

	POSITION TITLE	Family Therapist		
	DIRECTORATE	Mental Health and Addictions	DEPARTMENT	Child, Adolescent & Family Service
	REPORTING TO (operationally)	Clinical Manager-Child, Adolescent & Family Service (CAFS)	REPORTING TO (professionally)	Professional Lead (depending professional qualification)
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	<p>This role covers the geographical area of Hawkes Bay covered Hawke's Bay District Health Board (HBDHB) from Wairoa to Central Hawkes Bay.</p> <p>Staff reporting - Nil Direct reports - Nil Indirect reports</p>			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> The Family Therapist role seeks to promote the good physical and mental health of a child or adolescent and their families/whanau to help to resolve personal, family and social problems, which contribute to ill health or disability. It will also involve the development of resources and services, which reduce the occurrence and impact of health and social problems. This position will focus on the provision of high quality therapy to children, adolescence and their families/whanau. Work will include both individual and group work which will be carried out in both community and health care Hawkes Bay settings. It will also include some acute mental health assessment work. This position will include working as part of a multi-disciplinary team, which includes Social Workers, Occupational Therapists, other Family Therapist, Psychiatrists, Kaitakawaenga Registered Nurses, Psychologists, Associate Clinical Nurse Manager. This role works in close association with GPs and community agencies to provide a variety of treatment and care options. To provide a high quality family therapy service to the clients at Te Harakeke CAFS presenting with different mental health conditions including Eating Disorders. To provide consultation, supervision, and support the work of colleagues providing care and treatment, according to expertise. To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Child, Adolescent & Family Service. To work autonomously within professional guidelines and the overall framework of the HBDHB's policies and procedures. To recognise and support the delivery of the Hawkes Bay Health sector vision. 			
KEY DELIVERABLES	<p>Clinical Practice- Te Mahi Haumanu</p> <ul style="list-style-type: none"> Takes professional, statutory and organisational responsibility for managing a caseload of tamariki/tangata whaiora with increasing complexity, and be able to independently adapt and make decisions regarding mental health interventions /support required or provided. Utilises information available to prioritise tamariki/tangata whaiora accepted into the service. Demonstrates ability to organise workload and accept responsibilities for clinical outcomes and outputs. Carries out comprehensive assessment with tamariki/ clients/ tangata whaiora and their whanau and formulates and delivers individualised interventions and family based interventions using comprehensive clinical reasoning skills and in depth knowledge of mental health intervention approaches. This is in partnership with the tamariki/ tangata whaiora, their whānau and the clinical advice of the wider inter professional team (IPP) or multidisciplinary team (MDT). Deliver individual, group and family therapy using evidence based methods and practices. Contribute to clinical planning, co-ordination and case management of the service in ways that results in effective outcomes for tamariki and youths. Assesses the tamariki's understanding of assessment, interventions and goals and gain informed consent for intervention, taking into account those who lack capacity (e.g. those with cognitive difficulties). Demonstrates effective communication and utilises relationship centred practice to establish a therapeutic relationship and develop agreed goals with the tamariki/tangata whaiora, their whanau, including the wider health team and external agencies. This includes relaying complex, sensitive and contentious information. Regularly reassesses and evaluates the tamariki/tangata whaiora performance and progress against agreed goals and adjusts intervention as situations change. Develops comprehensive discharge / transfer plans with tamariki /tangata whaiora and their whānau. Carries out clinical risk assessments for tamariki/tangata whaiora and their whānau on caseload and 			

takes action to effectively manage and mitigate identified risks, seeking support where appropriate. This will include assessing advising and supporting colleagues to address harm to self and/or others, elder abuse and neglect, family violence, child abuse, neglect and vulnerable adults and children across the Emergency Department, CAFS, and Napier Health Centre or in the community as required. .

- Refers in a timely fashion on to other services to work with the tamariki /tangata whaiora towards achievement of longer term goals. This may include joint assessments with other agencies such as Birthright or Directions Youth Health.
- Provides advice, teaching and coaching to tamariki/tangata whaiora, their whānau and other professionals to promote consistency of support being offered.
- Represents the service and / or individual tamariki/tangata whaiora at clinical meetings and case conferences to ensure the delivery of an integrated approach to intervention and to ensure therapy is integrated into the overall intervention (where appropriate) including discharge planning.
- Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice towards reducing these for the tamariki/tangata whaiora, and their whānau.
- Demonstrates provision of culturally safe practice and a confident approach to partnership, protection and participation with tamariki/tangata whaiora and their whānau.
- Adheres to applicable recognised evidence based research and best practice for their profession (e.g. Social Worker, Occupational Therapy, psychology, AoD, Counsellors) and any relevant clinical policies and practice guidelines.
- Ensure clients/tangata whaiora are made aware of their rights and their choices and are empowered through their relationship with the service.
- Identifies unmet needs of tamariki/ tangata whaiora and their whānau identifies potential solutions to address these needs.
- Demonstrates an understanding of the roles and contributions of the members of the interprofessional team.
- Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe tamariki/ tangata whaiora and their whānau care and maintaining service delivery.
- Completes health record documentation consistent with legal, professional and organisational requirements.
- Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision.

KEY DELIVERABLES	<p>Teaching & Learning - Ako Atu, Ako Mai</p> <ul style="list-style-type: none"> • Maintains fitness to practice competency and annual practising certificate (APC) to practice through identification of learning needs and Continuing Professional Development (CPD) activities. This must comply with professional registration requirements. • Contributes to training within the team/service. • Supervises, educates and assesses students (of relevant profession) e.g. Social Work student, nursing student, Occupational Therapy student. • Provides mentoring, clinical support and professional supervision. • Provides inter professional education in direct clinical area, or discipline specific teaching across teams. • Demonstrates the ability to critically evaluate research and apply to practice. • Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice. • Involved in the induction and training of newly appointed staff as required • Completes mandatory training as applicable for the role. • Participates positively in an annual performance review and associated clinical assurance activities. • Participates positively in professional supervision within with the organisations requirements and regulatory professional body. • Provides mentoring and clinical support and / or professional supervision where required. • Role models Hawke’s Bay Sector values and behaviours. 	
KEY DELIVERABLES	<p>Service Improvement & Research - Te Whakapai Ratonga me te Rangahau</p> <ul style="list-style-type: none"> • Broadens research and development skills through participation in local audit and research projects as identified by team leaders or professional leader. • Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc. • Develops and /or participates in regional / sub regional professional networks as appropriate to area of work. Establishes working partnerships with external organisations to promote integrated working. • Contributes to annual planning process, including identifying gaps in service and participating in work activities that may result from the planning process. • Practises in a way that utilises resources (including staffing) in the most cost effective manner. • Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children’s Act 2014, Privacy Act, ACC service specifications etc.). 	
KEY DELIVERABLES	<p>Leadership & Management - Te Ārahi me te Whakahaere</p> <ul style="list-style-type: none"> • Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested. • Assists manager and professional leaders in clinical assurance activities of CAFS staff as requested. • Directs and delegates work to support staff as required in the role, ensuring that delegated tasks, documentation and communication is carried out. 	
HEALTH & SAFETY RESPONSIBILITIES	<p>HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
KEY WORKING RELATIONSHIPS	<p>INTERNAL</p> <ul style="list-style-type: none"> • Manager (CAFS) • Associate Clinical Nurse Manager • Service Director • Allied Health Professionals, Professional Leader & Director of Allied Health • Te Wāhanga Hauora Māori HBDHB • Other teams relevant to supporting the 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Tamariki/ tangata whaiora and their whānau • Community Services and Agencies <p>All other Health Providers, including for example PHO, GPs, Practice Nurses, NGOs, Oranga Tamariki, Ministry of Education & National Specialty Groups</p>

	Tangata Whaiora and whānau journey
DELEGATION AND DECISION	N/A
HOURS OF WORK	80 per fortnight
EMPLOYMENT AGREEMENT & SALARY	<p>Salary will range from \$ 53,335 to \$80,292 gross per annum based on qualifications and experience. This is in accordance with Allied, Public Health and Technical Multi Employer Collective Agreement (MECA) and APEX MECA.</p> <p>Salary will range from \$ 54, 034 to \$72, 945 gross per annum based on qualifications and experience in accordance with the NZNO MECA.</p>
DATE	May 2020
EXPENDITURE & BUDGET ACCOUNTABILITY	<ul style="list-style-type: none"> • Nil
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Working with children adolescents and families/Whanau when this client group are experiencing emotional trauma. • Ensure smooth and effective pathway for tamariki / rangatahi / whānau /kaumatau/kuia referred to the service to ensure barriers to services are reduced. • Competent engaging and addressing cultural needs of the consumer and whānau. • A strong emphasis on improving services & reducing inequities for Māori whānau, hapū and iwi. • Active participation in service area decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare. • Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways. • Able to solve routine problems and initiate seeking assistance to solve complex issues as they arise. • Working in a busy environment requiring robust organisation skills, time management and efficient communication skills.

Our shared values and behaviours



HE KAUANUANU RESPECT *Showing respect for each other, our staff, patients and consumers*

Welcoming	<ul style="list-style-type: none"> ✓ Is polite, welcoming, friendly, smiles, introduce self ✓ Acknowledges people, makes eye contact, smiles 	<ul style="list-style-type: none"> ✗ Is closed, cold, makes people feel a nuisance ✗ Ignore people, doesn't look up, rolls their eyes
Respectful	<ul style="list-style-type: none"> ✓ Values people as individuals; is culturally aware / safe ✓ Respects and protects privacy and dignity 	<ul style="list-style-type: none"> ✗ Lacks respect or discriminates against people ✗ Lacks privacy, gossips, talks behind other people's backs
Kind	<ul style="list-style-type: none"> ✓ Shows kindness, empathy and compassion for others ✓ Enhances peoples mana 	<ul style="list-style-type: none"> ✗ Is rude, aggressive, shouts, snaps, intimidates, bullies ✗ Is abrupt, belittling, or creates stress and anxiety
Helpful	<ul style="list-style-type: none"> ✓ Attentive to people's needs, will go the extra mile ✓ Reliable, keeps their promises; advocates for others 	<ul style="list-style-type: none"> ✗ Unhelpful, begrudging, lazy, 'not my job' attitude ✗ Doesn't keep promises, unresponsive

ĀKINA IMPROVEMENT *Continuous improvement in everything we do*

Positive	<ul style="list-style-type: none"> ✓ Has a positive attitude, optimistic, happy ✓ Encourages and enables others; looks for solutions 	<ul style="list-style-type: none"> ✗ Grumpy, moaning, moody, has a negative attitude ✗ Complains but doesn't act to change things
Learning	<ul style="list-style-type: none"> ✓ Always learning and developing themselves or others ✓ Seeks out training and development; 'growth mindset' 	<ul style="list-style-type: none"> ✗ Not interested in learning or development; apathy ✗ 'Fixed mindset, 'that's just how I am', OK with just OK
Innovating	<ul style="list-style-type: none"> ✓ Always looking for better ways to do things ✓ Is curious and courageous, embracing change 	<ul style="list-style-type: none"> ✗ Resistant to change, new ideas; 'we've always done it this way'; looks for reasons why things can't be done
Appreciative	<ul style="list-style-type: none"> ✓ Shares and celebrates success and achievements ✓ Says 'thank you', recognises people's contributions 	<ul style="list-style-type: none"> ✗ Nit picks, criticises, undermines or passes blame ✗ Makes people feel undervalued or inadequate

RARANGATE TIRA PARTNERSHIP *Working together in partnership across the community*

