



Position Description

POSITION TITLE	
Wellbeing Practitioner: Registered Health professional who meets the requirements of the Health Practitioners Competency Assurance Act	
POSITION PURPOSE	
<p>To work within a general practice as a regular team member, delivering brief, consultation-based services to general practice team members and general practice patients.</p> <p>To provide brief evidence-based behavioural interventions to individuals, groups and families for both mental health and physical health conditions in people of all ages.</p> <p>To be actively engaged with utilising an integrated 'Stepped Model of Care' that supports patients' needs and enables them to move seamlessly between services in general practice and, if needed, DHB and non-government mental health and alcohol and other drug services and supports.</p> <p>To work with other Wellbeing Practitioners/ Mental Health Clinicians, as within Marlborough Primary Health (MPH) to refine the services delivered.</p>	
TREATY OF WAITANGI	
Marlborough Primary Health is committed to its obligations under the Treaty of Waitangi. As an employee, you are required to give effect to the principles of the Treaty of Waitangi – Partnership, Participation and Protection.	
KEY TASKS & PERFORMANCE OUTCOMES	
KEY OBJECTIVES	PERFORMANCE OUTCOMES
<p>General Practice Team Participation Active participation within the general practice team and support for building team competence in mental health and addictions</p>	<p>All general practice meetings for the general practice team are attended.</p> <p>Seeks and acts upon opportunities to educate self and other general practice team members.</p> <p>Consultation/ liaison is provided to general practice team</p>
<p>Clinical Service Delivery Delivery of high-quality behavioural interventions</p>	<p>Knowledge of the behavioural health consultancy model and ability to implement the model demonstrated.</p> <p>Individual sessions, groups and whānau sessions are delivered.</p> <p>30- 60 minute evidence-based interventions are provided for a wide variety of issues (both mental health and physical health related) to people of all ages, with a focus on prevention, and brief intervention.</p> <p>People are supported to identify and achieve the results they are seeking .</p> <p>A high level of access for the enrolled population to primary care-based brief interventions is achieved.</p>

	<p>Skills, knowledge and attitudes for culturally safe practice are demonstrated.</p> <p>Clear and concise notes that comply with established standard are entered within practice's Patient Management System.</p> <p>All required client-related information and activities are recorded.</p>
<p>Marlborough Primary Health Organisation team membership Active engagement as a member of the MPH team</p>	<p>Team meetings and peer supervision meetings are attended every two weeks.</p> <p>Organisation policies, procedures and requirements are known and complied with.</p>
<p>Primary Mental Health Integration Enthusiastically engaged in the Stepped Care for Mental Health demonstration project</p>	<p>Participation in project-related workforce development and coaching.</p> <p>Active contribution to evaluation and refinement of the approach.</p> <p>A collaborative working relationship is formed with NGOs working with the general practice as a part of this project.</p> <p>A collaborative working relationship is formed with NMH staff working with the general practice.</p> <p>Assistance with care coordination and access to outside resources is provided as needed.</p>
<p>Professional Accountability Professionally proficient and accountable clinician</p>	<p>Requirements of the clinicians professional and registering body are met.</p> <p>Current APC (annual practice certificate) is held.</p> <p>Participation in regular supervision.</p> <p>Adherence to professional code of ethics Knowledge of any legal guidelines relevant to practice demonstrated</p> <p>Relevant training is attended.</p> <p>Engagement in CPD (continuing professional development).</p> <p>Clinician seeks appropriate professional and collegial support</p>
<p>RELATIONSHIPS</p>	

Reports	Primary Mental Health Coordinator
Internal Relationships:	All MPHO Staff and Independent Contractors. MPH General Practice teams Marlborough Community Health Hub teams
External Relationships:	General practice team Other general practices participating in the demonstration project Non-Government Mental Health Organisations Secondary (DHB) Mental Health and AoD Services Social services Marlborough Community Health Hub partners Contracted service providers Other agencies and organisations as required Nelson Bays Primary Health Nelson Marlborough Health
QUALIFICATIONS REQUIRED	Registered health professional with current practising certificate e.g. psychologist, nurse, occupational therapist, social worker.
EXPERIENCE	Clinical experience working in a mental health setting (primary and/or secondary) providing evidence-based psychological interventions.
COMPETENCIES	Flexible, self-starter Willing to embrace new ways of working Has the skills listed below or a strong interest in learning them. Basic understanding of general practice Ability to work with a diverse patient and staff population Basic nontechnical knowledge of psychotropic and other relevant medications

	<p>Ability to work at a fast pace with a flexible schedule</p> <p>A proven ability to be a team player</p> <p>Excellent communication skills</p> <p>An ability to work closely and collaboratively with key stakeholders</p> <p>An understanding and sensitivity to working with all cultures</p> <p>Ability to competently use computers, able to work in an electronic medical record</p> <p>Ability to work independently within agreed boundaries.</p> <p>Respects differences</p> <p>Builds strong supportive relationships</p> <p>Acts according to sound ethical and moral values</p>
MARLBOROUGH PRIMARY HEALTH EMPLOYEE	<p>Maintain an excellent understanding of the values of Marlborough Primary health and work to these values.</p>
AUTHORITY	<p>Subject to working within the Company's Policies and Procedures and operating within the Company Financial and Personnel delegations, the Job Holder is authorized to carry out the actions necessary to undertake the responsibilities listed in this position description.</p> <p>The following should be referred to your Manager:</p> <ul style="list-style-type: none"> • All media enquiries • Any complaints • Any privacy issues • Any accidents, incidents or hazards

Signed by Employee:	Signed for and on behalf of the Employer:
Name:	Name:
Signature:	Signature:
Date:	Date: