

Position Description

Advanced Practitioner / Kaiwhakamahereroa Waranga Tuatahi

Reports to Clinical Manager, SACAT
Service/Team Substance Addiction – Compulsory Assessment Treatment (SACAT)

About Us

Since 1980, we have supported thousands of New Zealanders whose lives are affected by alcohol, drug or other addiction challenges. We wholeheartedly believe that everyone living in New Zealand should have the opportunity to live life to the fullest, to feel hopeful about their future and to have meaningful relationships with friends and whānau.

We are known for providing effective, evidence-based services that support wellbeing. We want tāngata whai ora (people seeking wellness) to have options to access the support they need in ways that work for them.

Tō Tātou Matakiteinga | Our Vision

Poutia, Heretia,
Tuia te muka tangata ki te pou tokomanawa
Ka tū mana motuhake, Ka nohohere kore I ngā waranga me ngā wero mui o te ao.

People, whānau and communities are connected and supported to live the lives they want, free from drug, alcohol and other addiction challenges.

Tō Tātou Aronga | Our Purpose

E hangaia e mātou he whare tumanako me ngā wāhi haumarua ka āhei i a tangata te eke ki angitu kia whaiwhakaaro ai, kia puawai, katahi ano hoki, ka herea ai te muka tangata ki a ia anō, ko te mea kē ka puta te ira tangata ki te wheiao ki te ao mārama.

We create hopeful and safe spaces for change with opportunities to reflect; learn and connect so that people can move towards a brighter future.

SACAT Service

SACAT is a new service that will provide mobile and community-based continuing care support to people who are under the SACAT Act, which means they have been sectioned to receive compulsory treatment for an advanced substance use disorder.

The service utilises an assertive outreach approach with access to a flexifund and seeks to work alongside tāngata whai ora and their whānau to achieve agreed recovery goals. The service is a partnership delivered with the CHDS and CADS teams.

Position Purpose

- Provide safe and effective assessment, planning, intervention and review in line with the agreed shared care approach with CADS/CHDS.
- Use best practice clinical tools and holistic approaches to support tāngata whai ora under SACAT and their whānau for up to one year as part of continuing care.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
<p>Service Delivery</p> <ul style="list-style-type: none"> • Provide effective clinical assessments, planning and support in partnership with tāngata whai ora and their whānau as per agreed support plans and in line with the organisation’s values, best practice principles and Te Tiriti obligations. This involves: <ul style="list-style-type: none"> ○ Providing holistic and culturally safe clinical interventions in response to complex case scenarios of substance dependence and co-existing physical and/or mental health challenges. ○ Sharing knowledge with team members of current best practice approaches that support effective service delivery. ○ Co-facilitating service delivery groups that may be accessed by tāngata whai ora and/or whānau as appropriate. ○ Using an assertive outreach approach when engaging with and following up tāngata whai ora and their whānau. ○ Actively educating tāngata whai ora and their whānau (if consenting) when reviewing treatment plans. • Ensure that clinical practice and all treatment documentation follows organisational policies, procedures and systems and adheres to all clinical protocols. • Liaise and maintain functional professional relationships with internal and external stakeholders in relation to treatment delivered. • Write up and input of clients/whai ora clinical case notes and reviews into the Odyssey client database (HCC). 	<ul style="list-style-type: none"> • Interventions produce positive outcomes for tāngata whai ora and their whānau which are in line with treatment goals. • Clinical Manager and other team members express satisfaction with the clinical advice and support provided. • Tāngata whai ora and whānau express satisfaction with the clinical services provided. • Best practice in client group and individual work is evidenced through direct observation and feedback from manager/team members. • Managers observe use of effective and professional intervention techniques. • Treatment documentation and practices comply with organisation policy and procedure and meets required audit standards. • External stakeholders and line manager express satisfaction with level of collaboration and professional input provided. • HCC information is accurate, timely and meets all case note writing policy and procedural requirements and privacy act/confidentiality requirements; HCC case reviews are kept up to date.

