

## SCHEDULE 2

### POSITION DESCRIPTION

TITLE	
Job Title	Pou Ārahi – Māori Primary Mental Health & Addiction Practitioner
Service Location	Poutiri Trust
Reports to	General Manager - Kirsty Maxwell-Crawford

PURPOSE
<p>Poutiri Trust is a kaupapa Māori charitable trust established in 1997 by Te Whānau Poutirangiora ā Papa, a collective of kaumatua and kuia seeking to communicate and connect the Treaty relationship in health to the equitable treatment of Māori, with an overarching goal of improving the health status of Māori throughout the Bay of Plenty region.</p> <p>Mataora is about uplifting the mauri of whānau and supporting whānau/ whaiora to reconnect with their unique selves. Mataora will support the journey of connection that individual and whānau take to transition from a state of negative tapu to noa wellness. Poutiri and partners are implementing the new Mataora (Service) for whānau across the Western Bay of Plenty for Māori who are experiencing mild to moderate distress in their wellbeing and their whānau. Mataora is an exciting new culturally responsive service, where whānau will be able to choose from a range of accessible services that support mild to moderate mental health and addiction needs, integrating indigenous healing modalities and Māori-led psychological therapies. Delivery will include the provision of one-to-one support, whānau wānanga and whānau-a-kaupapa/ group programmes.</p> <p>Mataora allows Poutiri to expand on current service delivery to:</p> <ul style="list-style-type: none"> <li>• increase access and equity of access</li> <li>• increase choice in addressing people’s holistic needs</li> <li>• reduce wait times, and</li> <li>• improve outcomes and equity of outcomes.</li> </ul> <p>The Pou Ārahi Practitioner will:</p> <ul style="list-style-type: none"> <li>• contribute to enhancing the oranga of Whānau</li> <li>• provide a strengths-based holistic recovery approach for whānau; inclusive of taha hinengaro, whānau, wairua and tinana, experiencing distress</li> <li>• provide therapeutic interventions such as pūrākau/ Narrative Therapy, pōwhiri/ poutama, meihana and hui models applied by Māori mental health and addiction practitioners, CBT talking therapies, trauma counselling, ngā taonga tākaro/ play therapies</li> <li>• empower whānau in self-advocacy, self-management, and independence.</li> </ul>

KEY TASKS	EXPECTED OUTCOMES
Mahi oranga	<ul style="list-style-type: none"> <li>• Triage, formulation, assessment and evidence informed treatments that align to mana whenua best practice</li> <li>• Provide therapeutic supports such as pūrākau/ Narrative Therapy, pōwhiri/ poutama, meihana and hui models, talking therapies, trauma counseling, ngā taonga tākaro/ play therapies</li> <li>• Assist Whānau to engage/ re-engage own healing modalities and hauora activities</li> <li>• Apply the principles of Te Tiriti of Waitangi by:               <ul style="list-style-type: none"> <li>- Demonstrating the practical application of Te Tiriti of Waitangi in everyday work</li> <li>- Using Te Reo Māori appropriately, and adheres to tikanga</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>- Demonstrating a commitment to improving Māori health equity</li> <li>- Demonstrating a commitment to improving equity of health outcomes for Pasifika and other priority populations</li> <li>- Actively seek out opportunities to empower whānau to draw on existing capabilities and strengths to resolve health and wellbeing issues, with coordinated support from a range of providers</li> <li>- Recognise the importance of communication and engage across internal systems and processes to ensure what and how we do things honours Mana to Mana Practice</li> <li>- Committing to support future workforce development opportunities with the workplace</li> <li>- Actively promotes equality and diversity within the environment.</li> </ul>
Mahi hauora	<ul style="list-style-type: none"> <li>• Improve outcomes with a specific focus on Māori</li> <li>• Assist in improving Māori health and reducing health inequalities between Māori and non-Māori</li> <li>• Advance whānau ora and affirm positive Māori approaches that improve Māori health outcomes</li> <li>• Promote Māori services delivery systems that value health and social service integration as well as employing whānau centred interventions</li> <li>• Recognise service models that address the needs of whānau, hapū, iwi and Māori communities</li> <li>• Enhance physical, spiritual, mental and emotional health, giving whānau control over their own destinies.</li> </ul>
Mahi haumanu	<ul style="list-style-type: none"> <li>• Practice in accordance with relevant ethical and professional codes</li> <li>• Recognition and reconciliation of conflicts among relevant codes and laws (seeks advice where appropriate)</li> <li>• Actively uphold the human rights of whānau including the right to be free from coercion, the right to be treated in a non-discriminatory way and the right to receive care and support that responds to their physical, psychological, spiritual, intellectual, and cultural needs.</li> <li>• Application of explicit ethical decision-making processes to ethically complex situations</li> <li>• Knowledge of best practice guidelines in area of practice.</li> </ul>
Mahi o te ao hangarau	<ul style="list-style-type: none"> <li>• Proficiency in the use of personal computers and related software applications required for the role (including Recordbase, Microsoft Word, Excel, Power Point)</li> <li>• Gather and compile data, information and prepare reports</li> <li>• General administrative planning skills, particularly in filing and systems management</li> <li>• Strong understanding of time management and presentation skills;</li> <li>• Ability to monitor, review and/or maintain quality improvement processes and standards</li> <li>• Skill in organising resources and establishing priorities.</li> </ul>
Mahi haumarū	<ul style="list-style-type: none"> <li>• Observe safe work practices and operating procedures and comply with relevant legislation and policies and procedures.</li> <li>• Understand and implement safe work practices and operating procedures.</li> <li>• Take appropriate action to ensure a safe healthy working environment for self and others.</li> <li>• Receives monthly Clinical Supervision.</li> </ul>
Mahi hiranga	<ul style="list-style-type: none"> <li>• Contribute to an environment that nourishes the wairua of our people.</li> <li>• Staff are familiar with and practice appropriate cultural tikanga for different forms of care.</li> <li>• Familiarise and apply Mataora in practice.</li> <li>• Proactively contributes to the realisation of organisation's vision and the attainment of strategic goals, including: <ul style="list-style-type: none"> <li>- Commitment to health, wellness and fitness.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>- A repertoire of waiata for pōwhiri and other occasions is known by staff</li> <li>- Te Reo is freely used throughout the organisation</li> <li>- Cultural occasions are practiced appropriately.</li> </ul>
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### KNOWLEDGE, SKILLS AND ABILITIES

- NZ Registered Clinician (Occupational Therapist, Nurse, Social Worker, Psychologist)
- Experience and knowledge in te reo Māori me ōna tikanga
- Grounded knowledge of mātauranga Māori
- An in-depth understanding of Te Tiriti o Waitangi and how it relates to health well-being and equity
- An understanding of the impact of colonisation on health and wellbeing
- Knowledge of indigenous methodologies and health models
- Experience of working with people presenting with acute and complex mental health and/or addiction issues
- An understanding of trauma informed care and experience in working with people who have experienced complex trauma
- Effective facilitation and negotiation skills in an individual or group setting
- A working knowledge of the Mental Health Act
- Knowledge of the National Mental Health Sector Standards
- Ability to be flexible and adapt behaviour to reflect diverse situations and people, and deal positively with difficult situations and people
- Exhibit well-developed communication skills that enable clear, relevant, and appropriate presentation of ideas, opinions, views and recommendations
- Produce written communication that is clear, concise, and logical, and of a high standard that is easily understood by the reader and for Māori audiences and whānau
- Apply knowledge of policies and procedures and practical experience when developing solutions to field problems
- Know when to seek guidance from others on matters of operational policy and procedure
- Recognise and appropriately escalates issues for wider consideration
- Produce and record accurate reports, in particular risk formulation and assessment
- Self-Management/ Planning Skills
- Effectively manage time and workload, taking responsibility for learning and development, while maintaining a balance between work and personal life.

### KEY RELATIONSHIPS

Internal	<ul style="list-style-type: none"> <li>• Poutiri clinic and community staff</li> <li>• Poipoiā te Pāharakeke</li> </ul>
Community	<ul style="list-style-type: none"> <li>• Ngā hapū o Tapuika</li> <li>• Waitaha</li> <li>• Ngā Kura</li> <li>• Ngā Kohanga Reo</li> <li>• Whānau</li> </ul>
External	<ul style="list-style-type: none"> <li>• Te Tomika</li> <li>• Rau o te Huia</li> <li>• Te Puna Hauora</li> <li>• BOPDHB</li> <li>• Ministry of Health</li> <li>• WBOPDHB</li> <li>• Poutiri provider network</li> <li>• Tauranga Women's Refuge</li> <li>• Pacific Island Community Tauranga Trust</li> </ul>