

<b>Te Whatu Ora</b> Health New Zealand Te Matau a Māui Hawke's Bay	<b>POSITION TITLE</b>	<b>Mental Health Police Liaison Peer Support Worker</b>		
	<b>DIRECTORATE</b>	Mental Health and Addiction Group	<b>DEPARTMENT</b>	Mental Health and Addiction
	<b>REPORTING TO (operationally)</b>	Clinical Manager Police Liaison Service	<b>REPORTING TO (professionally)</b>	Clinical Manager Police Liaison Service
<b>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</b>	This role covers the Mental Health and Addiction Services in Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay. Staff reporting - Nil			
<b>PURPOSE OF THE POSITION</b>	<ul style="list-style-type: none"> <li>To ensure that all interactions follow a Whānau Ora approach and meet the cultural needs of the person and their whānau.</li> <li>To support acute referrals from Police within the Custody, Justice, Emergency Departments and other referrals sources.</li> <li>Provide timely support with advice and initial intervention for people who present with mental health and/or alcohol and drug issues.</li> <li>To improve access between the community and mental health and addiction services to achieve positive outcomes for people presenting with mental health and/or alcohol and drug issues.</li> <li>To work closely with community agencies (Health, Police and social sector) to proactively identify people who have mental health and/or alcohol and drug issues to ensure appropriate services are made accessible or recommended to other agencies.</li> </ul>			
<b>KEY DELIVERABLES</b>	<p><b>Administration</b>  Carry out tasks including:</p> <ul style="list-style-type: none"> <li>Uses IT systems that support data collection</li> <li>Documentation is current and data is entered in a timely fashion</li> <li>Uses identified outcome measures to measure effectiveness of interventions</li> </ul> <p><b>Delivery of safe and effective clinical services</b></p> <ul style="list-style-type: none"> <li>Demonstrates an understanding of addiction and mental health issues and appropriate evidence-based practice interventions</li> <li>Demonstrates knowledge and understanding of Tikanga Māori practices</li> <li>Provides initial interaction and brief motivational strategies for alcohol and drug related disorders</li> <li>Uses a range of models in practice and skills that identify appropriate referral options</li> <li>Uses and evaluates a variety of approaches to enhance motivation and change</li> <li>Provides education to the person and their whānau relating to their alcohol and drug issues, support/treatment options</li> <li>Demonstrates understanding of other local and regional providers and networks effectively with others working with the person and/or their whānau</li> <li>Provides appropriate education, prevention and early intervention strategies for the person and their whānau and community agencies</li> <li>Participates in multidisciplinary intervention occurs when appropriate</li> </ul> <p><b>Co-ordination, consultation and liaison</b></p> <ul style="list-style-type: none"> <li>Develops strong community, agency networks</li> <li>Listening to and liaising with families and other agencies working with people</li> <li>Works with other agencies across the sector to develop linkages</li> <li>Supports other colleagues and team members across Mental Health and Addiction Services and Police</li> </ul>			
<b>HEALTH &amp; SAFETY RESPONSIBILITIES</b>	<p>Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay is committed to maintaining and promoting the health &amp; safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> <li>Not to do anything that puts your own health and safety at risk</li> <li>Not to do anything that puts others health and safety at risk</li> <li>To follow all health and safety policies and procedures</li> <li>To follow all reasonable health and safety instructions</li> <li>When working in the Police environment – take direction from police around all health and safety issues</li> <li>Share appropriate information to mitigate H&amp;S risk for other agencies working with the person and their whānau</li> </ul> <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>			

<b>KEY WORKING RELATIONSHIPS</b>	<p><b>INTERNAL</b></p> <ul style="list-style-type: none"> <li>• Consumers / Whaiora and their families / whanau</li> <li>• Group Leadership Team (General Manager, Director of Nursing, Medical Director, Allied Health Director)</li> <li>• Multidisciplinary team (Registered Nurses, Psychologists, Occupational Therapists, Psychiatrists, etc)</li> <li>• Rehabilitation &amp; Recovery Services</li> <li>• Mental Health Services and accredited clinicians</li> <li>• Needs Assessment Service Coordination (NASC)</li> <li>• Maori Health Unit</li> <li>• Administration Staff</li> <li>• Director of Area Mental Health Service (DAMHS)</li> <li>• Other relevant Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay departments</li> </ul>	<p><b>EXTERNAL</b></p> <ul style="list-style-type: none"> <li>• Whaiora</li> <li>• Family / Whanau / Aiga</li> <li>• Local Hapu / Iwi</li> <li>• Eastern District Police (Hawke's Bay)</li> <li>• Primary care providers</li> <li>• NGO service providers</li> <li>• Consumer organisations</li> <li>• Community organisations</li> <li>• Government agencies (e.g. MSD)</li> <li>• Other mental health services</li> <li>• Advocacy services</li> <li>• PHO</li> <li>• Rural Health Centres</li> <li>• National Specialty Groups</li> <li>• General practitioners</li> </ul>
<b>DELEGATION AND DECISION</b>	<ul style="list-style-type: none"> <li>• Works autonomously with a high degree of independence to plan and problem solve complex issues as they arise.</li> <li>• Maintains relationships with key contacts.</li> <li>• As unregulated health care worker, works under the direction and delegation of Registered Nurse.</li> </ul>	
<b>HOURS OF WORK</b>	80 per fortnight, fixed term, ends 30 June 2023	
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	In accordance with the Allied, Public Health & Technical Multi Employer Collective Agreement, Grade 1-5 of the Health and Clinical Support Workers & Hauora Maori Workers salary scale, step 1 – step 5 gross per annum according to qualifications and experience pro rata for hours worked if part time.	
<b>DATE</b>	August 2022	
<b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b>	<ul style="list-style-type: none"> <li>▪ Not applicable.</li> </ul>	
<b>SCOPE &amp; COMPLEXITY</b>	<ul style="list-style-type: none"> <li>▪ Works under the direction and delegation of a Registered Nurse.</li> <li>▪ Effectively managing time and prioritising workload to ensure service requirements are met.</li> </ul>	

## ESSENTIAL CRITERIA

### Qualifications

- National Certificate in Mental Health Support Work Level 4 or working towards (or equivalent).

### Experience

- Previous experience of working in mental health and addiction field.

### Business / Technical Skills

- Experience in mental health and addiction sector
- Demonstrated knowledge of the New Zealand mental health and addiction structure, legislation, policy and services
- Demonstrated ability in written and oral communication.
- Knowledge and understanding of the environmental context of health

### Key Attributes

- Demonstrated ability to work within a team
- Demonstrated time management skills
- 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:

- Able to kneel
- Able to get one knee up on bed
- Able to squat
- Able to raise arms above head
- Able to reach arms out in front
- Able to walk up two flights of stairs without stopping
- Able to do at least three half press ups (i.e. on knees)

### Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccination and COVID 19 in accordance with current mandate

## DESIRABLE CRITERIA

### Experience

- Demonstrated ability to maintain a high standard of professional relationships, and minimise conflict in complex and adversarial work situations.
- Knowledge, research and interest in Mental Health.
- Able to be creative and innovative
- Able to be confident and appropriately assertive in dealing with others
- Able to persevere with a task, and to display the required energy to achieve the objectives despite obstacles
- Able to deal with conflict

### Business / Technical Skills

- Willingness and ability to work independently and take initiative within the scope of assigned work and areas of responsibility.
- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills



## 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.