Area of Responsibility	Performance Measures
<p>Health and Safety</p> <ul style="list-style-type: none"> Identify and act on any potential risks to self or others, including whai ora, whānau and other employees. Be familiar with and abide by the organisation’s health and safety policies and reporting procedures, ensuring others do the same as required. Follow safe work practices, which includes the effective use of safety equipment, identification of workplace hazards and taking action to reduce or eliminate these. <p>Te Tiriti o Waitangi</p> <ul style="list-style-type: none"> Demonstrate knowledge and understanding of Te Tiriti o Waitangi and its application in this role. <p>Professional Development</p> <ul style="list-style-type: none"> Be proactive in own professional development and attend relevant organisational training as required. <p>General</p> <ul style="list-style-type: none"> Attend and contribute actively to team meetings. Carry out any other duties that may be delegated by the line manager, which are in keeping with the scope of the role. 	<ul style="list-style-type: none"> Risks (including Health and Safety, compliance and maintenance) are identified and reported. Plans are put in place to resolve and/or mitigate potential problems as required. Issues are escalated to relevant manager as required. Demonstrates understanding and compliance with organisational and legislative health and safety requirements and is proactive in ensuring employees are compliant. Follows correct protocols when using safety equipment. Workplace hazards are identified and plans are put in place to reduce/eliminate these or the matter is escalated to the relevant authority. <ul style="list-style-type: none"> Actions show knowledge and ability to apply the principles of Te Tiriti in the delivery of role <ul style="list-style-type: none"> Has an individual development plan which is implemented. Attends organisational training required for role. <ul style="list-style-type: none"> Regularly attendance at team meetings and makes useful contributions. Other work is undertaken and completed. Commitment and flexibility is demonstrated.

Key Relationships

Internal	External
<ul style="list-style-type: none"> • Clinical Manager/members of SACAT team • Operations Manager – Community Services • Other Odyssey employees 	<ul style="list-style-type: none"> • SACAT tāngata whai ora and their whānau • Wider SACAT stakeholders e.g., CADS, detox services, NovaSTAR, corrections/justice services • Community health, housing and social service providers • Other external stakeholders

Person Specification

Qualifications, Knowledge and Experience

- At least two years' relevant experience working in a community-based addiction setting, including experience of complex case management of significant co-existing physical and mental health challenges
- Relevant tertiary qualification e.g. Bachelors in AOD, Health Science, Social Work, Psychology
- Registration with DAPAANZ, Social Work or other professional body under the HPCA Act
- Expertise in Motivational Interviewing, risk management, relapse prevention and best practice clinical interventions for substance dependence
- Knowledge of relevant models of care, including the Therapeutic Community model
- Knowledge of tikanga Māori and the customs/culture of Pacific Peoples
- Understanding of Te Tiriti o Waitangi and how it applies to own professional practice
- Commitment to achieving and maintaining high quality standards
- High regard for confidentiality and security, including client information
- Experience and expertise in using Microsoft suite applications
- Full and current New Zealand driver's licence
- Knowledge of Te Reo Māori is desirable

Skills and Abilities

- Advanced clinical skills managing complex substance use disorder and/or co-existing disorders.
- Demonstrated empathy and insights into the circumstances of tāngata whai ora/whānau
- Excellent one to one and group facilitation skills
- Ability to establish and maintain effective therapeutic relationships with a range of stakeholders including clients/tāngata whai ora/whānau
- Ability to work alongside family members, motivate, guide and build on their strengths/resources
- Strong interpersonal and communications skills
- Ability to work under pressure, complete work on time and to a high standard
- Ability to prioritise and work with limited supervision
- Demonstrated cultural sensitivity and rainbow diversity awareness
- Willingness to consider other viewpoints/ sources of information in decision making
- Positive attitude and self-motivated
- Ability to take initiative and adapt to changing circumstances
- Ability to show discretion and tact
- High regard for confidentiality and security, including client information
- Ability to deal with conflict and defuse challenging situations
- Fluency in English
- Good IT/word-processing skills
- Ability to acknowledge own limitations and be proactive on own self-development

Ngā pou pou | Pillars

Guiding Principles for employees and tāngata whai ora.

