

Position Description

Mental Health and AOD Clinician / Kaiwhakamahereroa Waranga

Reports to Clinical Manager

Service/Team Te Wairua

About Us

Since 1980, we have supported thousands of New Zealanders whose lives are affected by alcohol, drug or other addiction challenges. We provide effective, evidence-based services that support wellbeing. 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 and feel hopeful about their future. Our services encourage stronger connections with friends and whānau and enable meaningful participation in the community.

Our pillars – whakawhirinaki | trust, pono | honesty, haepapa | responsibility, matapōpore | concern, and aroha | love – are the foundation of our work, guiding how we work together and with others.

Tō Tātou Matakitea | 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

Ka hangaia e mātou he whare haumarū, he whare tūmanako hoki e tīni ai te tangata, he wāhi whakaaroaro, he wāhi ako, he wāhi tūhono anō hoki, mei kore e puta tātou 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 in partnership with tāngata whai ora, including family/whānau, whose lives are affected by alcohol and other drug use, dependency and co existing disorders.
- Provide comprehensive, high quality clinical assistance based on best practice, that is effective and meets the needs of tāngata whai ora and service requirements.

Key Areas of Responsibility

Area of Responsibility	Performance Measures
Service Delivery • Provide assessment, treatment and support to tāngata whai ora to achieve effective client outcomes and satisfaction, also applying Te Tiriti o Waitangi principles to practice approaches as appropriate. • Facilitate consultation and liaison with tāngata whai ora and their family/whānau and others as relevant, regarding treatment plans. • Participate in regular multi-disciplinary team and integrated treatment planning for tāngata whai ora. • Ensure the effective and timely assessment and management of risk in consultation as required with senior staff, on-call 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 Senior Mental Health and AOD Clinician. • Ensure that all clinical practice and treatment documentation adheres to clinical protocols, organisational policies and procedures. • Administer medication as required to tāngata whai ora/rangatahi, in line with medical protocols and procedures. • Write up tāngata whai ora/rangatahi clinical case notes and reviews, and input into the Odyssey client database (HCC).	• Clinical treatment produces positive outcomes for tāngata whai ora, in line with agreed goals and Te Tiriti o Waitangi principles as appropriate. • Tāngata whai ora and family/whānau express satisfaction with levels of communication and consultation. • Tāngata whai ora 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 assessments, planning and management is demonstrated with positive client outcomes; serious issues are escalated to the relevant person. • Harm reduction is demonstrated in all client care. • Groups are well facilitated; 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 timely and meets all case note writing policy and procedural requirements and privacy act/confidentiality requirements; HCC case reviews are kept up to date; risk forms are timely and up-to-date in HCC.

Area of Responsibility	Performance Measures
Health and Safety - Identify and act on any potential risks to self or others, including tāngata whai ora, whānau and/or other kaimahi. - 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. Te Tiriti o Waitangi - Demonstrate knowledge and understanding of Te Tiriti o Waitangi and its application in this role. Professional Development - Be proactive in own professional development. - Attend relevant organisational trainings as required. General - Work cooperatively with colleagues 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.	- 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. - Actions show knowledge and ability to apply the principles of Te Tiriti in the delivery of role. - Has an individual development plan which is implemented. - Attends organisational training required for role. - Regular attendance at team meetings and makes useful contributions. - Work is undertaken and completed. - Commitment and flexibility are demonstrated.

Key Relationships

Internal	External
- Clinical Manager/ team members - Kaiarahi Māori - Other Odyssey kaimahi	- Tāngata whai ora and their family/whānau - Staff from external organisations. - Staff from Medical and Dental Agencies - Other medical/health professionals

Person Specification

Qualifications, Knowledge and Experience

- Up to 1 years' relevant experience working with tāngata whai ora and their family/whānau in social services, addictions and/or mental health setting
- A relevant (level 7) qualification e.g Bachelors in AOD, Health Science, Nursing, Psychology
- Knowledge of the effects related to alcohol and other drugs, including methamphetamines and other current substances of use and abuse
- Understanding of and interest in Odyssey's work and the therapeutic community model of care
- Knowledge of cognitive and behavioural patterns and an understanding of mental health issues
- High regard for confidentiality and security, including client information
- An interest in and/or knowledge of Tikanga Māori and Pacific cultural norms
- Understanding of Te Tiriti o 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
- Experience and expertise in using Microsoft suite applications
- Knowledge of Te Reo/ tikanga Māori is desirable

Skills and Abilities

- Demonstrated interest in tāngata whai ora, 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 good standard
- Ability to work with limited supervision
- Ability to take 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
- Fluency in English (written and spoken)
- Ability to deal with and diffuse conflict
- Good IT/word processing skills
- Ability to acknowledge own limitations and be proactive with 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 underpin 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.