

OCCUPATIONAL THERAPIST – TE PUNA WAIORA – Mental Health & Addiction Service

1. PURPOSE OF POSITION

The Occupational Therapist participates as part of the multi-disciplinary team to provide assessment and interventions to Service Users / Tangata Whaiora across the mental health acute care continuum including intensive rehabilitation and day programs. This includes individual and group work.

2. ORGANISATIONAL VALUES

Te Whatu Ora Taranaki our mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Te Whatu Ora Taranaki values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners. Our Te Ahu Te Whatu Ora Taranaki values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKE	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to:	Operationally	Clinical Nurse Manager – Te Puna Waiora
	Professionally	Occupation Therapy Professional Lead
Number of people reporting to you		-
Financial limits authority		-
Operating Budget		-

4. WORKING RELATIONSHIPS

External	Internal
Tangata Whaiora Service Users Tui Ora Ltd Pathways Trust Other Non-Governmental Organisations	Nurse Manager – Acute MHAS AD Associate Clinical Nurse Manager – TPW Associate Director of Nursing – MHAS Occupational Therapy Professional Lead Psychiatrists Clinical Nurse Specialists – TPW/AIS Community Mental Health Team Nursing Staff ABC Team Social Workers Psychologists TPW Activities Facilitator Physical Health Occupational Therapists Consumer & Whanau Advisors Outcomes & Clinical Information Workplan Lead – MHAS

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
<p>1. Clinical Duties & Technical Functions</p> <p>Effectively providing an Occupational Therapy Service across Acute and Rehabilitation Services</p>	<ul style="list-style-type: none"> • Provide an Occupational Therapy service to individual service users. This includes assessment, intervention, planning and evaluation of service user care in conjunction with the person, the multi-disciplinary team, family and/or care-givers as is relevant. • Contribute to the Group Programme through delivery of groups appropriate to the needs of service users from a variety of settings in conjunction with other allied health staff • Conduct functional assessments as required to ensure discharge planning can occur effectively • Ensure that occupational therapy services are evaluated and developed continually as an integral part of the treatment process • Provide assessments of occupational performance considering mental health, safety and physical needs as indicated • Provide occupational focused and psycho-educational groups for in-patients to enhance recovery and encourage community re-integration • Provide individualized sensory modulation assessments & intervention plans for service users in the inpatient setting

Organisational Accountabilities	Expected Outcome for all Employees
<p>Health Equity</p>	<p>Te Whatu Ora Taranaki strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> • The Pae Ora Framework which requires: <ul style="list-style-type: none"> ○ Demonstrating the principles of Tino Rangatiratanga, Equity, Active Protection, Options and Partnership under the Te Tiriti o Waitangi; ○ improving understanding of the determinants of ethnic inequalities in health, in particular the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the Te Whatu Ora Taranaki Pae Ora Framework; ○ Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori; ○ Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy; ○ Ensuring appropriate health literacy responses are used for effective engagement with Māori; • You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the Te Whatu Ora Taranaki Ethnicity Data Collection Policy and procedures; • You must attend the Cultural Competency training provided by and for staff of the Te Whatu Ora Taranaki including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff.
<p>Health and Safety</p>	<ul style="list-style-type: none"> • Maintains a safe and healthy environment • Complies with health & safety policies and procedures • Carries out work in a way that does not adversely affect their health and safety or that of other workers • Complies with procedures and correctly use personal protective equipment and safety devices provided • Contributes to hazard identification and management process • Reports accurately near misses/incidents/accidents in a timely manner • Participates in health and safety matters
<p>Personal Development</p>	<ul style="list-style-type: none"> • Fully contributes to the individual's team performance and is committed to identify and pursue opportunities for developing new knowledge and skills.

Organisational Accountabilities	Expected Outcome for all Employees
	<ul style="list-style-type: none"> • Participates in the performance appraisal process where personal performance and development is reviewed. • Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. VARIATION TO DUTIES

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the **Mental Health and Addictions Service** team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
<p>Effective Communication</p> <p>Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making</p>
<p>Decision Making/Problem Solving</p> <p>Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.</p>
<p>Innovation/Initiative</p> <p>Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.</p>
<p>Resilience/Flexibility</p> <p>Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.</p>

Cultural Safety

Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.

Teamwork

Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success

8. EDUCATION

Occupational Therapy Degree

Registered Occupational Therapist with current practicing certificate from the Occupational Therapy Board of NZ

Relevant postgraduate qualification in a Mental Health area and commitment to continued studies/upskilling

Formal training in Mindfulness and Sensory Modulation preferable

9. SKILLS

Computer literate

Proficient Impwledge of Outlook, MS Word, PowerPoint, IBA, WebPas & MH Smart IT Systems

Current NZ Full Drivers Lience

Excellent time management, documentation and clinical assessment skills

Ability to work autonomously and meet deadlines

Clinical role modelling, with a high degree of maturity, stability and self confidence

A commitment to quality and excellence, with proven ability to contribute to process improvement.

10. EXPERIENCE

Minimum of 2 years postgraduate experience working in Mental Health with acute Mental Health experience desirable

Proficiency in completing functional assessments from an acute perspective to identify strengths and areas for support

Experience in teaching/mentoring staff in new skills/techniques

Working in an demanding and changing environment with ability to respond adaptably to this

Seven Real Skills for Mental Health workers

Working with service users

Every person working in a mental health and addiction treatment service uses strategies to engage meaningfully and work in partnership with service users, and focuses on service users' strengths to support recovery.

Working with Māori

Every person working in a mental health and addiction treatment service contributes to whānau ora for Māori.

Working with families/whānau

Every person working in a mental health and addiction treatment service encourages and supports families/whānau to participate in the recovery of service users and ensures that families/whānau, including the children of service users, have access to information, education and support.

Working within communities

Every person working in a mental health and addiction treatment service recognises that service users and their families/whānau are part of a wider community.

Challenging stigma and discrimination

Every person working in a mental health and addiction treatment service uses strategies to challenge stigma and discrimination, and provides and promotes a valued place for service users.

Law, policy and practice

Every person working in a mental health and addiction treatment service implements legislation, regulations, standards, codes and policies relevant to their role in a way that supports service users and their families/whānau.

Professional and personal development

Every person working in a mental health and addiction treatment service actively reflects on their work and practice and works in ways that enhance the team to support the recovery of service users