

# Position Description | Te whakaturanga ō mahi

## Health New Zealand | Te Whatu Ora

Title	Behaviour Support Facilitator		
Reports to	Charge Nurse Manager, Whaikaha		
Location	Hillmorton Hospital		
Department	Whaikaha		
Direct Reports		Total FTE	
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date			
Job band (indicative)			

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

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

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The primary purpose of the role is to:

The role requires the Behaviour Support Facilitator to support and develop service delivery by the Whaikaha team in conjunction with the clinical psychologist and all team members

<b>Key Result Area</b>	<b>Expected Outcomes / Performance Indicators</b>
	<p>Specifically, the role is responsible for:</p> <ul style="list-style-type: none"><li>• Ability to conduct comprehensive functional assessments of behaviour, monitor for observed changes in behaviour in response to intervention.</li><li>• Ability to provide written work and data analysis reports in a timely manner.</li><li>• Ability to develop behaviour plans using Positive Behavioural Support framework, and support all team members to apply that information consistently.</li><li>• Deliver a variety of empirically based behavioural to individuals or groups with complex needs as appropriate to the setting and presenting difficulties.</li></ul>

	<ul style="list-style-type: none"> <li>• To work in partnership with the Whaikaha clinical psychologist, including engagement in supervision.</li> <li>• </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>
Equity	<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>
LEADERSHIP ROLES ONLY - Culture and People Leadership	<ul style="list-style-type: none"> <li>• Leads, nurtures and develops our team to make them feel valued.</li> <li>• Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others.</li> <li>• Provides leadership that shows commitment, urgency and is visibly open, clear, and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally.</li> <li>• Implements and maintains People &amp; Communications strategies and processes that support provide an environment where employee experience, development, and performance management drive achievement of the organisation's strategic and business goals.</li> <li>• Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained &amp; strengthened.</li> </ul>
Innovation & Improvement	<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>
Collaboration and Relationship Management	<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> </ul>

	<ul style="list-style-type: none"> <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>
Health & safety	<ul style="list-style-type: none"> <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>
Compliance and Risk	<ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are followed.</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>

Matters which must be referred to the Charge Nurse Manager

**Relationships**

External	Internal
<ul style="list-style-type: none"> <li>▪ Tangata Whaiora and their families</li> <li>▪ Non-governmental organisations within the disability sector</li> <li>▪ Psychology tertiary education providers</li> <li>▪ Relevant Government agencies</li> <li>▪ Primary health service providers</li> <li>▪ consumer and family advisors</li> <li>▪ People and Capabilities</li> <li>▪ Administrative and support staff</li> </ul>	<ul style="list-style-type: none"> <li>▪ Psychology Clinical Lead, Mental Health Division</li> <li>▪ Psychology Area Lead, Forensic Mental Health and Intellectual Disability Cluster</li> <li>▪ Clinical Director and Service Manager</li> <li>▪ All members of the Intellectual Disability Service</li> <li>▪ Allied Health Leaders</li> <li>▪ Other relevant stake holders e.g. suppliers, funding agencies.</li> <li>▪ </li> </ul>

**About you – to succeed in this role**

**You will have**

- Essential:
  - Undergraduate degree in psychology
  - Experience in implementing Te Tiriti o Waitangi in action.
  - Masters degree preferable
  - Training in applied behavioural analysis
  - Knowledge of Positive Behaviour Support
  - Experience working within a multi-professional team.
  - Experience working with neurodiversity
  - Have a working understanding of the Treaty of Waitangi and demonstrated commitment to biculturalism and working with culturally and linguistically diverse persons.
- Desired:
  - Experience in providing education, consultative, and supervisory support to colleagues.
  - Experience working in complex systems
  - Experience in setting up and delivering groups.

**You will be able to**

**Essential:**

- 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 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.

## General Skills

- Excellent time management, documentation and clinical assessment skills.
- Expertise in assessment and intervention within mental health with individuals.
- Excellent ability to work in a team and in a professional manner.
- Computer literate.

- Full driver's licence.
- Excellent ability to take initiative and work independently.
- Flexible approach to delivery of service.
- Expertise in communicating behavioural concepts/formulations in easily understood ways to various disciplines within the multidisciplinary team.

### **Personal attributes**

The Behaviour Support Facilitator working in this role will:

- Be well-grounded and self-reflective.
- Have a client focus and an ability to work in complex systems.
- Have a high level of constructive interpersonal skills and a high degree of effective communication and interaction skills.
- Have initiative and ability to work under pressure.
- Have an ability to remain calm when responding to crisis.

*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.*