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| colourlogo 2010 | **Primary Mental Health Clinician** | |
| The Wintec Team Ngā Whakatakanga o Wintec | | |
| **You and the Wintec Team**  You’ll be part of the team at Wintec, which aims to strengthen the community on many levels (ki te whakakaha i te iwi hāpori mā te ara matauranga, rangahau arā umanga whanakenga). Your qualifications and industry experience will help us provide the best education, the most modern facilities and the latest technology to students locally, nationally and worldwide.  **Connected to the World**  You’ll also help Wintec stay connected to business and the community so our students can gain on-the-job experience and graduate work ready. We’ll support you to enhance your own qualifications and experience, extend your skill sets and expand your industry and educational connections locally and globally.  **Working at Wintec**  If you enjoy the challenge of new ideas, the satisfaction of a job well done and the success that comes with great teamwork, you’ll love working at Wintec! | | |
| Role Purpose Whāinga Turanga | | |
| |  | | --- | | 1. Serve as a primary health care provider for students experiencing concerns with their mental health, wellness and resilience building | | 1. Work individually with students using a solution-focused approach and a range of interventions to develop coping and self-management strategies to support student wellness, retention and success | | 1. Use Māori and Pacific frameworks and models of care that encompass a holistic approach to health | | 1. Provide support and advice in the management of critical incidents involving students | | |

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| Employment Details Te Anga o te Mahi | |
| **Location** | The appointee will be based at Hamilton City campus / Rotokauri campus / Hamilton Gardens campus / Te Kuiti campus / Thames campus, but may be required to work at other sites. |
| **Reports to** | Health Services Manager |
| **Remuneration**  (An indication ONLY) | $87,600 to $115,000 per annum |
| **Band** | Band 6 |
| **Direct reports** | N/A |
| **Financial authority** | N/A |
| **Functional relationships**  *Internal* | |  |  | | --- | --- | | Academic Staff | | | Team Managers/Team Leaders/Coordinators | | | Health Services Medical and Counselling team  Wintec student support services  Safety and Wellbeing team  Regional Clinical Coordinator | |
| *External* | |  | | --- | | SAWIT | | Students | | Business/Industry/Community | | Government agencies | | Community Health Service providers  Te Whatu Ora Mental Health Service Provider  Student’s whānau | |

| Accountable for Te Kawenga mō | Successful when Angitu ina |
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| **Triage/Consultation** | Undertakes initial assessments of those referred for; or presenting with mental health symptoms (over the phone or face-to-face if they present in person) to determine the type and urgency of the response required from themselves or other services  Demonstrates competency and safe practice in accordance with their professional body’s code of ethics  Ability to assess utilising kaupapa Māori frameworks and practicing cultural safety in line with Te Rau Ora best practice guidelines  Recognise that culture and health for Māori are inextricably linked  Provide whānau centred support and care plans  As relevant to the needs of the person (eg, where needs are complex and/or ongoing), develop and update integrated, culturally responsive, holistic wellbeing plans, in partnership with people accessing services and their whānau, other team members and other providers  As per the person’s wellbeing plan, and with regard for informed consent and confidentiality requirements, link multiple services, health providers, and community resources to meet the person’s health and wellbeing needs  Arrange to see the student as frequently as required until the crisis has resolved. On occasion this will involve supporting of the student in a hospital or community mental health setting  Creates and maintains a comprehensive list of available mental health community support and refers to these external agencies where appropriate |
| **Providing responsive care in a Primary Health setting** | Responds immediately, if possible, to requests from people accessing service, other team members and networks  Prioritises requests where an immediate response is not possible  Demonstrates flexibility, for example responds effectively to interruptions and needs for re-scheduling, uses a range of contact strategies (email, telephone, in person, virtual meeting technologies, portals)  Utilises shared information to support efficiency  Demonstrates ability to engage with people and whānau quickly, assessing and responding to needs and priorities, including cultural and age-related needs and preferences  Uses the physical workspace to maximise accessible care for people and whānau for example, ensures visibility of the service being offered; is comfortable working in any workspace available  Demonstrates a ‘can do’ approach, stepping in to do whatever is needed to support integration (as possible within their scope of practice), rather than strictly adhering to position descriptions  Applies relevant practice guidelines to support integration  Adapts as needed to the workflow and pace typical in the primary health setting eg, depending on role this can include managing a high volume of contacts  Works to maintain the overall daily schedule  Demonstrates awareness of and responsiveness to the schedules of others in the primary health environment |
| **Maintaining and keeping secure, purposeful records** | Documentation is accurate, meaningful and complete and is written in accordance with clinical guidelines. All clinical entries are signed  An understanding of the legislation governing confidentiality/privacy is demonstrated  Demonstrates understanding of administrative systems, reporting systems and outcome measures relevant to an integrated approach  Contributes to quality systems as needed to support an integrated approach, consistently considering equity for Māori and other priority groups |
| **Critical Incident Management** | Provides crisis intervention to those experiencing a critical incident relating to mental health |
| **Wintec Culture** | Observes Wintec’s mission, strategies, priorities and values in all activities  Follows all Wintec policies and procedures and legislative obligations  Demonstrates an understanding and commitment to the principles of the Treaty of Waitangi and Equal Employment Opportunities (EEO)  Demonstrates an understanding of and commitment to Wintec’s mission, strategies, priorities and values  Promotes equity and diversity in the workplace; builds mutual trust; and treats staff equitably, transparently, fairly and in a culturally appropriate manner  Undertakes continuous improvement and development of systems, procedures and service to ensure Wintec maintains and develops its position as a leading provider of vocational education and training |
| **Other duties** | Performs and/or assist Primary Health Care nursing team with other clinical duties as may be reasonably required |
| **Health and safety management accountabilities are understood and applied. Individual and staff H&S outcome and objectives are reviewed at least annually** | Significant hazards in the area of responsibility are identified, documented and reviewed annually or as new hazards emerge  Significant hazards are eliminated, isolated and/or risk minimised  Staff in the area of responsibility are involved in the hazard management process  Relevant H&S training is identified and completed for key staff and those with specific job/training requirements  Work accidents and incidents are reported as soon as possible after occurrence; investigation reports are completed and recommendations considered |

