



Our Vision: People who experience mental illness and addictions living well.

Our Mission: To contribute positively to the recovery of people who experience mental illness and addictions through the provision of quality community services, social housing and by supporting mental health sector development.

Job Description

Title: Tapuhi Tiaki - Clinician

Department: Te Korowai ā Nuku – Ōtopoti/Dunedin

Location: 160 Crawford Street, Dunedin

Reports to: Te Pou ā Nuku (Team Leader) - Te Korowai ā Nuku

Main Purpose of Position:

This position is a combination of a service delivery role and advisory role that offers the opportunity for a Registered Nurse to engage in the complex transition work of the Service, providing clinical guidance to the Team and Te Pou ā Nuku (Team Leader).

Other responsibilities:


Along with other health professionals employed by Comcare, the position provides clinical support to Comcare Services on request.





Functional Relationships:

Internal	External
Service Manager	Specialist Mental Health Services
Triage Practitioner	Advocates/support services
Team Leaders and staff	Needs Assessment and Service Coordination
Comcare Staff	Community and related NGO services
Service Users	Local and Central Government Agencies

Authorities: As per Delegations policy

Key Duties:	Expected Results:
Assisting the Te Pou ā Nuku (Team Leader)	<ul style="list-style-type: none"> • Promote the service and network within clinical services and community agencies • As part of intake processes, engage with referrers to determine client, family and clinical support needs to facilitate the creation of a single transition plan, involving all parties • Te Korowai ā Nuku function will be well understood by referrers; referral rate to service will be maintained; the sector will understand the competencies and professional approach of Te Korowai ā Nuku • Participate proactively in, and facilitate where appropriate, planning meetings with all stakeholders to ensure planning is client-centred and agreement is reached on a single plan for successful transition • Ensure policies and procedures of Comcare and Te Korowai ā Nuku are being followed, that the work is meeting the required goals of the transition plan, and that practice is recovery focused, and client/whanau centred, and that outcomes are sustainable and meet the clients short and long-term support needs • Support and promote people's independence in terms of their medication including liaison with relevant pharmacists and prescribers • Support and monitor Team with medication administration • Escalate issues or adverse events to Te Pou ā Nuku (Team Leader) and the case manager.
As a Te Korowai ā Nuku Team member:	<ul style="list-style-type: none"> • Work with an assigned caseload • Complete all case notes, administration and statistics as required • Undertake complex transitions, particularly those involving multi agency co-ordination and relationship building. Transitions will be well organised, timely and demonstrate high level skill in creating sustainable support packages for people with complex needs • Review outcomes with client at scheduled intervals and modify plan and nature of engagement accordingly • Review the future needs regarding coordination of ongoing supports and the length and nature of support • Maintain a caseload of clients as directed • Maintain up to date case notes in required format, stats are completed within required timeframes, all requests from administration and Te Pou ā Nuku (Team Leader) for completion of required tasks around vehicles, phones, training etc are progressed as per Comcare policies and procedures and in a timely fashion.
Discipline specific work:	<ul style="list-style-type: none"> • Apply the skill set of your discipline to the work of Te Korowai ā Nuku and Comcare • Develop the role and contribution a Registered Nurse can offer clients of Te Korowai ā Nuku and Comcare • Make recommendations to management on developments and training for Comcare staff relevant to your profession • Provide discipline specific assessments or reviews where Te Whai Oranga feel unable to find a clear path forward • As time allows, offer assistance to other Comcare staff with discipline specific work

	<ul style="list-style-type: none"> • With other health professionals employed by Comcare, assist Comcare staff manage situations where the health and welfare of a client are of concern. This usually involves a brief assessment and navigating the health system to ensure the clients clinical care needs are met • Attend the monthly peer support meeting with other clinicians within Comcare.
Honouring te Tiriti o Waitangi	<ul style="list-style-type: none"> • Develop approaches for partnering with mana whenua, Māori with lived experience of mental health and addiction services and their whanau • Work in partnership with clients and whānau to provide culturally responsive and appropriate support to improve outcomes and reduce inequities.
Outside of hours support	<ul style="list-style-type: none"> • To be part of a team available for overnight telephone support to clients where an urgent response is required.
Development	<ul style="list-style-type: none"> • Actively participate in professional development to meet identified learning needs that promote and support excellent performance in the position • Over time employees will, through the natural process of gaining confidence in their ability and understanding of the systems, operate more quickly and efficiently in the job they hold. This will free up time that could be used to develop and enhance the skills knowledge and abilities. As a consequence of this, and because Comcare is interested in developing each employee to their full potential, each employee will from time to time be asked to take on extra duties that are designed to upgrade their skills, knowledge and abilities.
Health and Safety	<ul style="list-style-type: none"> • Proactively support and follow our Health and Safety programs, Polices and Procedures • Ensure services are delivered in line with Comcare's Health and Safety Policies and Procedures • Ensure the wellbeing of Comcare's clients, tenants and staff are at the forefront of any decision taken • Assess and mitigate and manage risk, including no cultural harm • Ensure accidents and incidents in the workplace are reported in a timely manner.
Anei ā mātou whanonga pono / Our Values	 <p>We Statement 'We offer a safe space to enable tāngata whaiora to find their own empowerment and support them to be leaders of their own journey.'</p>

	 Whanaungatanga	<p>We Statement “We take a person-centred approach and nurture a sense of belonging through shared experiences and strengthening ties between whānau and communities.’</p>
	 Manaakitanga	<p>We Statement “We ensure that our mahi reflects a mana enhancing approach to strengthen hope for tāngata whaiora, with aroha, respect, integrity and trus.’</p>
	 Kotahitanga	<p>We Statement ‘We support the mana of each other through respect, collaboration and communication.’</p>
	 Kaitiakitanga	<p>We Statement ‘We protect and preserve taonga for whānau and generations to follow.’</p>

This Job Description is intended to describe the duties/responsibilities that the staff member will be expected to undertake in this position. It should not be considered as a complete and exhaustive list of all responsibilities, duties, or skills required of the position holder. From time to time, the position holder may be required to perform duties outside of their normal responsibilities as needed. This job description will be reviewed regularly in order for it to continue to reflect the changing needs of Comcare.

Person Specification
<p>Qualifications / Background:</p> <ul style="list-style-type: none"> Registered Nurse Relevant Tertiary Qualification <p>Experience / Knowledge / Skills:</p> <ul style="list-style-type: none"> Minimum 3 years Nursing experience Positive attitude Strong problem-solving ability (problem solving / solutions focussed)

- Sound judgement and decision making
- Organised (High level of organisational ability)
- Demonstrating knowledge of Tikanga Māori
- Able to demonstrate in knowledge and practice the principles of the Te Tiriti O Waitangi
- Motivated
- Full current drivers licence
- Proficient in the Microsoft Office Suite
- Well-developed communication and Interpersonal skills
- Clear boundaries
- Empathetic
- View all people as having potential for change
- Values people
- Team Player
- High level of attention to detail
- Professional yet approachable
- Time management

Desirable:

- NGO experience
- Specialist mental health experience
- Understanding of recovery principles and strengths approach
- Creative solution focused with problem solving
- Evidence of good working relationships across the health sector across range of colleagues / clients

Date: February 2024

Signed by:

Date:

Employee:		
Employer:		