



## Ngati Porou Hauora (NPH) Charitable Trust

### Job Description

<b>Position Title:</b>	Child & Adolescent Mental Health Clinician
<b>Department:</b>	Child & Adolescent Mental Health (CAMHS)
<b>Location:</b>	East Coast
<b>Date:</b>	1 April 2019
<b>Reports to:</b>	Mental Health Services Manager and Team Leader

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#### 1. POSITION PURPOSE

This position exists to provide a community based mental health service for tamariki (children), rangitahi (youth) and their whanau (family) within the Ngati Porou area. The position focuses on the following emotional and behavioural disorders:

- Major depression and complicated grief reactions
- Disruptive behaviour disorders eg attention deficit hyperactivity disorder (ADHD)
- Eating disorders
- Substance abuse disorders
- Serious anxiety disorders
- Psychotic disorders especially bi-polar disorder and schizophrenia
- Serious unresolved post traumatic stress disorders
- Emotional and behavioural problems associated with severe and/or chronic physical illness
- Situations where the child/young person is a danger to themselves and/or others

#### **Our Vision**

Kia tu pakari, kei tua o kapenga  
“The next generation living longer than the last”.

#### **Our Mission**

Ngati Porou Hauora Charitable Trust services are responsive to the needs of the people from Potikirua ki Te Toka a Taiau

#### **Our Value**

Manaaki, Te Ihi, Te Wehi, Te Wana  
Respect, Courage, Excellence, Care and Integrity

*“Ki te whakapapa oranga me te whanau, te wairua, te hinengaro, me te tinana.”*  
*“To promote total family health care – spiritually, mentally and physically”*

## 2. SERVICES PROVIDED OR LINKED TO BY CAMHS CLINICIAN

This service is to be visible to communities on the East Coast to provide safe clinical expertise for the assessment, diagnosis and interventions for young people up to the age of 18 years experiencing mental health issues. To link with whanau, local agencies, services and professionals to ensure the young person is able to function at an optimal level within their community.

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## 3. PROVISION AND LEVEL OF SERVICE

Advice and information on how to access services will be provided between the hours 8.00 am and 5.00 pm from a base in Te Puia. The services will be delivered in a flexible way within the community setting, for example in the home and other suitable community based clinics may be used in consultation with the clients. Education and Health promotion hui will be conducted where appropriate to the clientele, for example on marae, in schools or other venues. Specialist Clinics maybe provided at Te Puia Springs or in another area as appropriate to service users and clinicians.

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## 4. IMPORTANT RELATIONSHIPS

External	Internal	Committee/Groups
Tairāwhiti District Health (Mental Health Services Adult & CAMHS, Paediatricians, Well child team, VNT, Maternity)	NPH Management Team	Clinical Advisory Group (CAG)
Schools (Kohanga, Primary, Secondary)	NPH Staff,	
GPs	Quality Co-ordinator	
Iwi Social Services & other agencies/counsellors	NPH services eg GP's, Maternity, Clinic staff, MH team, Mama & Pepi Kaiāwhina, WCTO, RHNs, AKP	
Government Agencies ed MOE, RTLB, CYFs	Nurse Practitioner	

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## 5. PERSONAL SPECIFICATIONS

### ***Qualifications, Experience, Knowledge and Skills Required***

- Health Related Tertiary Qualification (Registered with current APC)
- Current clean and full driver license
- Experience and knowledge in a range of therapy models & knowledge DSM-5 classification system and when such a model is appropriate
- An ability to administer standardised assessments, interpret and implement appropriate interventions
- Computer literacy
- Knowledge of Tikanga Maori and demonstrated ability to work with Maori children, youth, whanau and providers
- Ability to form strong relationships and liaise with other agencies/professionals working with children in health, education and welfare
- Ability to work in multidisciplinary team and provide a level of peer supervision

- Excellent people skills & communication skills including the ability to relate to people of differing ages and cultural backgrounds
- Ability to work autonomously and be highly self motivated
- Ability to adapt and be flexible when required
- Innovative
- Philosophy and attitudes supporting a child, youth and family centred approach
- Focussed on providing services to disadvantaged populations

