

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

Title	Mental Health Clinician – Registered Allied Health Professional		
Reports to	Older Persons Mental Health Clinical Manager		
Location	HB Fallen Soldiers Memorial Hospital, Hastings		
Department	Older Persons Mental Health, Mental Health and Addictions Group		
Direct Reports	None	Total FTE	.9
Budget Size	Opex	Capex	
Delegated Authority	HR	No	Finance No
Date	August 2025		
Job band (indicative)	In accordance with Public, Allied and Technical Health Employee's Multi Employer Collective Agreement per annum according to qualifications and relevant experience pro-rated for hours worked.		

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

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 that health workers bring to their mahi.

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:

- Provide a range of services including assessments, treatment planning and interventions with people who live with the experience of mental illness.
- Contribute to interventions that are focussed on maximising independence through enabling performance of meaningful and purposeful occupations.
- Be an active member of a multi-disciplinary team within the overall Older Persons Mental Health Team.
- Provide safe and clinically effective patients/clients/tangata whaiora assessment, intervention and advice, within a specific clinical area with a development of more in-depth knowledge and skills.
- Ensure and prioritise a focus on patient safety and quality relating to care and processes within Older Persons Mental Health (OPMH).
- Deliver organisational KPI's including relevant MOH target, financial budgets and service plans.
- Recognise, support and contribute to the delivery of the Hawke's Bay Health sector vision, values and behaviours.
- Develop knowledge of community resources and systems and establish relationships and networks with community providers. The role requires an awareness of local and national policy and services for older adults with dementia.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	<ul style="list-style-type: none"> • Manages and is accountable for providing safe, effective and appropriate intervention within an Older Persons Mental Health setting.
	<ul style="list-style-type: none"> • To provide high quality and responsive assessment, identification of goals, contracting, treatment interventions, with people and their families/whanau.
	<ul style="list-style-type: none"> • Assessment and interventions include analysis of peoples' occupations, context, social inclusion and participation.
	<ul style="list-style-type: none"> • Works within ethical guidelines, Code of Health and Disability Service Consumers' Rights, Health New Zealand I Te Whatu Ora Te Matau a Māui Hawke's Bay Standards, clinical protocols and guidelines and the health records policy.
	<ul style="list-style-type: none"> • Demonstrates expertise in applying the principles of teaching coaching and learning in association with supporting staff and patient education.
	<ul style="list-style-type: none"> • Demonstrates an awareness of health inequities, with evidence of implementing actions within own clinical practice towards reducing these for the patients/clients/tangata whaiora, and their whānau.
	<ul style="list-style-type: none"> • Utilises the principles of patient centred care to enable best practise to support recovery.
	<ul style="list-style-type: none"> • Carries out regular clinical risk assessments with patients/clients/tangata whaiora on own caseload and takes action to effectively manage identified risks, seeking support where appropriate. This will include assessing, advising and supporting colleagues to address harm to self and/or others, elder abuse and neglect, family violence, child abuse, neglect and vulnerable adults.
	<ul style="list-style-type: none"> • Takes professional and organisational responsibility for managing a caseload of patients/clients/tangata whaiora with increasing complexity and be able to independently adapt and make decisions regarding intervention.
	<ul style="list-style-type: none"> • Utilises information available to prioritise patients/clients/tangata whaiora accepted into the service. Carries out comprehensive assessment with patients/clients/tangata whaiora and their whānau. This may include standardised and non-standardised assessments and clinical observations to assist in assessment and intervention planning.
Service Provision	<ul style="list-style-type: none"> • Ensures that appropriate quality and risk management processes are in place and used effectively in liaison with the wider team and team leader.
	<ul style="list-style-type: none"> • As part of a team, ensure contributions to improving the delivery of the service is based on continued quality initiatives
	<ul style="list-style-type: none"> • Be focussed on patient/client safety at all times, and adhering to Health New Zealand I Te Whatu Ora Te Matau a Māui Hawke's Bay policies on working safely.
	<ul style="list-style-type: none"> • Participate within interprofessional practice and contribute to collaborative integrated care planning and treatment intervention.

	<ul style="list-style-type: none"> Ensure all clinical health record entry both electronic and hard copy is entered in accordance with NZ Health record standards and completed within the 8-hour shift
	<ul style="list-style-type: none"> To assist the Team Leader in all matters necessary towards the efficient management and development of the Older Persons Mental Health Service in accordance with departmental and Hawke's Bay District Health Board policies and procedures.
	<ul style="list-style-type: none"> To teach/mentor/support junior staff and students.
	<ul style="list-style-type: none"> Proactively contribute to education of other professions and of the Older Persons Mental Health Service.
Professional Obligations	<ul style="list-style-type: none"> Maintains competence in clinical practice for registration.
	<ul style="list-style-type: none"> Ensure annual performance review is complete outlining professional developments needs and support.
	<ul style="list-style-type: none"> Maintain regular professional supervision.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> 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. Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> 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. Shows a willingness to personally take a stand for equity. Supports Māori-led and Pacific-led responses.
Health & safety	<ul style="list-style-type: none"> Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. 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. Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> 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

External	Internal
<ul style="list-style-type: none"> General Practice GPs and practice Nurses and other staff. 	<ul style="list-style-type: none"> Allied Health Practitioners and other staff.

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| <ul style="list-style-type: none"> • Primary health providers, NGOs and the wider health system. • Patients Consumers, supporters and families. | <ul style="list-style-type: none"> • Service Director • Clinical Nurse Managers, Associate Clinical Nurse Managers, Clinical Nurse Specialists Other support staff. • Administration team. |
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About you – to succeed in this role

You will have

Essential:

- A relevant graduate qualification
- A post-graduate qualification or commitment to completing relevant post-graduate study.
- Experience in implementing Te Tiriti o Waitangi in action.
- New Zealand Registered Health Professional with current annual practising certificate (APC).
- Minimum of 2-5 years clinical practice.

Clinical experience applicable to role.

- Focus on delivering high quality intervention for the client/patient and whānau.
- Self-motivated in developing clinical and professional practice.
- Ability to contribute positively to the inter-professional/multidisciplinary team.

Business/Technical Skills

- Proven computer literacy ability to use current programmes.
- Excellent and responsive verbal and non-verbal communication written and verbal.
- Clean current New Zealand drivers licence and ability to drive

Key Attributes

- Effective communication skills
- Positive attitude with problem solving focus
- Ability to work within a team
- Demonstrated time management skills

Desired:

- Post-graduate certificate in mental health/addictions.

Experience

- Ability to work autonomously within a multidisciplinary framework.
- Ability to work together in a truthful and helpful manner.
- Demonstrates attitudes to work smarter, be creative and innovative and contribute proactively to change and quality development.
- Sound clinical reasoning and judgement skills.
- Excellent prioritising/time 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.

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.