



Me aro koe ki te ha o Hineahuone
"Pay heed to the dignity of women"

**Te Puawaitanga
ki Ōtautahi Trust**

Mō tātou a mō ngā uri a muri ake nei
"For us and for those who will come after us"

Position Description

Role Title: *Allied Health Professional or Registered Nurse - Maternal and Infant Mental Health*
Service: Whānau Whakapuawai
Reporting to: Clinical Leader

Organisation Vision

Safe, healthy, stable, and connected whānau securing positive futures for all generations

Whakatauki

Me aro koe ki te hā o Hineahuone

Pay heed to the dignity of women

Mō tātou a mō ngā uri a muri ake nei

For us and our children who come after us

Organisation Mission

We enhance the health and wellbeing of Māori/women and their whānau to achieve their aspirations

Organisation Values

RAPUORA - *in search of excellence in health*

MANAAKITANGA - *support, nurture and take care of*

WHANAUNGATANGA - *belonging, respectful relationships and whakapapa*

WAIRUATANGA - *spirituality, mental wellbeing, cultural identity, and balance*

KOTAHITANGA - *unity, common purpose, and cohesiveness*

RANGATIRATANGA - *leadership, cultural identity, responsibility, and accountability*

PUAWAITANGA - *nurturing, empowerment and development of oneself and one's whānau.*

AROHA - *love, compassion and empathy*

About Whānau Whakapuawai

Te Puawaitanga ki Ōtautahi Trust has been awarded Te Ao Auahatanga Hauora Māori: Māori Health Innovation Fund, initiative in the Te Kākano Category 2020-23. The Fund provides the opportunity to create, develop, implement, and evaluate innovative practices in Māori health, and to expand on successful models, programmes, and services.

The kaupapa Māori Maternal Mental Well-being Innovation is the development and implementation of a kaupapa Māori maternal mental well-being model of service delivery, called Whānau Whakapuawai. This initiative is focused on addressing a significant gap in services to assist Māori whānau dealing with maternal mental health issues such as post-natal depression. This pilot has been funded for an initial 3-year period until 30 June 2023 and will be evaluated by Christchurch based indigenous evaluators, Ihi Research. The role is fixed term until 30 June 2023 for 30 – 40 hours per week.

The key service objectives are

- To address the complex needs of Māori mothers, their pēpi and their whānau
- To meet the need for kaupapa Māori support for those with mild to moderate mental distress
- To whakamana whānau

- To facilitate cultural connection and identity for whānau
- To honour and support Tino Rangatiratanga
- To build community

The initiative will comprise 4 roles, a Project Leader, Kaitohutohu Mātauranga, Kaiwhakapuawai and Allied Health Professional or Registered Nurse (endorsed to work in mental health). The successful application to the Ministry of Health is available on request for interested applicants.

The maternal mental health professional role supports whānau wellbeing by undertaking clinical assessments, developing associated plans with appropriate interventions. The role also provides the line management to the Kaitohutohu Mātauranga and the Kaiwhakapuawai, ensuring the wraparound client centred approach. This role will lead the integration of kaupapa Māori and western models of mental health. The role works closely with the project leader to ensure this pilot initiative proceeds according to plan and is responsive to evaluation findings.

Key Accountabilities/Tasks

1. Clinical Assessment and appropriate interventions

- Undertake comprehensive mental health assessments and reports
- Collaboratively develop a holistic, whānau centred, mental health care plan with the client
- Work with the client and their whānau to meet their goals, as identified in their care plan
- Liaise with key external agencies forming community relationships with a focus on the needs to the client group
- Work with Kaitohutohu Mātauranga and Kaiwhakapuawai ensuring a wraparound client centred approach
- Refer to appropriate agencies as required
- Maintain all documentation, including case notes and referrals to other services

2. Kaupapa Māori and Clinical Practice integration

Take an approach to wellness that considers power and privilege, the past and present social, economic, and political contexts, the impact of social inequity on wellbeing, structural inequalities and experiences of violence and discrimination, issues of race, class, and gender. An approach that emphasises strengths and disrupts dominant culture narratives associated with health.

Make western approaches to mental health responsive for Māori.