Whakawhirinaki Trust	Reliable and shows great integrity
Pono Honesty	Transparency and openness underpins all actions
Haepapa Responsibility	Achieves and surpasses goals
Matapōpore Concern	Empathic and interested in the wellbeing of others
Aroha Love	Genuinely collaborative, supportive and able to work as part of a close-knit team, including with clients/whai ora and whānau

'Let's Get Real' Skills

The table below outlines the 'Let's Get Real' framework skill level and competencies that are relevant to this role. Odyssey is committed to supporting employees to meet these competencies with the expectation that kaimahi will be proactive in developing and demonstrating these skills.

Skill	Description	Competency Level – Enhanced
Working with people experiencing mental health and addictions	Is supportive of employees and clients/whai ora with mental health and addiction needs, focusing on their strengths	<ul style="list-style-type: none"> Builds and sustains trusting relationships with people accessing services. Works to support people to have hope for their recovery and wellbeing.
Working with Māori	Contributes to oranga and whānau ora for Maori employees and Māori clients/ whai ora with mental health and addiction needs	<ul style="list-style-type: none"> Works to ensure whānau Māori people can communicate in ways that work for them. Demonstrates understanding that Māori people may use metaphors to describe their experiences. Supports and participates in tikanga Māori practices, as consistent with the preferences of the whanau. Supports whānau Māori to access Māori-responsive services and have access to kaumātua, kaimahi Māori and cultural interventions (eg, assessment, therapy);
Working with whānau	Encourages and supports the wellbeing of whānau and ensures they have access to information, education and support including children	<ul style="list-style-type: none"> Models effective whānau engagement. Explains to whānau their choices and options for involvement and support. Works alongside and in partnership with whānau in a manner that values their strengths and expertise and fosters and promotes recovery and wellbeing. Ensures whānau have access to relevant information, education and resources about wellbeing, mental health and addiction.

		<ul style="list-style-type: none"> • Facilitates whānau inclusion in a person’s recovery and wellbeing plans • Facilitates whānau meetings that build support and understanding between whānau members. • Provides support or therapy to whānau, or refers them to appropriate services and groups • Collaborates with whānau services and others across all sectors to support whānau.
Working within communities	Recognises that people and whānau who experience mental health and addictions needs, are part of communities	<ul style="list-style-type: none"> • Contributes to communities to enhance their capacity to support the wellbeing of all people. • Works with people accessing services to support their access to good housing, education, employment, financial resources and community participation. • Demonstrates knowledge of evidence-based approaches to enhancing community connection, social inclusion and access to housing, education and employment. • Supports people to develop and maintain positive relationships and positive roles with their communities. • Demonstrates a comprehensive knowledge of community groups, services and resources Forms effective working relationships with key community groups and services
Challenging discrimination	Challenges discrimination, & provides/ promotes a valued place for employees and clients/whai ora with mental health & addiction needs	<ul style="list-style-type: none"> • Promotes and models social inclusion and advocates for the elimination of discrimination relating to mental health and addiction. • Supports self-advocacy for people with experience of mental health and addiction needs. • Educates and supports others to recognise and address discrimination • Promotes the positive aspects of working in mental health and addiction treatment services to external groups.
Applying law, policy and standards	Implements legislation, regulations, standards, codes and policies relevant to their role	<ul style="list-style-type: none"> • Informs and educates others about standards of practice that recognise the significance of te reo Māori, te ao Māori and Māori models of practice. • Applies legislation, regulations, standards, codes and policies in a way that protects and enhances the mana of people and whānau accessing services. • Informs and educates others to understand and adhere to legislation, regulations, standards, codes and policies.
Maintaining professional & personal development	Participates in life-long learning, & personal and professional development, reflecting on & seeking ways to improve self/ team/service	<ul style="list-style-type: none"> • Supports colleagues (including students) to achieve professional development goals and meet challenges • Models values-informed practice • Keeps up to date with best practice and participates in lifelong learning • Engages in ongoing professional development to ensure cultural responsiveness to the community.