

# Position Description | Te whakaturanga ō mahi

## Health New Zealand | Te Whatu Ora

<b>Title</b>	Social Worker Community Older Person's Health and Rehab		
<b>Reports to</b>	Clinical Manager – South West OPH&R Community Team		
<b>Location</b>	The Princess Margaret Hospital, Burwood Hospital		
<b>Department</b>	Older Person's Health and Rehab Community Teams		
<b>Direct Reports</b>	N/A	<b>Total FTE</b>	0.9
<b>Date</b>	24.11.25		
<b>Job band (indicative)</b>	Allied Health Scientific and Technical bands 1-8		

The Health System in Aotearoa is entering 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 want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

### Te Mauri o Rongo – The New Zealand Health Charter

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The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

**Wairuatanga** – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

**Rangatiratanga** – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

**Whanaungatanga** – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

**Te Korowai Āhuru** – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

## About the role

The primary purpose of the role is to:

To provide efficient and effective social work service within the interdisciplinary Community Service team, Older Persons Health Service, Canterbury District Health Board.

<b>Key Result Area</b>	<b>Expected Outcomes / Performance Indicators</b>
<b>Provision of a Social Work and IDT service</b>	<ul style="list-style-type: none"> <li>• Clients are seen in an environment that affords privacy and best meets their religious/cultural/social needs and at times that suit the daily routines of clients and carers.</li> <li>• Completes an InterRAI assessment for clients as required</li> <li>• Evidence of the ability to negotiate and prioritise mutually agreed goals with clients/family/whānau that are relevant to their needs and rehabilitation goals eg, home visits, family interviews.</li> <li>• Utilise a range of social work interventions considered to be best practice for social work to maximise client outcomes/goal attainment.</li> <li>• Strategies are developed with clients to promote choice, independence, empowerment and participation.</li> <li>• Referrals to other disciplines/services completed in a timely manner.</li> </ul>
<b>Safe, Ethical, Legal Practice</b>	<ul style="list-style-type: none"> <li>• Evidence of the ability to act and to justify actions in compliance with the requirements of the relevant professional body and the ethical, legal and safety requirements of the CDHB for the role.</li> </ul>

	<ul style="list-style-type: none"> <li>Service is provided in accordance with Unit/Division philosophy, objectives, standards, policies and protocols with reference to the relevant Service Provision Framework.</li> <li>The client/carer informed of the process of the Protection of Personal and Property Rights Act 1988 or other relevant legislation as appropriate.</li> <li>Information given to client/family/carer is documented.</li> </ul>
<b>Culturally Safe Practice</b>	<ul style="list-style-type: none"> <li>Demonstrate a commitment to bi-cultural practice.</li> <li>Evidence of provision of a service that takes into account the socio-cultural values of clients/family/whanau.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>Demonstrate an effective range of communication skills throughout the social work process with clients/family/whanau. Written communication clearly informs IDT of assessment findings, intervention plans, and any ongoing social work intervention.</li> <li>Communication within the IDT is relevant, appropriate and professional.</li> <li>Relevant client and carer education and information is provided in an appropriate format and in a client friendly professional manner.</li> </ul>
<b>Management of Self and People</b>	<ul style="list-style-type: none"> <li>Evidence of ability to manage and monitor resources to ensure clients are receiving professional services within the IDT in a timely manner.</li> <li>Undertakes regular supervision</li> <li>Evidence of caseload prioritization.</li> <li>Evidence of effective student supervision in compliance with standards/requirements of relevant training provider.</li> <li>To provide profession specific supervision as negotiated with Team Leader.</li> </ul>
<b>Management of Environment and Resources</b>	<ul style="list-style-type: none"> <li>Demonstrates ability to safely manage the client's environment/equipment, including the management of risk.</li> <li>Involvement in the promotion of issues relating to the health and social needs of older people.</li> <li>Actively contribute to the review of service delivery and service development and the development of professional practice within the service.</li> <li>Commitment to continuous quality improvement.</li> </ul>
<b>Continuing Professional Development</b>	<ul style="list-style-type: none"> <li>Participate in education/inservice training within Unit/Service.</li> <li>Undertakes professional supervision as per ANZASW supervision standards.</li> <li>Participates in annual performance appraisal.</li> <li>Communicates support and training needs to Clinical Manager and Professional Leader.</li> <li>Demonstrate on-going professional development including the use of professional research/literature to maintain best practice.</li> <li>Communicates best practice to the IDT and colleagues via formal and informal forums.</li> </ul>

<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care.</li> <li>Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>Commits to helping all people achieve equitable health outcomes.</li> <li>Demonstrates awareness of colonisation and power relationships.</li> <li>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.</li> <li>Shows a willingness to personally take a stand for equity.</li> <li>Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table.</li> <li>Models an agile approach –tries new approaches, learns quickly, adapts fast.</li> <li>Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same.</li> <li>Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.</li> </ul>
<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes.</li> <li>Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

## Relationships

External	Internal
<ul style="list-style-type: none"> <li>• Clients/Family/Whānau/Carers.</li> <li>• Home Based Support and Nursing Service providers</li> <li>• Referrers from the community and service agencies, including primary care</li> <li>• Voluntary agencies and those providing informal supports</li> <li>• Tertiary education providers</li> </ul>	<ul style="list-style-type: none"> <li>• Interdisciplinary team members</li> <li>• Staff in other departments across the community and inpatient settings</li> <li>• Clinical, Service, and Professional Leaders</li> </ul>

## About you – to succeed in this role

<b>You will have</b>	<b>Essential:</b>
	<ul style="list-style-type: none"> <li>• Bachelor or masters of social work or equivalent.</li> <li>• A current New Zealand Annual Practicing Certificate</li> <li>• Previous experience working in health and/or disability care settings.</li> <li>• Clinical experience in the speciality area of gerontology and/or rehabilitation.</li> <li>• Knowledge and understanding of mental health changes and the impact on the elderly.</li> <li>• A positive and creative approach to problem solving.</li> <li>• A high degree of adaptability and flexibility, able to be responsive to service demands each day.</li> <li>• Experience in implementing Te Tiriti o Waitangi in action.</li> <li>• Excellent communication skills – listening, verbal &amp; written.</li> <li>• Strong organisational &amp; time management skills.</li> <li>• A commitment to learning and developing new skills</li> <li>• A current full New Zealand driver's licence and the ability to drive manual and automatic vehicles</li> <li>• Good clerical, literacy, and computer skills.</li> </ul>
<b>You will be able to</b>	<b>Essential:</b>
	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.</li> <li>• Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.</li> <li>• 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.</li> </ul>

- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests 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.*