

 <p>HAWKE'S BAY District Health Board Whakawāteatia</p>	POSITION TITLE	Visiting Neurodevelopmental Therapist (Occupational Therapist)		
	DIRECTORATE	Communities, Women and Children Directorate	DEPARTMENT	Child Development Service
	REPORTING TO (operationally)	Clinical Leader Child Development Service	REPORTING TO (professionally)	Occupational therapy Professional Advisor
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	Staff reporting - 0 Direct - 0 Indirect			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> ▪ A Visiting Neurodevelopmental Therapist provides safe and clinically effective assessment and intervention for tamariki / tangata whaiora and their whānau, within Child Development Service. ▪ To ensure and prioritise a focus on patient/client safety and quality relating to care, interventions and processes within the Child Development Service for tamariki / tangata whaiora and their whānau ▪ Delivery of organisational KPI's including relevant MOH target, financial budgets and service plans. ▪ To recognise, participate and contribute to the delivery of the Hawkes Bay Health sector vision, values and behaviours. 			
KEY DELIVERABLES	<p>Clinical Practice - Te Mahi Haumanu</p> <ul style="list-style-type: none"> ▪ Takes professional and organisational responsibility for managing a caseload of tamariki/tangata whaiora with increasing complexity .Be able to independently adapt and make decisions regarding Occupational therapy intervention. Demonstrates ability to organise workload and accept responsibilities for work outcomes/outputs. ▪ Utilises information available to prioritise tamariki/tangata whaiora to enable appropriate allocation of referrals and workload balance with staff in the team. ▪ Carries out comprehensive functional performance occupational therapy assessment with tamariki/tangata whaiora and their whānau. This includes use of standardised, non-standardised assessments and clinical observations to assist in assessment and intervention planning. ▪ Formulates and implements occupational therapy interventions using comprehensive clinical reasoning skills and an in depth knowledge of occupational performance intervention approaches. This is in partnership with tamariki/tangata whaiora agreed goals to enable engaging purposeful and meaningful participation. ▪ Utilises relationship centred practice through demonstrating effective communication, to establish a therapeutic relationships with tamariki/tangata whaiora and their whānau alongside the interprofessional (IPP) and multidisciplinary (MDT) team,including the wider health team and external agencies as appropriate. This includes relaying complex, sensitive and contentious information. ▪ Assesses the tamariki/tangata whaiora cognitive understanding .Taking into account the impacts of cognitive and mental health concerns on the ability to gain informed consent. ▪ Regularly reassesses and evaluates the tamariki/tangata whaiora occupational performance, functional abilities and progress against agreed goals and adjust intervention as situations change. ▪ Develops a comprehensive discharge / transfer plan with tamariki/tangata whaiora and their whānau. ▪ Carries out regular clinical risk assessments with tamariki/tangata whaiora and takes action to effectively manage and mitigate identified risks, seeking support where appropriate. ▪ Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice towards reducing these for the tamariki/tangata whaiora and their whānau. ▪ Represents the service at clinical inter professional discussions, rapid rounds and intervention planning meetings to ensure the delivery of a coordinated interprofessional approach .Ensures that Occupational therapy is integrated and collaborative within the overall intervention planning. ▪ Completes health record documentation consistent with legal, professional and organisational requirements within the working day. ▪ Adheres to research and evidence based practice for occupational therapy, relevant clinical research, policies and practice guidelines. ▪ Engages teaching and coaching with tamariki/tangata whaiora and their whānau careers, supporters and other professionals to promote health literacy ensuring client engagement participation and understanding. ▪ Responsible for functional assessment of activities of daily living including prescription of short term loan equipment and long term equipment funded by Enable New Zealand also environmental adaptations and alterations to the tamariki/tangata whaiora home. ▪ Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision. ▪ Identifies unmet needs of tamariki/tangata whaiora and their whānau and identifies and creates potential solutions to address these needs. ▪ Demonstrates an understanding of the interprofessional roles and contributions of the team. ▪ Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe tamariki/tangata whaiora interventions whilst maintaining high quality service delivery. 			

	<p>Teaching & Learning - Ako Atū, Ako Mai</p> <ul style="list-style-type: none"> ▪ Maintains competency and fitness to practice professional registration requirements, participates within the skillsure ▪ e-portfolio requirements. ▪ Leads and contributes to training within the team/service. ▪ Supervises, educates and enhances the learning opportunities and clinical practice education of occupational therapy students. ▪ Leads and contributes to inter professional (IPP) and multidisciplinary (MDT) education in direct clinical area, or discipline specific teaching across teams and services. Encouraging sharing of knowledge skills and learning across teams and professions. ▪ Maintains an awareness of current developments in research and evidence based practice in occupational therapy and occupational science facilitates recommendations to improve practice. ▪ Facilitates and is involved in the induction and training of newly appointed staff actively role models and promotes the values and behaviours of the Hawke’s Bay District Health Board ▪ Completes mandatory training as applicable for the role. ▪ Participates positively in an annual performance review and associated clinical assurance activities. ▪ Provides and participates in professional supervision in line with the organisations and regulatory authority requirements. ▪ Provides and contributes to coaching, mentoring and clinical support and/or professional supervision <p>Leadership & Management - Te Ārahi me te Whakahaere</p> <ul style="list-style-type: none"> ▪ Contributes constructively to all relevant department, clinical and team meetings, leading and facilitating such meetings. ▪ Leads and assists team leaders and professional leaders in best practice clinical assurance activities of occupational therapy staff. ▪ Directs and delegates clinical tasks to allied health assistants and support staff. <p>Service Improvement and 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, professional leaders or Advanced or Expert Allied Health professionals. ▪ Initiates and participates in quality improvement activities to develop and improve service delivery. Develops and /or participates in regional / sub regional professional networks and relevant activities as appropriate to area of work. ▪ Establishes working partnerships with external organisations to promote integrated working and collaboration shares knowledge and skills. ▪ Contributes to annual planning process, including identifying gaps in service and participating in work activity that may result from the planning process. ▪ Practises in a way that utilises resources (including staffing) in the most cost effective manner to facilitate the best tamariki/tangata whaiora outcomes. ▪ 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.). 	
<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<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 (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>	<p>INTERNAL</p> <ul style="list-style-type: none"> ▪ Child Development Service ▪ CW&C Team, including Paediatricians & Villa 7 Staff ▪ Allied Health Professionals, Professional Advisor & Director of Allied Health ▪ Te Wāhanga Hauora Māori HBDHB ▪ Other teams relevant to supporting the Tangata Whaiora and whānau journey 	<p>EXTERNAL</p> <ul style="list-style-type: none"> ▪ Tamariki, whānau & tangata whaiora ▪ Community Services and Agencies, including Ministry of Education, Ministry for Children Oranga Tamariki, Strengthening Families ▪ Education Providers, Schools and Early Childhood Centres ▪ Health Providers, including Plunket, Tamariki Ora, GPs & Practice Nurses ▪ Enable NZ and associated Providers

DELEGATION AND DECISION	<ul style="list-style-type: none"> ▪ Active participation in CDS decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare ▪ Ability to work within multidisciplinary Team, be accountable for decision making and demonstrate reasoning.
EMPLOYMENT AGREEMENT & SALARY	In accordance with Public, Allied and Technical Health Employee’s Multi Employer Collective Agreement (MECA) \$72,005-\$82,765 per annum according to qualifications and experience.
DATE	April 2020
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> ▪ 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

ESSENTIAL CRITERIA

Qualifications

- Bachelor of Occupational Therapy (BSc), or equivalent.
- New Zealand Registered Occupational Therapist with current Annual Practising Certificate (APC).

Experience

- 2-5 years clinical practice.
- Post-graduate experience in paediatrics with demonstrated competencies in current practice
- Focus on delivering high quality intervention for the tamariki/tangata whaiora and whānau.
- Self-motivated in developing clinical and professional practice. Innovative, flexible and able to work autonomously and as part of a multidisciplinary team.
- Ability to contribute positively to the inter-professional /multidisciplinary team, with proven ability to function positively within a team, both cooperatively and independently
- Excellent oral and written communication skills.
- Experience in working autonomously, with ability to build effective and positive relationships with key services, including primary health providers, NGOs, education providers, Ministry of Education and Oranga Tamariki.
- Commitment to a Family Centred Care Philosophy

Business / Technical Skills

- Current full New Zealand driver's licence with ability to drive a car.
- Proficiency in Microsoft Office, Word, Outlook, PowerPoint, Internet resources and e-mail.

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member

Physical requirements for role

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 Able to play on the floor for at least 30 minutes
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)

Vaccination status for role

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

DESIRABLE CRITERIA

Qualifications

- Membership of the Occupational Therapy Whakaora Ngangahau Aotearoa
- Post graduate qualifications and education in Occupational Therapy, Occupational Science, rehabilitation or other relevant field
- Awareness of the principles of Relationship Centred Practice, with knowledge of / experience in coaching
- Accredited Assessor with Enable New Zealand



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGATE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.