

## Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

<b>Title</b>	Occupational Therapist – Te Whare Hohou Roko		
<b>Reports to</b>	Charge nurse manager – Te Whare Hohou Roko		
<b>Location</b>	Hillmorton Hospital		
<b>Department</b>	Forensic Mental Health Service		
<b>Direct Reports</b>	Clinical Manager/Clinical Nurse Manager Professional accountability to Clinical Lead Occupational Therapy	<b>Total FTE</b>	1.0
<b>Job band (indicative)</b>	Steps 1 - 10 (Core Salary Scale - Health NZ and PSA Allied, Public Health, Scientific & Technical Collective Agreement),		

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:

- In this specialised role, staff work within Forensic Services within Specialist Mental Health. Consumers comprise a dual diagnosis (mental health conditions & forensic history) and require ongoing specialist treatment and intervention and/or a secure environment. Individuals within forensic services often have high complex needs and can be high risk. They may be on remand or serving a given sentence within an identified specialist mental health facility.
- Delivery of Occupational Therapy assessment and treatment for adults (and their families) who have complex needs and often have multi agency input and/ or care and protection issues, or multiple diagnoses. The role also enables staff to work with individuals with mental health needs within a multidisciplinary inpatient team.

Key Result Area	Expected Outcomes / Performance Indicators
<b>Applies occupational therapy knowledge, skills and values</b>	<ul style="list-style-type: none"> <li>• Accepts responsibility for ensuring that his/her occupational therapy practice and conduct meet the standards of the professional, ethical and relevant legislated requirements</li> <li>• Demonstrates knowledge and use of occupational therapy assessments and interventions, utilising current evidence based practice</li> <li>• Considers volition, habituation and performance within the clients environment</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrates knowledge and understanding of performance components and the relationship between the client's functioning and their mental health.</li> <li>• Explores role development with the client including vocational needs</li> <li>• Respects each individual as unique, and empower them to improve their own occupational performance</li> <li>• Practices using a trauma informed approach, including the use of sensory strategies</li> <li>• Utilises graded activity and activity analysis/ synthesis to promote occupational functioning</li> <li>• Assesses occupational physical health needs eg equipment provision, fall prevention</li> <li>• Establishes, maintains and concludes therapeutic interpersonal relationships with client</li> <li>• Communicates effectively with clients and members of the health care team</li> <li>• Maintains privacy and confidentiality at all times.</li> <li>• Represents the organisation and the occupational therapy profession in a committed manner, projecting a professional image of occupational therapy</li> <li>• Assesses and manages risk of resources and the occupational therapy environment</li> <li>• Assesses client's risk in conjunction with the MDT</li> </ul>
<p><b>Builds partnerships and collaborates with others</b></p>	<ul style="list-style-type: none"> <li>• Actively contributes to the MDT, and represents occupational therapy</li> <li>• Develops positive relationships with clinicians from other disciplines</li> <li>• Shares specialist knowledge and networks with occupational therapy colleagues within and external to Te Whatu Ora</li> </ul>
<p><b>Practises in a safe, legal, ethical and culturally competent way</b></p>	<ul style="list-style-type: none"> <li>• Demonstrates competence in emergency procedures, e.g. fire, and CPR</li> <li>• Maintains currency with mandatory training</li> <li>• Identifies, takes appropriate action and promptly reports clinical, Occupational Safety &amp; Health and security incidents</li> <li>• Collaborates and participates with colleagues and members of the health care team to facilitate and co-ordinate care</li> <li>• Recognises and values the roles and skills of all members of the health care team in the delivery of care</li> <li>• Participates in multi-disciplinary team meetings and family conferences, representing the occupational therapy perspective of patient needs, and enacting outcomes appropriately</li> <li>• Participates in activities which monitor/audit delivery of quality patient care e.g. certification processes</li> </ul>

	<ul style="list-style-type: none"> <li>• Demonstrates knowledge of legislation relevant to mental health</li> </ul>
<b>Engages with and takes responsibility for your profession</b>	<ul style="list-style-type: none"> <li>• Prioritises own workload</li> <li>• Uses resources in a cost-effective manner within budget constraints</li> <li>• Participates in team meetings</li> <li>• Use appropriate channels of communication</li> <li>• Acts as a preceptor in the orientation of new staff</li> <li>• Acts as a student supervisor</li> <li>• Assists in compiling resource material for educational purposes at unit, cluster and organisational level</li> <li>• Makes case study presentations to his/her peers at team and cluster level</li> <li>• Participates in in-service education and post-registration education as approved/requested by manager/ clinical specialist</li> <li>• Has a knowledge of ethical principles and assists others in resolution of potential dilemmas, utilising appropriate resource people where necessary</li> <li>• Maintains professional development</li> <li>• Actively participates in own supervision</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>
	<ul style="list-style-type: none"> <li>•</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>

#### **Matters which must be referred to the Charge Nurse Manager**

- Concerns identified during contact with tangata whaiora/whanau/carers/providers
- Role expectations, personal training and development requirements
- Changes which may impact your ability to perform the role
- Health and Safety concerns
- Leave (sickness, annual, educational)

#### **Relationships**

<b>External</b>	<b>Internal</b>
<ul style="list-style-type: none"> <li>Occupational Therapy peers</li> <li>Tangata Whaiora, whanua, support staff</li> <li>NGO staff</li> <li>Occupational Therapy Registration Board</li> </ul>	<ul style="list-style-type: none"> <li>MDT members – SW, Nursing, psychology, psychiatry, Pukenga Atawhai etc.</li> <li>Occupational Therapist in FMHS</li> <li>Clinical OT specialist, OT clinical lead and Allied Health Consultant</li> <li>Lived experience team</li> <li>Volunteers</li> </ul>

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

##### **You will have**

##### **Essential:**

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.

##### **Knowledge of:**

- Developmental and psychiatric conditions including dyspraxia, ADHD, Autism, anxiety and behaviours of concern.
- Self-care, recreation, leisure and education/ vocational skills for adults
- The importance of engagement in meaningful occupation and roles as an effective intervention for reducing the risk of re-offending.
- Knowledge of the IDCC&R Act, CPMIP Act and Mental Health Act

**Assessment:**

- Sensory processing (Adolescent/Adult Sensory Profile)
- Standardised functional performance e.g. AMPS, MOHO, COPM to formulate a baseline of functioning and to guide intervention.
- Sharps assessments
- Development of functional risk assessments (inpatient and community activities/roles). This also includes grading and adapting risks for functional performance.
- Functional cognitive skills and assessments utilised.

**Group Skills:**

- Behaviour activation
- Sensory awareness
- Disclosure
- Transitioning out of hospital
- Emotion regulation
- Education and vocational training

Managing mental health/coping strategies

**Desired:**

- Trauma informed care
- Behaviour activation
- Family therapy and family dynamics

**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.

*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.*