## 6. SERVICE COMPONENTS REQUIRED

Service component	Description
<i>Clinical Expertise</i>	<ul style="list-style-type: none"> <li>• Assessment – utilise various forms of assessment tools including appropriate psychometric testing with individuals and families as appropriate</li> <li>• Diagnosis – ability to formulate a diagnosis</li> <li>• Treatment – ability to utilise a range of therapeutic approaches for treatment</li> <li>• Participate in duty work and provide advisory back up to Adult MH crisis worker/DAO</li> <li>• Education for families/whanau/caregivers</li> <li>• To manage referrals and discharges in line with policies</li> <li>• Participate in weekly multidisciplinary team meeting</li> </ul>
<i>Coordination, Consultation &amp; Liaison</i>	<ul style="list-style-type: none"> <li>• Provide advice and back up for others eg health, education and welfare</li> <li>• Provide advice and support to AMHS crisis worker/DAO during working hours</li> <li>• Liaise with and provide support for families and others working with children and young people</li> </ul>
<i>Training and education</i>	<ul style="list-style-type: none"> <li>• Undertake appropriate training and up skilling as required</li> <li>• Provide education and training to community groups and other agencies involved with children and young people, as required</li> <li>• Participate in Service Planning (development/enhancement)</li> <li>• Increase in knowledge and skills in areas identified in Appraisal or supervision</li> </ul>
<i>Supervision</i>	<ul style="list-style-type: none"> <li>• Undertakes regular supervision</li> <li>• Participates in peer review activities</li> <li>• Support other team members</li> </ul>
<i>Links with other providers</i>	<ul style="list-style-type: none"> <li>• Integration with other primary care providers, and systems of information sharing and or referral with general medical paediatric services.</li> </ul>
<i>Quality</i>	<ul style="list-style-type: none"> <li>• Maintain up to date documentation of all client related activities, handwritten and electronic as required</li> <li>• Provide data for reporting requirements daily, monthly, quarterly and annually</li> <li>• Provide other data as requested</li> <li>• Participate in quality improvement activities (policy reviews, incident &amp; complaints, audits, reviews, reporting) as required</li> </ul>

## 7. COMPETENCIES

\*\*In addition to the behaviours inherent in NPH values, the following specific competencies are required as a CAMHS clinician

Competency	Description
<i>Customer Focus</i>	Is dedicated to meeting the expectations and requirements of internal and external clients; gets first hand information and uses it for improvements in services including therapeutic services, establishes and maintains effective relationships and gains their trust and respect.
<i>Communication Skills</i>	Able to establish clear directions; sets stretching objectives; distributes workload appropriately; maintains two-way dialogue with others; brings out the best in people; is a clear communicator and active listener; written communication is clear and succinct.
<i>Interpersonal Savvy</i>	Relates well to all kinds of people internally and externally; can build an appropriate rapport, build constructive and effective relationships, uses diplomacy and tact, can diffuse even high-tension situations appropriately.
<i>Priority Setting</i>	Works in a well planned and organised manner. Spends own and others time efficiently.
<i>Problem Solving</i>	Uses rigorous logic and methods to solve difficult problems with effective solutions, probes all fruitful sources for answers, can see hidden problems, is excellent at honing analysis, looks beyond the obvious and doesn't stop at the first answers.
<i>Time Management</i>	Uses time effectively and efficiently. Concentrates efforts on the more important priorities. Gets more done in less time than others. Can attend to a broader range of activities.
<i>Functional/Technical Skills</i>	Has functional and technical knowledge and skills to complete the workload at a high level of accomplishment.
<i>Tikanga Maori</i>	Incorporates aspects of Tikanga Maori into work practices; creates and sustains an environment that promotes bi-culturalism and responsiveness to Maori issues; establishes an environment of respect and trust when working to advance cross cultural understanding.

**Manager Signature:**

\_\_\_\_\_ **Date** \_\_\_\_\_

**Employee Signature:**

\_\_\_\_\_ **Date** \_\_\_\_\_