

POSITION DESCRIPTION

POSITION DETAILS:

TITLE:	Pacific Island or Maori Cultural Worker
REPORTS TO:	Clinical Team Leader
LOCATION:	Building 13, Greenlane Clinical Centre
AUTHORISED BY:	Service Clinical Director
DATE:	4 May 2018

PRIMARY FUNCTION:

To provide safe access to services to The Kari Centre Child and Adolescent Mental Health Service through culturally competent delivery of support services for Maori and Pacific island communities.

Authorities:

FTE

Direct Reports: Nil

Budget Accountability (if applicable):

\$ Nil

Relationships

External	Internal	Committees/Groups
<ul style="list-style-type: none"> ▪ Marae ▪ Whanau ▪ Child and Adolescent community and hospital based services ▪ Child health services ▪ Ministry of Health ▪ Ministry of Children Oranga Tamariki ▪ General practitioners/ Primary Health providers ▪ NGO's e.g. mahitahi trust ▪ Education based systems ▪ Iwi Liaison 	<ul style="list-style-type: none"> ▪ Multi-disciplinary team members ▪ Culturally specific services ▪ Portfolio Performance manager and Service Clinical Director ▪ Clinical Team Leaders ▪ Administration staff ▪ Mental health Services ▪ Professional Advisors ▪ Clinical supervisor ▪ Cultural supervisor 	<ul style="list-style-type: none"> ▪ Clinical review/Multi-disciplinary allocation meeting ▪ Other groups as negotiated by Clinical Team Leader/ Lead Clinician

Person Specification		
Education Qualifications	Essential	Desired
Professional		Tertiary Qualification
Experience/Knowledge	<ul style="list-style-type: none"> ▪ Treaty of Waitangi ▪ Tikanga ▪ Pacific Island Cultures 	<ul style="list-style-type: none"> ▪ Knowledge and understanding of mental health issues.

Personal Characteristics
<ul style="list-style-type: none"> ▪ Respect for young people and Whanau using mental health services ▪ Respect for other team members ▪ Vision ▪ Initiative ▪ Team player and collaboration to achieve the best possible outcomes for Tangata Whaiora ▪ Ability to work under pressure and complete work in a timely manner ▪ Organisation and time management skills

CRITICAL COMPETENCIES	
COMPETENCY	DESCRIPTION
Clinical	<ul style="list-style-type: none"> ▪ To ensure the provision of cultural support to Maori/Pacific Island clients accessing the Kari Centre ▪ To facilitate engagement of Maori/Pacific Island families with the Kari Centre ▪ To attend weekly multi-disciplinary and review meetings ▪ To work in partnership with clinicians to ensure the cultural support and safety of all clients. ▪ To provide cultural assessment as part of a mutli-disciplinary team assessment for Maori/Pacific island clients. ▪ To contribute to court ordered reports through delivery of a cultural
Professional	<ul style="list-style-type: none"> ▪ Actively promote the ADHB bi-cultural policy ▪ Remain informed about clinical issues pertinent to work with children, adolescents and their families/whanau. ▪ Undertake further training cultural or clinical as required and negotiated or as requested. ▪ Undertake regular cultural and clinical supervision ▪ Maintain cultural roles and relationships
Teaching, Training and Research	<ul style="list-style-type: none"> ▪ To contribute to the workforce development of mental health clinicians by supporting cultural understanding ▪ To promote the mental health of children and adolescents by providing opportunities for education and training to service groups as required. ▪ To proactively pursue and support research opportunities as negotiated ▪ To assist with training external agencies and the cultural perspective of this
Service Development and Delivery	<ul style="list-style-type: none"> ▪ To actively contribute to the strategic development of the service ▪ To ensure that Quality of Service requirement and expectations are maintained ▪ To promote commitment to a consumer focus and family/whanau participation in the service.

WORKING FOR ADHB – EXPECTATIONS OF EMPLOYEES

CITIZENSHIP

All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation. This means:

- Using resources responsibly
- Models ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB's performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori/Pasifika capability in ADHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
- Raising and addressing issues of concern promptly

THE EMPLOYER AND EMPLOYEE RELATIONSHIP

We have a shared responsibility for maintaining good employer/employee relationships. This means:

- Acting to ensure a safe and healthy working environment at all times
- Focusing our best efforts on achieving ADHB's objectives

A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.

CONSUMER/CUSTOMER/STAKEHOLDER COMMITMENT

All employees are responsible for striving to continuously improve service quality and performance. This means:

- Taking the initiative to meet the needs of the consumer/customer/stakeholder
- Addressing our obligations under the Treaty of Waitangi
- Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe
- Keeping the consumer/stakeholder informed of progress
- Following through on actions and queries
- Following up with the consumer/customer/stakeholder on their satisfaction with the services

PROFESSIONAL DEVELOPMENT

As the business of ADHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:

- Undertaking professional development
- Applying skills to a number of long and short term projects across different parts of the organisation
- Undertaking such development opportunities as ADHB may reasonably require