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| colourlogo 2010 | **Primary Mental Health Clinician** |
| The Wintec TeamNgā 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 PurposeWhāinga Turanga |
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| 1. Serve as a primary health care provider for students experiencing concerns with their mental health, wellness and resilience building
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| 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
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| 1. Use Māori and Pacific frameworks and models of care that encompass a holistic approach to health
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| 1. Provide support and advice in the management of critical incidents involving students
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| Employment DetailsTe 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* |

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| Academic Staff |
| Team Managers/Team Leaders/Coordinators |
| Health Services Medical and Counselling teamWintec student support servicesSafety and Wellbeing team Regional Clinical Coordinator |

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| *External* |

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| SAWIT |
| Students |
| Business/Industry/Community |
| Government agencies |
| Community Health Service providersTe Whatu Ora Mental Health Service Provider Student’s whānau |

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| Accountable forTe Kawenga mō | Successful whenAngitu 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 servicesDemonstrates competency and safe practice in accordance with their professional body’s code of ethicsAbility to assess utilising kaupapa Māori frameworks and practicing cultural safety in line with Te Rau Ora best practice guidelinesRecognise that culture and health for Māori are inextricably linkedProvide whānau centred support and care plansAs 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 providersAs 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 needsArrange 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 settingCreates 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 networksPrioritises requests where an immediate response is not possibleDemonstrates 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 efficiencyDemonstrates ability to engage with people and whānau quickly, assessing and responding to needs and priorities, including cultural and age-related needs and preferencesUses 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 availableDemonstrates 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 descriptionsApplies relevant practice guidelines to support integrationAdapts 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 contactsWorks to maintain the overall daily scheduleDemonstrates 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 signedAn understanding of the legislation governing confidentiality/privacy is demonstratedDemonstrates understanding of administrative systems, reporting systems and outcome measures relevant to an integrated approachContributes 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 activitiesFollows all Wintec policies and procedures and legislative obligationsDemonstrates 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 valuesPromotes equity and diversity in the workplace; builds mutual trust; and treats staff equitably, transparently, fairly and in a culturally appropriate mannerUndertakes 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 emergeSignificant hazards are eliminated, isolated and/or risk minimisedStaff in the area of responsibility are involved in the hazard management processRelevant H&S training is identified and completed for key staff and those with specific job/training requirementsWork accidents and incidents are reported as soon as possible after occurrence; investigation reports are completed and recommendations considered |

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| Our ValuesNgā 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 SpecificationPūkenga 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 clinicianPost graduate qualification in mental health essentialPost graduate qualification in Māori Health an advantageCurrent annual practising certificateFull drivers’ licence |
| **Experience** | Recent clinical experience in mental healthMinimum 3-5 years' experience in mental health careHealth promotion and education experience an advantageExpertise 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'sThree to four years post-graduate nursing experience working in community mental health, with strong assessment skills and risk management skillsExpertise in crisis intervention including suicide risk assessmentA working understanding of the mental health support framework in New ZealandExperience working with the unique mental health needs of young people and tertiary studentsDemonstrated ability to conduct mental health status exams and suicide risk assessments and provide treatment planning and crisis interventionProven ability to clearly communicate complex information to people and groups with a variety of levels of health literacyDemonstrated administrative and computing skills and experienceUtilise contemporary practice models that include psychological therapies and principles such as the recovery model, Stepped Care Approach, and strengths-based practiceKnowledge of legislation and government policies and procedures that relate to clientPostgrad skills in assessment of MH and addictionsTriage experiencePrimary care experience, working within a kaupapa Maori serviceConfident working a whanau ora approachAbility to provide brief interventions such as motivational interviewing/CBT/ACTCase management skillsCEP 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 culturesProfessional and confidentialMaintains currency of practice and embraces professional development |