

Position Description | Te whakaturanga ō mahi

Health New Zealand
Te Whatu Ora

Position Title	Social Worker (Casual)
Reports to	Allied Health Team Manager (Operational) Clinical Leader (Professional)
Date	June 2024

The Health System in Aotearoa New Zealand is in a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We are committed to putting people at the heart of all we do, so that we are all supported to deliver world class healthcare to our communities. This means we all behave with honesty, integrity and courage; doing the right thing by each other and our communities. We demonstrate care and concern for our own and others wellbeing. We believe that diversity and inclusion is critical to ensure we deliver the best care for our diverse communities. Therefore, we always respect and value everyone's differences. When making decisions we consider and seek a diverse range of viewpoints especially those from minority groups.

About the Role

The rural health Allied Health professional is responsible for the provision of quality services ensuring the promotion of good health and independence by assessment, treatment, education and co-ordination of care for a wide range of consumers. We provide a broad range of healthcare needs for rural and remote communities with the aim of working towards a Rural Generalist model. Services cover clinical presentations from a diverse client profile in a range of healthcare settings including inpatients, outpatients and community services.

Our positions are based in Greymouth, Hokitika & Westport, however our Allied Health team works collaboratively to provide services to the whole West Coast. Travel throughout the West Coast may be necessary to fulfil the position criteria.

The primary purpose of the role is to:

- Provide assessment, education and treatment using a patient centered model of care for patients (all ages) inclusive of physical and mental health conditions.
- Provide a level of service that supports patients to attain a maximum level of independence in their own environment considering the medical, physical, social, mental and emotional elements of health care.
- Effectively collaborate with all relevant health professionals and outside agencies as well as participation in multi / inter-disciplinary meetings contributing to comprehensive individual patient care plans including transfer of care from home to hospital and back home.
- Provide education for families, whānau, guardians and carers of these patients as necessary.
- Contribute to group-based education programmes in a professional health literate manner e.g. Cardiac & Respiratory rehab programmes.

- Provide an equitable service throughout the West Coast.
- Participate in supervision, mentoring and education to maintain competencies & evidence-based practice.
- Actively support student placements by providing supervision, mentoring and learning opportunities.
- Participate in weekend rosters at Te Nīkau Hospital (if stated in the letter of offer).
- Participate in after hours and/or public holiday rosters at Te Nīkau Hospital, if required.

Most challenging duties typically undertaken, or most complex problems solved:

- Regular workload adjustments in service provision, including changes of work location and supporting inpatients, outpatients and community.
- Wide range of referral types (all ages & presentations including physical & mental health) within Rural Generalism.
- Innovative thinking on working within a geographically challenging region.
- Effective communication and collaboration supporting the flow of patients' transfer of care from home to hospital and back home across the West Coast.

Key Result Areas

Key Result Area	Expected Outcomes/Performance Indicators
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Engages in opportunities to further understand Te Tiriti o Waitangi and its relevance to health delivery; and incorporates this into practice.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Demonstrates willingness to personally take a stand for equity.
Clinical Practice	<ul style="list-style-type: none"> • Clinical practice complies with the Health Practitioners Competence Assurance Act (2003) where applicable and reflects knowledge of legislation and Ministry of Health guidelines that impact on practice. • Professional standards are met as a minimum expectation. • Practice reflects current, evidence based best practice. • Consumers' rights are maintained and demonstrated in accordance with legislation. • Prescribing complies with scope of products prescribe and complies with the Medicines Regulations 1984 (Dietitians only). • Consumers are taught and motivated to undertake self-management appropriate to their condition. • Documentation in patient notes and correspondence is accurate and in accordance with profession specific and Health New Zealand standards.

