



## POSITION DESCRIPTION

<b>Position Title</b>	<b>Primary Mental Health Clinician</b>
<b>Role Purpose</b>	<p>To provide a professional and accountable primary mental health service that is accessible, integrated, coordinated, and responsive to the needs of the Marlborough population, including Māori, Pacific, Refugees, and low socio-economic communities. To function as part of a stepped care approach in providing quality assessment and treatment using a wide range of psychological therapeutic interventions, in particular CBT and FACT, including individual and group work to those people experiencing mild to moderate mental health difficulties.</p> <p>To assist the team to be better integrated and to improve our ability to be responsive, holistic and person-centred. You must demonstrate an awareness of the wider social determinants of health and ensure that your contribution supports health's system-wide priorities.</p>
<b>Role Specifics</b>	<p>This role is for a qualified registered nurse who keeps fānau at the heart of decision-making and is culturally appropriate meeting the needs of pasifika communities.</p> <p>As a direct link between pasifika communities, pasifika providers and general practice teams, will aim to reduce barriers preventing pasifika patients from seeking appropriate primary health care. This role will also be supportive, in ensuring eligible pasifika people are enrolled in a Marlborough Practice.</p>
<b>Role Location</b>	Marlborough
<b>Reports To</b>	Primary Mental Health Manager
<b>Interactions</b>	All employees of MPH, MPH Board of Trustees, General Practice Teams, Te Whatu Ora Nelson Marlborough, Te Aka Whai Ora, Ministry of Social Development, Mental Health teams, NGO's and community agencies.
<b>Commitment to Te Tiriti o Waitangi</b>	Marlborough Primary Health is committed to the principles of te Tiriti o Waitangi, (a) Tino Rangatiratanga / Self-Determination; and (b) Pātuitanga / Partnership; and (c) Mana Taurite / Equity; and (d) Whakamarumarutia / Active Protection; and (e) Kōwhiringa / Options, that contribute to reducing the disparity between Māori and non-Māori.
<b>Te Pae Ora</b>	Marlborough Primary Health is committed to the principles of Te Pae Ora, to (a) protect, promote, and improve the health of all New Zealanders; and (b) achieve equity in health outcomes among New Zealand's population groups, including striving to eliminate health disparities, in particular for Māori; and (c) build towards pae ora (healthy futures) for all New Zealanders.

### Key Performance Objectives:

<b>Care Delivery</b>	<ul style="list-style-type: none"><li>• Provide a primary mental health assessment using recognized contemporary and best practices e.g.: CBT and FACT.</li><li>• The outcome of the assessment is communicated in an appropriate format and notes reflect formulation, treatment and planning, and progress towards client-centered goals.</li><li>• Documents individual records on the patient management system and other information systems in accordance with MPH policies and procedures</li></ul>
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	<ul style="list-style-type: none"> <li>• Provides appropriate information to clients, professionals, colleagues, and others to maximize good decision-making processes.</li> <li>• Work in partnership with individuals/whanau, involving them from the earliest opportunity in all aspects of coordinated care planning, delivery, and evaluation of outcomes of interventions.</li> <li>• Uses clinical best practice to deliver brief targeted interventions using effective therapeutic models i.e.: FACT and CBT, to individuals presenting with mild to moderate mental health difficulties.</li> <li>• Refers individuals/whanau, when appropriate, to other community-based social, family/parenting, counseling, legal advocacy, health care, accommodation and/or employment support services</li> <li>• Manages clinical risk in accordance with legislation and MPH processes and procedures. Completes risk assessments for a range of clinical risks (risk to self, others and from others) and develops safety plans and makes appropriate referrals as required.</li> <li>• Supports and empowers individuals/whanau to live as independently as possible, promoting resilience and choice and control over the care and support they need to overcome difficulties.</li> <li>• Evaluates the individuals progress and treatment against identified goals.</li> <li>• Provides advice to the multi-disciplinary team regarding therapeutic approaches, resources, services, and agencies.</li> <li>• Engages in regular supervision to maintain professional best practice and safe practice.</li> </ul>
<b>Care Coordination</b>	<ul style="list-style-type: none"> <li>• Provides care coordination for individuals/whānau as required.</li> <li>• Provides care coordination for the service as required.</li> <li>• Facilitates treatment care planning in collaboration with the individual and whanau.</li> <li>• Supports the individual/whanau to identify the health goals and coordinates services to meet these goals.</li> <li>• Encourages individual/whanau resilience and self-management. Promotes self-advocacy and advocates on their behalf where appropriate.</li> <li>• Develops, documents, and implements intervention plans and ensures relevant reviews are completed according to service guidelines.</li> <li>• Coordinates care delivery to include the wider health and social environment, communicating and supporting individuals/whanau to navigate complex systems.</li> <li>• Ensures clarity of responsibilities and tasks in the care/recovery plan of those involved.</li> <li>• Recognizes and values the roles and skills of all members of the health care team in the delivery of care</li> </ul>
<b>Promotes Health and Wellness</b>	<ul style="list-style-type: none"> <li>• Promotes health and wellness by working with individuals/whanau and the community to improve health awareness through promoting positive lifestyle choices.</li> <li>• Assist individuals/whanau and community groups to access accurate and relevant health information and services</li> </ul>

