

Mental Health/Alcohol and Other Drugs Clinician | Kaiwhakamahereroa Waranga

Reports to Clinical Manager Te Wairua Northland

Service/Team Te Wairua Northland

About Us

Since 1980, we have supported thousands of New Zealanders whose lives are affected by alcohol, drug or other addiction challenges. We do this in partnership with tāngata whai ora (people seeking wellness) and their whānau, working together to build the lives they want.

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.

Tō Tātou Matakitenga | Our Vision

Poutia, Heretia
Tuia te muka tangata ki te pou tokomanawa
Ka tū mana Motuhake, Ka noho herekore i ngā waranga me ngā wero nui 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 haumaru 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.

Position Purpose

- Provide assessment and treatment to, and in partnership with, clients/tangata whaiora including family/whānau, whose lives are affected by alcohol and other drug use, dependency and co existing disorders.
- Provide comprehensive clinical assistance based on best practice, that is effective, of high quality and meets the needs of clients/tangata whaiora and the residential service.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
Service Delivery • Provide assessment, treatment and support to clients/tangata whaiora to achieve effective client outcomes and client satisfaction. • Facilitate consultation and liaison with clients/tangata whaiora and their family/whānau. • Participates in the education and follow-up of the clients/tangata whaioraand their family/ whānau and others as relevant, regarding treatment plans. • Participate in regular multi-disciplinary team and integrated treatment planning for clients/tangata whaiorai. • Role model best clinical practice when undertaking individual and group clinical work with clients/tangata whaiora. • Ensure the effective and timely assessment and management of risk in consultation as required with senior staff, on-call or and external liaison. • Facilitate groups and supervise support workers when they are co-facilitating. • Liaise and maintain functional professional relationships with internal and external stakeholders in relation to treatment delivered. • Undertake clinical and non-clinical tasks within own scope of practice, as directed by the Clinical Manager or Advanced Practitioner. • Ensure that all clinical practice and treatment documentation adheres to clinical protocols, organisational policies and procedures. • Administer medication as required to clients/tangata whaiora/ rangatahi, in line with medical protocols and procedures. • Write up client/tangata whaiora/rangatahi clinical case notes and reviews, and input into the Odyssey client database (HCC).	• Clinical treatment produces positive outcomes for clients/tangata whaiora, in line with agreed goals. • Clients/tangata whaiora and family/whanau express satisfaction with levels of communication and consultation. • Clients/tangata whaiora and family/whānau express satisfaction with participation in education and level of follow up as per treatment plan. • Regularly attends team and treatment planning meetings; senior staff express satisfaction with level of involvement. • Risk assessment, planning and management is demonstrated with positive client outcomes; serious issues are escalated to the relevant person. • Harm reduction is the demonstrated in all client care. • Groups are well facilitated; support workers express satisfaction with support provided. • Internal and external stakeholders' express satisfaction with relationships. • Work undertaken demonstrates best clinical practice; senior staff expressing satisfaction with the level of autonomy and knowledge demonstrated. • Treatment documentation complies with organisational policy and procedure and meets required audit standards. • Completes medication training; competence is shown in medication allocation; meets all procedural guidelines in line with documented nursing & medication plans. • HCC information is accurate and is entered in a timely and meets all case note writing policy and procedural requirements and privacy act/confidentiality requirements;

Area of Responsibility	Performance Measures
	HCC case reviews are kept up to date; risk forms are timely and up-to-date in HCC.
Health and Safety • Identify and act on any potential risks to self or others, including client/tangata whaiora 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.	• 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.
Treaty of Waitangi • Demonstrate knowledge and understanding of the Treaty of Waitangi and its application in this role.	Actions show knowledge and ability to apply the principles of the Treaty in the delivery of role.
Professional Development • Be proactive in own professional development. • Attend relevant organisational training as required.	• Has an individual development plan which is implemented. • Attends organisational training required for role.

Area of Responsibility	Performance Measures
General • 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.	• Regular attendance at team meetings and makes useful contributions. • Work is undertaken and completed. Commitment and flexibility is demonstrated.

Key Relationships

Internal	External
• Clinical Manager • Support Workers • Advanced Practitioner • Registered Nurse • Other Odyssey staff	• Clients/tangata whaiora • Family/whānau of clients/tangata whaiora • Staff from external organisations • Staff from Medical and Dental Agencies • Other medical /health professionals