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| Our Values Ngā Uaratanga | |
| **Working Together**  ***Mahi tahi*** | We work collaboratively within and outside our organisation.  We form partnerships, openly communicate, share expertise and try new things. |
| **Challenge and Innovation**  ***Whakaaro whānui*** | We are leaders, so we challenge ourselves and others to look for ways to do things better and to embrace innovation and achievement. |
| **Customer Focus**  ***Manaaki tangata*** | Students, employers and colleagues in the organisation are all our customers. We drive our organisation from their needs, and act with purpose, creativity and energy to exceed their expectations. |
| **Valuing People**  ***Whakamana i te tangata*** | We treat everyone with courtesy and respect, without prejudice and valuing different perspectives. We involve and listen to others, and recognise them for their contribution; always acting with integrity. |
| **Taking Ownership**  ***Kia tika*** | We are all responsible for the overall success of our organisation, and are accountable for our actions and results.  We make quality decisions based on sound information and we learn from our mistakes in a ‘no blame’ culture. |
| **Improvement and Opportunity**  ***Kia tupu, kia hua*** | We are committed to setting high standards and continually improving what we do. We are passionate about extending opportunities to students, employers and the wider community. |

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| Competency Specification Pūkenga Tautuhi | |
| **Education/training** | Fully registered under the Health Practitioner Competence Assurance (HPCA) Act 2003 with a scope of practice that is appropriate to working as a mental health clinician  Post graduate qualification in mental health essential  Post graduate qualification in Māori Health an advantage  Current annual practising certificate  Full drivers’ licence |
| **Experience** | Recent clinical experience in mental health  Minimum 3-5 years' experience in mental health care  Health promotion and education experience an advantage  Expertise in crisis intervention including suicide risk assessment |
| **Typical knowledge, skills and attributes** | Good working knowledge of how adult mental health services and local NGO's function - including the entry criteria's  Three to four years post-graduate nursing experience working in community mental health, with strong assessment skills and risk management skills  Expertise in crisis intervention including suicide risk assessment  A working understanding of the mental health support framework in New Zealand  Experience working with the unique mental health needs of young people and tertiary students  Demonstrated ability to conduct mental health status exams and suicide risk assessments and provide treatment planning and crisis intervention  Proven ability to clearly communicate complex information to people and groups with a variety of levels of health literacy  Demonstrated administrative and computing skills and experience  Utilise contemporary practice models that include psychological therapies and principles such as the recovery model, Stepped Care Approach, and strengths-based practice  Knowledge of legislation and government policies and procedures that relate to client  Postgrad skills in assessment of MH and addictions  Triage experience  Primary care experience, working within a kaupapa Maori service  Confident working a whanau ora approach  Ability to provide brief interventions such as motivational interviewing/CBT/ACT  Case management skills  CEP enhanced practitioner (basic drug and alcohol counselling skills)  Ability to relate effectively and sensitively with a wide range of people from a variety of backgrounds and cultures  Professional and confidential  Maintains currency of practice and embraces professional development |