

Position Description

Position Title	Registered Health Professional – Opioid Substitution Treatment (OST)
Service Group	Mental Health and Addictions Service
Team	Adult Community Mental Health and Addictions Service (ACMHS)
Reports to	Clinical Team Leader
Direct Reports	None
Authority Level	Nil delegations
Issue Date	August 2021
Approved By	Andrew Neas

Te Whatu Ora - Health New Zealand, Hauora a Toi Bay of Plenty

Te Whatu Ora Hauora a Toi Bay of Plenty's fundamental purpose is to work within the resources allocated to it, to improve, promote and protect the health of the whole population within its district, and to promote the independence of people with disabilities.

Vision: Healthy, thriving communities.

Mission: Enabling communities to achieve

Our Values: Compassion, All-one-team, Responsive, Excellence



Te Whatu Ora Hauora a Toi Bay of Plenty is committed to the Treaty of Waitangi principles of Partnership, Participation and Protection, and to meaningful engagement in decision-making with Tangata Whenua at strategic, operational and service levels.

Delivering this commitment is through: the implementation of our He Pou Oranga Tangata Whenua Determinants of Health framework: respect for and promotion of our Kawa and Tikanga Māori; ensuring cultural safety; seeking to eliminate disparities in health between Māori and Non Māori.

All staff have a part to play in this commitment.

Primary Purpose

The Registered Health Professional OST is employed to provide safe, effective client care using professional knowledge and skills in accordance with Te Whatu Ora Hauora a Toi Bay of Plenty:

- Policies and protocols
- Scope of Practice

- Practise in accordance with the partnership inherent in the Treaty of Waitangi

This role requires the Registered Health Professional to work in line with Ministry of Health and local policies and procedures as part of a multi-disciplinary approach. The service provides an outpatients-based opioid substitution assessment and treatment service to individuals with an identifiable or suspected opioid dependence disorder in accordance with the New Zealand National Guidelines for OST service delivery.

Key Responsibilities	Outcomes
<p>1. Management of - Clinical Care</p>	<ul style="list-style-type: none"> • Undertakes a comprehensive and accurate assessment of clients using suitable assessment tools underpinned by evidenced based knowledge within acceptable timeframes • Contributes to care planning involving clients, and demonstrates an understanding of clients' rights to make informed decisions • Ensures the client is provided with appropriate information to make informed decisions relating to treatment, and care reflects clients preferences • Provides treatment interventions according to the plan and undertakes clinical practice procedures and skills in a competent and safe way • Provide support that enhances recovery and reduces the risk of relapse • Able to discuss ethical issues related to area of practice with clients/families and the health care team • Work with family/whānau where appropriate, offering support and other interventions • Ensures documentation is current, accurate, timely and maintains confidentiality within a legal and ethical framework • Demonstrates computer skills necessary to collate data for essential care delivery • Evaluates client's progress toward expected outcomes, including treatments and health education, in collaboration with the client and the health care team • Evaluates the effectiveness of treatment seeking assistance and knowledge as necessary • Educates client to maintain and promote health according to client needs • Takes appropriate actions in emergency situations and other situations that compromise client safety • Demonstrates commitment to the Treaty of Waitangi, the application of the Treaty to practice, and the improvement of Māori health status • Practises in a manner that the client determines as culturally safe

	<ul style="list-style-type: none"> • Promotes an environment that enables client safety, independence, quality of life, and health • Duties are rostered and rotating where a 24 hour, 7 day service is provided
2. Professional Responsibility	<ul style="list-style-type: none"> • Practises safely based on professional, ethical and legal standards in accord with relevant legislation, codes, and policies and upholds client rights derived from that legislation • Plan and prioritise workload, adapting as necessary • Takes responsibility for maintaining own professional development, including mandatory organisational requirements, updating knowledge to reflect best practice, and sharing knowledge with others • Contributes to the support, direction and teaching of colleagues to enhance professional development • Actively engages in and effectively utilises clinical supervision and offers/provides this to clinical staff within the services as appropriate and as per the Mental Health and Addiction Service Clinical Supervision Policy • Participates in regular Performance Reviews and contributes to peer review • Maintains infection control principles • Evaluates environmental safety, completes hazard identification and risk assessments • Proactive and responsible in maintaining health and safety for clients, staff and public
3. Interpersonal Relationships	<ul style="list-style-type: none"> • Initiates, maintains and concludes therapeutic interpersonal interactions with clients • Communicates effectively, positively and courteously with clients and the health care team • Resolves problems and conflicts effectively using organisational structures and processes • Practises in partnership with the client acknowledging family/whānau perspectives and supports their participation in services.
4. Inter-professional Health Care and Quality Improvement	<ul style="list-style-type: none"> • Collaborates and co-ordinates care with other health professionals to ensure a quality service • Assist in establishing and facilitating community based support groups • Maintains and documents information necessary for continuity of care and recovery • Develops a discharge plan and follow up care in consultation with the client, family and other health team members • Makes appropriate referrals to other health team members

	<ul style="list-style-type: none"> • Recognises and values the roles and skills of all members of the health care team in the delivery of care • Demonstrates a knowledge of community services and resources • Participates in continual quality improvement activities to monitor and improve standards of nursing • Participates in review and audit of practice and policies based on research
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Key Relationships

Internal	External
<ul style="list-style-type: none"> • Allied Health Leader MH&AS • Midwives/Nurses/Allied Health • Clients, Families/Whānau • Consumer advisor • Family/Whānau advisor • Medical Staff • Regional Maori Health Services • Speciality Nurses 	<ul style="list-style-type: none"> • Community-based health services • Primary Health Care providers • NGO providers • Community Mental Health & Addiction Services • Community Pharmacies/Pharmacists