<b>Quality Service Delivery</b>	<ul style="list-style-type: none"> <li>• Delivers a quality service that is culturally appropriate and consistent with the Treaty of Waitangi.</li> <li>• Complies with Vulnerable Children's Act 2014</li> <li>• Are aware of Marlborough Primary Health policies and procedures.</li> <li>• Completes tasks and meet responsibilities within an agreed timeframe.</li> <li>• Responsibility for own professional development ensuring skills and knowledge is maintained and advanced.</li> <li>• Participates in annual performance review process including performance goals and identification of areas for professional development.</li> <li>• Pro-actively participates and contributes to quality and improvements initiatives and practice.</li> <li>• Engages in regular supervision</li> </ul>
<b>Relationships</b>	<ul style="list-style-type: none"> <li>• Develops and maintains links with a range of other people and agencies to maximize services built on inter-agency collaboration. This includes building relationships with General Practice team, Māori and Pacific communities, community groups, professional agencies and other client groups that relate to the practice area.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>• Maintain effective interpersonal relationships with all staff members, Board members, community representatives and businesses, as necessary.</li> <li>• Speak and write clearly, conveying essential information without unnecessary complexity.</li> <li>• Demonstrate excellent communication skills.</li> <li>• Team player</li> <li>• Sound problem solving skills with processes and systems</li> </ul>
<b>Miscellaneous</b>	<ul style="list-style-type: none"> <li>• Performs any other duties that may be necessary from time to time as advised by the CEO or Management.</li> <li>• Streamlines processes and systems where relevant.</li> <li>• Acts as a role model for Health and Safety, always leads safe work practices and reports any accidents or near misses in a timely and accurate fashion.</li> </ul>

#### Person Specifics:

<b>Competency Profile</b>	<b>Credentials / Qualification requirements</b> <ul style="list-style-type: none"> <li>• Health Professional qualification which links to the Health Competency Assurance Act 2003</li> <li>• Current New Zealand Annual Practicing Certificate</li> <li>• Current membership of an appropriate professional body will be evidenced, including indemnity insurance.</li> <li>• Current full driver's license</li> <li>• Proficiency with information technology</li> </ul>
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	<p><b>Knowledge and Experience</b></p> <ul style="list-style-type: none"><li>• Knowledge and empathy for biculturalism and practices in a manner which the client determines is culturally safe.</li><li>• Current knowledge and experience of mental health illness and related issues</li><li>• Understands case management within a clinical setting.</li><li>• Ability to network with private, public, and voluntary resources in the community, including General Practices and other health professionals.</li></ul> <p><b>Self-Management</b></p> <ul style="list-style-type: none"><li>• Ability to manage time effectively by adopting a disciplined approach to establishing and following priorities of work.</li><li>• Knowledge of organizing systems effectively to meet service needs.</li><li>• Strong coordination and administration skills with a high degree of computer literacy and the ability to follow a task through to completion.</li></ul> <p><b>Personal Commitment</b></p> <p>Demonstrated evidence of commitment to the following is required:</p> <ul style="list-style-type: none"><li>• MPH organizational vision, purpose, values, and goals</li><li>• Te Tiriti o Waitangi</li><li>• Working with clients and colleagues in a culturally sensitive and appropriate manner</li></ul>
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