Person Specification

Qualifications, Knowledge and Experience
• Up to 1 years' experience working with clients and their family/whanau in a social services, addictions and/or mental health setting • Relevant Level 7 qualification e.g. Bachelors in AOD, Health Science, Nursing, Psychology • Knowledge of the effects related to the misuse of alcohol and other drugs, including methamphetamines and other current substances of use and abuse • Understanding of and interest in Odyssey's work and philosophy, including the therapeutic community model of care • Ability to identify cognitive and behavioural patterns and an understanding of mental health issues • High regard for confidentiality and security, including client information • Understanding of the Treaty of Waitangi and how it applies to own professional practice • Registration or a commitment to achieve registration with the Drug and Alcohol Practitioners Association of New Zealand (DAPAANZ), Social Work professional body or other relevant professional body under the HPCA Act • Experience and expertise in using Microsoft suite applications • Knowledge of Te Reo and/or Tikanga Maori is desirable
Skills and Abilities
• Demonstrated interest in tantaga whaiora, their abilities and motivation to help them achieve their goals • Ability to work alongside family members, to guide and help build their strengths and resources • Strong interpersonal and communication skills (written and oral) • Client-centred and strengths-based approach • Group facilitation skills • Ability to establish and maintain effective relationships with a range of stakeholders • Ability to work as an effective team member of a multi-disciplinary team • Ability to prioritise, work under pressure, complete work on time and to a high standard • Ability to work with limited supervision • Ability to take the initiative and adapt to changing circumstances • Demonstrated cultural sensitivity and rainbow diversity awareness • Willingness to consider other viewpoints/ sources of information and adjust decisions as appropriate • Ability to show discretion and tact • 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 Poupou | Our Pillars

Our Pillars are the foundation of our work, guiding how we work together and with each other.

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 tāngata whai ora and whānau.

'Let's Get Real' Skills

Skill	Description	Competency Level - Essential
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	• Greets and welcomes people accessing services and their whānau appropriately, providing age and/or culturally appropriate, relevant & specific information. • Works in partnership with people accessing services and is mindful of the impact of power differentials. • Demonstrates understanding and respect of diversity and cultural awareness through appropriate use of language and culturally specific resources, particularly for Māori whai ora and whanau. • Recognises people accessing services may be fearful or apprehensive and works to establish a safe and trusting connection and a comfortable physical environment.
Working with Māori	Contributes to oranga and whānau ora for Maori employees and Māori clients/ whai ora with mental health and addiction needs	• Greets Māori people using te reo Māori greetings. • Respects and uses te reo Māori correctly & when appropriate. • Respects Māori tikanga and spiritual practices, the importance of identity and the concepts of whakawhanaunga, manaaki, tino rangatiratanga and mana Motuhake. • Asks whai ora and whānau what they need and provides information in English and Māori. • Understands the importance of whakapapa and different roles within whanau. • Supports Māori whai ora to identify and involve people who are important to them.

Working with whānau	Encourages and supports the wellbeing of whānau and ensures they have access to information, education and support including children	• Demonstrates understanding that in many cultures, a person's identity is embedded and connected to whānau rather than their individual selves. • Welcomes, establishes positive rapport and shares relevant information with whanau. • Sensitively asks about support needs related to being a parent as appropriate to role.
Working within communities	Recognises that people and whānau who experience mental health and addictions needs, are part of communities	• Understands 'community' in the broadest sense and that the concept of community is dynamic and evolving. • Recognises that Māori whai ora may be supported within and contribute to wider social networks e.g. hapu, iwi. • Demonstrates understanding of the importance of social inclusion and community connections, has knowledge of the communities people accessing services identify with, and supports them to connect with and participate in communities of their choice. • Has a basic understanding of mental health promotion, addiction harm reduction, suicide prevention and postvention principles.
Challenging discrimination	Challenges discrimination, & provides/ promotes a valued place for employees and clients/whai ora with mental health & addiction needs	• Demonstrates understanding of the prevalence, impact and challenges of discrimination on people who have mental health or addiction needs, whanau services and communities. • Works to develop awareness and challenges own beliefs that may lead to discriminatory behaviour.
Applying law, policy and standards	Implements legislation, regulations, standards, codes and policies relevant to their role	• Respects the relationship between government and tāngata whenua and upholds the principles of the Te Tiriti o Waitangi. • Understand and adheres to legislation, regulations, standards, codes and policies appropriate to the role. • Upholds the principles set out in the UN Convention of the Rights of the Person, including the right to autonomy, self-determination, to be free from coercion and to be treated in a non-discriminatory way. • Provides information to people about their rights and in a way that supports them to understand. • Ensures people know about relevant feedback and complaints processes. • Maintains and stores records in accordance with legal and professional standards.
Maintaining professional & personal development	Participates in life-long learning, & personal and professional development, reflecting on & seeking ways to improve self/ team/service	• Reflects on own work and practices to identify strengths and areas for further development. • Seeks and takes learning opportunities to achieve professional development goals • Looks after own wellbeing and contributes to a safe and healthy workplace. • Communicates effectively with a diverse range of people. • Engages with colleagues to give and receive constructive feedback.

		• Works effectively in a team and understand team roles, different working styles and skill levels to contribute to the success of the team.