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Registered Health Professional with current practising certificate 	<ul style="list-style-type: none"> • Post-graduate qualification with an addictions focus • Demonstrates a commitment to post-registration study and professional development, including CASP
Experience	<ul style="list-style-type: none"> • Significant and varied MH&AS experience • Demonstrates a sound knowledge and understanding of addiction and co-existing problems and risk assessment • Demonstrates knowledge and understanding of addiction and co-existing problems theory 	<ul style="list-style-type: none"> • Previous experience working in the area of addiction / opioid substitution treatment. • Experience of working within health care teams and a multidisciplinary approach
Attributes	<ul style="list-style-type: none"> • Computer literacy skills • Full driving licence without endorsements. 	<ul style="list-style-type: none"> • Affiliation to DAPAANZ • Knowledge of Tikanga and Te Reo
Values	<ul style="list-style-type: none"> • Demonstrates behaviours consistent with the Te Whatu Ora Hauora a Toi Bay of Plenty values. 	

You agree to demonstrate flexibility and a willingness to perform a variety of tasks to promote and support Te Whatu Ora Hauora a Toi Bay of Plenty initiatives.

You are required to meet the Health and Safety at Work Act 2015 requirements as set out in the Te Whatu Ora Hauora a Toi Bay of Plenty Health and Safety policies and protocols.

This includes:

- Successfully completing any health and safety training provided by the Te Whatu Ora Hauora a Toi Bay of Plenty.
- Complies with responsibilities under the Health & Safety at work Act 2015
- Ensures that the service meets health and safety and emergency management requirements.
- Complies fully with health and safety policies and procedures, including use of protective clothing and equipment as required
- Active participation in hazard management and identification process, and proactive reporting.

You are required to maintain a standard of health which will allow for the performance of all duties and functions of the position. All Te Whatu Ora Hauora a Toi Bay of Plenty sites are smokefree environments.

Health Practitioners Competence Assurance Act 2003

1. You are required to maintain your current competency based practicing certificate.
2. You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).
3. You must complete the requirements of any competency programme.
4. You must notify your employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
5. Know the provisions of the HPCAA as the governing legislation.

Childrens Act 2014

Due to this position having contact with children and Te Whatu Ora Hauora a Toi Bay of Plenty's commitment to child protection, you will be subject to 'safety checks' under the Childrens Act 2014 at the time of hire and thereafter as per the relevant legislation.

Position Holders Declaration

I certify that I have read, understand, and agree to this position description.

Name:

Signature:

Date:



**Attitudes and behaviours
We want to see**

**Outcome
Everyone we come into
contact with will feel...**

**Attitudes and behaviours
We don't want to see**

C Compassion

Cares about other people. Has empathy and understanding. Is calm and reassuring. Protects people's dignity.

Treats everyone with respect regardless of their views, role or background. Value differences. Culturally competent.

Notices, acknowledges and appreciates people's efforts and achievements, gives praise, making people feel valued.

Cared for and respected

Treated with respect and cultural sensitivity

Valued and engaged

Is rude, bullies, intimidates or humiliates. Creates anxiety. Doesn't act if someone's dignity is suffering.

Disrespectful, judgmental, makes assumptions about people. Gossips or talks behind people's backs. Rough behaviour.

Criticises people's efforts, takes people for granted, makes people feel undervalued, belittled or inadequate.

A All-one-team

Shares knowledge and information openly and honestly, clearly explains and updates people on what's happening.

Takes time to listen to others, is interested in their views. Invites people to ask questions and share concerns or ideas.

Involves patients, whānau and colleagues as equal partners. Builds teams and relationships to achieve the best outcomes.

Clear about what's happening

Listened to

Involved in a partnership model

Withholds knowledge and information, leaves people confused or in the dark.

Doesn't listen, talks over people, dismisses or puts people down, makes decisions without consultation.

Doesn't trust or involve people in things that affect them. Excludes, overrides, micro manages.

R Responsive

Friendly, polite, approachable, warm. Introduces themselves. Creates a happy environment. Smiles when appropriate.

Shows kindness. Is attentive to people's needs, supportive, helpful and willing. Often goes the extra mile for people.

Respects people's time. Plans ahead and co-operates so things run smoothly. Looks for efficient ways of doing things.

Positively welcomed

Supported, so they would want to be cared for or work here

We are flexible and efficient, and use resources wisely

Ignores people, snappy or aggressive tone of voice or behaviours, 'rushing' and saying "I'm too busy".

Passes the buck, says "it's not my job", unsupportive, does not take responsibility and leaves work for others.

Often late. Leaves people waiting unnecessarily or puts people under pressure with unrealistic timeframes.

E Excellence

Chooses to take a positive, will-do attitude. Looks for solutions. Uses positive words and actions to good effect.

Aims for the best results, always learning, developing skills, knowledge, and ways of doing things, and helping others to.

Consistently follows agreed, safe, best-practice.

Seeks, welcomes and gives constructive feedback, speaks up when they have a concern, coaches others' behaviour.

Part of a positive culture of high achievement

Things are always improving

Safe

We are role models who are open to feedback

A negative attitude, often moaning, complaining or grumpy. Focuses on problems.

Assumes they know best, resists change, not interested in learning or developing. Happy with 'good enough'.

Inconsistent, cuts corners, closed to new evidence.

Blames. Closed to feedback. By not speaking up about poor behaviour or unsafe practice they condone it.