	<ul style="list-style-type: none"> • Time is utilised and managed effectively. • Supports practice to meet requirements for contracted services e.g. Child Development Service and/or legal requirements e.g. Termination of Pregnancy (TOP) counselling (Social Work only) as relevant. • Relevant statistics and data are accurately collected as required by Health New Zealand, relevant contracts and the Ministry of Health.
Personal & Professional Development	<ul style="list-style-type: none"> • Develops personal professional growth through participation in professional development activities e.g. self-directed learning and/or appropriate conferences, workshops, seminars including extended accreditation to meet service requirements e.g. Dietitian Prescribing, Occupational Therapy/Physiotherapy/Speech Language Therapy Enable Accreditation • Engages with appropriate professional associations. • Keeps up with relevant professional literature & practice. • Actively participates in professional supervision, in-service training and team meetings. • Provides supervision & teaching for student placements ensuring requirements set by Tertiary Education providers are met. • Proactively participates in annual development/success & development plan/performance review systems.
Customer Service	<ul style="list-style-type: none"> • Provides excellent customer service being responsive to consumers' requests including any complaints. • Establishes good communication with consumers, Family/Whānau, Caregivers, Guardians and maintains this throughout intervention/s. • Respects and maintains client confidentiality, rights and dignities at all times. • Models a commitment to customer service and patient advocacy.
Culture & People	<ul style="list-style-type: none"> • Upholds and exhibits the principles of our Code of Conduct at all times. • Demonstrates care and respect for diversity in the workplace. • Practices effective communication with other Health Professionals and colleagues at all times. • Models good team player behaviour, fostering a culture of open collaboration and integration within and between professions.
Innovation & Improvement	<ul style="list-style-type: none"> • Demonstrates commitment to innovation, continuous quality improvement and service development. • Engages and actively participates in quality projects that enhance service development and strategic direction. • Participates as a member of designated committee(s) / groups.
Health & Safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in personal Health and Safety and the Health and safety of those around them. • Actively participates in Health and Safety strategies and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and

	<p>hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes.</p> <ul style="list-style-type: none"> • Reports any clinical and/or non-clinical incidents through the Safety1st platform. • Leads, champions and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
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Relationships

<p>Internal:</p> <ul style="list-style-type: none"> • Director of Allied Health Scientific & Technical • Associate Director of Allied Health Scientific & Technical • Executive Director of Allied Health Scientific & Technical • Allied Health Professional Development Facilitator • Allied Health Scientific & Technical health professionals & support staff • Allied Health Leadership Team (Clinical Leads/Allied Health Team Managers) • All other relevant secondary and community Health Professionals & support staff • Multidisciplinary teams • Enabling services e.g. People and Capability, Data and Digital 	<p>External:</p> <ul style="list-style-type: none"> • Consumers, Family / Whānau, Caregivers, Guardians • Community Health Professionals (GPs, PHO, NGOs) • All relevant outside agencies (e.g. ACC, Plunkett, Arthritis NZ, ENABLE NZ etc.) • Aged Residential Care facilities (ARC) • Tertiary Education Providers and students • Professional Association/s • Registration Board
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About you – to succeed in this role

You will have	<p>Essential</p> <ul style="list-style-type: none"> • NZ registration and current Annual Practising Certificate (APC) • Eligibility/work visa to work in NZ • A current full NZ drivers' licence • Minimum 3 years' experience • Excellent communication – listening, verbal and written • Proven ability maintain confidentiality and use discretion • Proven ability to work autonomously as well as within a team • Be able to work under pressure, prioritise workloads and meet deadlines • Commitment to ongoing self-development and Allied Health service development
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	Desirable <ul style="list-style-type: none"> • Experience working within the New Zealand Health system • Experience working in rural community • Experience working in an Interdisciplinary team • Knowledge of all relevant legislation and standards • Extended accreditation as appropriate e.g. Dietitian Prescribing, Occupational Therapy/Physiotherapy/Speech Language Therapy Enable Accreditation
You will be able to	Essential <ul style="list-style-type: none"> • Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role • Take care of own physical and mental wellbeing, and have the stamina needed to go the distance • Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals • Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities • Demonstrate a strong drive to deliver and take personal responsibility • Demonstrate self-awareness of your impact on people and invest in your own leadership practice to continuously grow and improve • Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.

Signed on behalf of Health New Zealand Te
Whatu Ora, Te Tai o Poutini West Coast

Name -----

Position -----

Date -----

I accept the terms and conditions as outlined in
this Position Description

Name -----

Allied Health Role -----

Date -----