3. Evaluation

- Evaluation is a key component of this pilot initiative and *Ihi Research* have been appointed to undertake this mahi. This creates a test and refine context for the initiative. It is important to be responsive to the findings and recommendations of the evaluation and be part of implementing agreed changes.
- Participate in the relevant evaluation activities such as data collection and analysis working with Ihi Research, Rōpu Whānau Whakapuawai, clients and wider community stakeholders.
- Ensure all activities associated with the initiative are well documented

4. Reporting

The reporting requirements for the Ministry of Health are initially monthly and then quarterly as the project matures. Working with Rōpu Whānau Whakapuawai is it important to ensure reporting requirements are met and reporting is accurate and timely.

5. Leadership and Management

- Support your two direct reports to be enthusiastically engaged in their mahi and with organisation vision, purpose, policies, and plans.

- Participate in Strategic and Operational Planning and deliver on team and service annual plans.
- Support a continuous improvement kaupapa within the team and wider organisation.
- Provide, coordinate, and oversee the services of the team as per contract specifications
- Work with Clinical Leader to ensure annual performance reviews with direct reports are completed.
- Attend regular meetings with Clinical Leader to ensure issues are raised and attended to.
- Support the effective recruitment and thorough induction of kaimahi, as required

6. Information Technology

This role requires efficient use of computers, smart phone, and other IT equipment. This includes knowledge of Microsoft Office software including Word, Outlook, Excel.

7. Professional Development

- Participate in professional learning and development opportunities as agreed with line manager
- Participate in organisational individual performance reviews
- Participate in supervision as determined with your line manager.

8. Team and Organisation Player

- Support organisation initiatives such as Wahakura Wānanga, Whānau Mai and other events
- Support organisation to participate in community events such as health expo's, Aranui Affirm and Parenting Week activities.
- Be a positive team player by being proactive and energetic in your mahi.
- Participate constructively in team and organisation hui, which are held on a regular cycle.
- Be responsible for a portfolio that is relevant to your mahi and share updates with all kaimahi.

9. Health and Safety

- All staff have individual responsibility for health and safety practices and will:
 - Be personally responsible for their own and others health and safety at work
 - Promote and participate in health and safety, maintain a safe workplace, and ensure that any safety equipment is always used correctly
- Always establish and insist upon safe methods and safe practices.
- Comply with all legislation, policies and procedures of the organisation which includes filing a report for all incidents and near misses that involve you.

10. Other Duties

- The key accountabilities of the role may change as the initiative is a pilot one and needs to be responsive to client and evaluation findings.
- The key tasks/accountabilities of the role may change so that the organisation is able to adapt to changes in the business environment.
- Support the special nature of Te Puawaitanga ki Ōtautahi as a kaupapa Maori organisation
- Support special activities that the organisation undertakes or participates in including one-off project activities.

Skills, experience, and qualifications

- Registered Nurse or Allied health professional– with mental health experience / background
- Current Annual Practicing Certificate

- Demonstrates a sound knowledge and understanding of maternal mental health and risk assessment
- Demonstrates knowledge and understanding of infant mental health and attachment theory
- Lived experience of Tikanga Māori, cultural values and beliefs that are important to Māori and their whānau.
- Commitment and/or experience to working in a whānau ora approach
- Experience working with Māori and within a kaupapa Māori environment
- Experience of working within teams and knowledge of how teams work.
- Excellent interpersonal communication skills
- Current unrestricted driver's license.
- Current first aid certificate
- Understanding and commitment to Te Tiriti o Waitangi

Key competencies

- Whānau centric - ability and desire to focus attention on meeting the needs of client whanau
- Integrity - has a high work ethic combined with honesty and ability to achieve results
- Relational - commitment and ability to build purposeful communication with a range of people
- Professionalism - represents the organisation favourably and delivers on promises.
- Culturally-wise - ability to work successfully with Māori and other ethnic groups
- Planning and Organisation – ability to work efficiently delivering work on time and to a high standard
- Valuing Diversity - ability to work successfully with people of all views and preferences, recognising and respecting differences.
- Time Management - ability to effectively prioritise and execute tasks
- Flexibility - able to adapt approach and plans to fit with changing conditions, tasks, responsibilities, or people.

Signed by:

(Name of position holder)

Date: