brief psychological/talking therapies in harm reduction
- Project management skills

### You will be able to

#### Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation’s vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.

- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.
- Ability to contribute positively to the inter-professional /multidisciplinary team
- Ability to build community connections and networks around Violence Intervention
- Positive attitude with problem solving focus

*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.*