Listens	<ul style="list-style-type: none"> ✓ Listens to people, hears and values their views ✓ Takes time to answer questions and to clarify 	<ul style="list-style-type: none"> ✗ 'Tells', dictates to others and dismisses their views ✗ Judgmental, assumes, ignores people's views
Communicates	<ul style="list-style-type: none"> ✓ Explains clearly in ways people can understand ✓ Shares information, is open, honest and transparent 	<ul style="list-style-type: none"> ✗ Uses language / jargon people don't understand ✗ Leaves people in the dark
Involves	<ul style="list-style-type: none"> ✓ Involves colleagues, partners, patients and whanau ✓ Trusts people; helps people play an active part 	<ul style="list-style-type: none"> ✗ Excludes people, withholds info, micromanages ✗ Makes people feel excluded or isolated
Connects	<ul style="list-style-type: none"> ✓ Pro-actively joins up services, teams, communities ✓ Builds understanding and teamwork 	<ul style="list-style-type: none"> ✗ Promotes or maintains silo-working ✗ 'Us and them' attitude, shows favouritism

TAUWHIRO CARE *Delivering high quality care to patients and consumers*

Professional	<ul style="list-style-type: none"> ✓ Calm, patient, reassuring, makes people feel safe ✓ Has high standards, takes responsibility, is accountable 	<ul style="list-style-type: none"> ✗ Rushes, 'too busy', looks / sounds unprofessional ✗ Unrealistic expectations, takes on too much
Safe	<ul style="list-style-type: none"> ✓ Consistently follows agreed safe practice ✓ Knows the safest care is supporting people to stay well 	<ul style="list-style-type: none"> ✗ Inconsistent practice, slow to follow latest evidence ✗ Not thinking about health of our whole community
Efficient	<ul style="list-style-type: none"> ✓ Makes best use of resources and time ✓ Respects the value of other people's time, prompt 	<ul style="list-style-type: none"> ✗ Not interested in effective user of resources ✗ Keeps people waiting unnecessarily, often late
Speaks up	<ul style="list-style-type: none"> ✓ Seeks out, welcomes and give feedback to others ✓ Speaks up whenever they have a concern 	<ul style="list-style-type: none"> ✗ Rejects feedback from others, give a 'telling off' ✗ 'Walks past' safety concerns or poor behaviour

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ESSENTIAL CRITERIA

Qualifications

- A recognised qualification in nursing, Social Work, Psychology, Occupational Therapy, Psychotherapy, Counselling, Family Therapy, or similar qualification is required.
- Must be registered to a national registration body.

Experience

- Minimum of 2 years clinical practice experience.
- Clinical experience applicable to role i.e. in child and adolescent mental health assessment and treatment and family therapy approaches.
- Experience in different therapies and modalities e.g. Cognitive Behaviour Therapy, Maudsley Approach Acceptance & Commitment Therapy, and Dialectical Behaviour Therapy.
- Willingness to undertake further study to gain relevant post graduate experience (e.g. Family Therapy training, CBT training, CAMH training).

Business / Technical Skills

- Proficiency in Microsoft Office, Word, i.e. (Outlook, Excel, PowerPoint, Internet resources and e-mail).
- Clean current full NZ driver's license.

Key Attributes

- Effective communication skills
- Ability to build rapport and constructive and effective relationships
- Positive attitude with problem solving focus
- Ability to contribute positively to the interprofessional /multidisciplinary team.
- Self-motivated in developing clinical and professional practice.
- Focus on delivering high quality intervention for the client/patient and whānau.
- Familiarity with child development and family/whanau dynamics.
- Knowledge and understanding of child protection and family violence issues.

Effectively Engaging with Māori

- Demonstrates the ability to engage effectively and respectfully with Māori consumers (patients/families/whanau) and staff
- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Demonstrates ability to apply the Treaty of Waitangi within the Service.
- Shows commitment to, and demonstrates the behaviours of the health sector.

Physical requirements for role: -

As per clinical roles in the Hawkes bay DHB Physical Requirements and Vaccination Status Guidelines May 2019

Agility: Able to kneel, Able to get 1 knee up on bed, Able to squat

Able to raise arms above head, Able to reach arms out in front

Fitness- Able to walk up 2 flights of stairs without stopping

Strength- Able to do at least 3 half press ups (i.e. on knees)

- SPEC training either up to date or planned

DESIRABLE CRITERIA

Experience

Post graduate clinical qualification in child and adolescent mental health and/or child and adolescent development, family therapy and/or specialist models preferred.

Business / Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccinatio