



Social Worker			
Reports to:	Whānau Harm Lead (Tatiana Morgan-Norris) and Practice Manager (Waina Taiatini)		
Number of direct reports:	nil		
VISION			
<p>Ko toiora te whāinga taiooreore, mō ngā whānau, me te hapori whānui, mā te toiora, ka tō te mauri ora ki a tātou Whāia te toiora, kia ora ai te katoa</p> <p>Ultimate Wellbeing is the goal for families and wider communities through ultimate wellbeing, our people will flourish. Pursue ultimate wellbeing for the vitality of all people.</p>			
Pono	Manaakitanga	Rangatiratanga	Whanaungatanga
<ul style="list-style-type: none"> ✓ Role model toiora; walk the talk ✓ Integrity and accountability; follow through everytime ✓ Drive for positive change 	<ul style="list-style-type: none"> ✓ Aki, uplift the mana of others ✓ Acts of service, we take care of whānau ✓ Hand up not hand out ✓ Respect individuality & uniqueness 	<ul style="list-style-type: none"> ✓ Te Reo Māori me ōna Tikanga ✓ People before profit ✓ Kaupapa Māori is living best practice ✓ Mana ki te mana practice 	<ul style="list-style-type: none"> ✓ Weaving together for best outcomes ✓ Strengths based ✓ Continuous, genuine relationships ✓ Toiora available for all whānau
PURPOSE			
<p>Poutiri is seeking a Social Worker with a wealth of experience in working with whānau. This is a new role for Poutiri Wellness Centre and the successful candidate will work particularly with whānau:</p> <ul style="list-style-type: none"> • who walk-in seeking help from Poutiri • who may be experiencing family harm, and • with a disability. <p>This is a diverse social work role to:</p> <ul style="list-style-type: none"> • provide high quality, Māori clinical services to whānau who experience family harm • provide high quality social work interventions from a Māori centred approach • work as an effective member of a multi-disciplinary team that focusses on quality outcomes for whānau • support whānau and carers in maximising the potential and wellbeing of taitamariki, rangatahi and tangata whaikaha • establish Māori disability supports and sign language classes as part of Poutiri Wellness Centre • establish a strong foundation for toiora flourishing wellbeing gains. 			

RESPONSIBILITIES	KPIs
<p>Provide a comprehensive kaupapa Māori wellbeing service:</p> <ul style="list-style-type: none"> • Triage, assessment, and evidence informed support that align to best practice for Māori whānau • Provide tikanga-based care through Whānau inclusion, whakawhanaungatanga, whakapapa, whakawatea, waiata, wakaaroa, and whakanoa • Assist Whānau to engage/ re-engage own healing modalities and hauora • Ongoing safety, support and care for whānau to enhance wellness and minimise relapse • Early intervention and harm reduction strategies, including well-grounded information delivered to the consumer and whānau in a way that is meaningful to, and timely for kiritaki (clients) and whānau • Whānau tautoko identified by the kiritaki (client) are involved and valued • Provide social work support, whānau education and groups • Support Poutiri Wellness centre integrated services • Provides effective and efficient management of caseload • Create and establish whānau centred plans 	<ul style="list-style-type: none"> • Respond and support to walk-ins and put plan in place same day • Referrals prioritised and actioned within 2 business days • Demonstration of planning, enhancing protective factors and risk management for positive outcomes • Active in weekly MDTs • Work actively with at least 15 whānau (caseload) • Group facilitation and whānau education • Accurate and timely reporting • All clinical file audit requirements met
<p>Mahi Whaunaungatanga Reliability and Trust</p> <p>Mahi Tahī Collaboration</p>	<p>Mahi whanaungatanga - Maintain trust by:</p> <ul style="list-style-type: none"> • Understanding the impact of colonisation, privilege and power on health outcomes and engagement • Welcome and manaaki whānau tautoko as natural and normal • Understanding and implementing the Health and Disability Consumers Code of Rights, the Health Information Privacy Code • Demonstrates knowledge of Toiora Wellness Centre philosophy and model to accelerate equity of Māori health outcomes • Providing services courteously and respectfully, with regard to the cultural beliefs and needs of patients and their whānau • Responding openly to complaints or feedback. <p>Mahi tahi - working collaboratively by:</p> <ul style="list-style-type: none"> • Working reliably and collegially with other members of the team to ensure whānau receive optimal and efficient care • Develop collaborative working relationships within the team and providers.
<p>Mahi Manukura Compliance with best practice</p>	<ul style="list-style-type: none"> • Practice in accordance with relevant ethical codes • Recognition and reconciliation of conflicts among relevant codes and laws (seeks advice where appropriate) • Application of explicit ethical decision-making processes to ethically complex situations • Knowledge of best practice guidelines in area of practice • Have a working understanding of: Te Tiriti o Waitangi; The Privacy Code 2020; The Code of Health and Disability Services Consumer’s Rights 1996; Accident Rehabilitation and Compensation Insurance Act 1992; Occupational Health and Safety Act 1992 • Have an understanding and adherence to ANZASW Code of Ethics • Have an understanding and commitment to SWRB Competency’s

Mahi Manukura Technical skills	<ul style="list-style-type: none"> • Proficiency in the use of personal computers and related software applications required for the role (including Excess, Microsoft Word, Excel, Power Point) • Gather and compile data, information and prepare reports • Ability to monitor, review and/or maintain quality improvement processes and standards • Skill in organising resources and establishing priorities.
Mahi Manukura Compliance	<ul style="list-style-type: none"> • Observe safe work practices and operating procedures and comply with relevant legislation and policies and procedures • Being aware of, and taking action if occupational hazards are identified • Follow company policy to report untoward events/incidents/errors • Understand and implement safe work practices and operating procedures • Take appropriate action to ensure a safe healthy working environment for self and others • Demonstrating a working knowledge of Poutiri protocols and policies with regard to clinical practice • Completing event/incident forms as per Poutiri policy • Completing tasks in a timely fashion, or delegating if absent.
Mahi Manukura Professionalism	<ul style="list-style-type: none"> • Engage in ongoing professional development • Contribute to an environment that nourishes the wairua of people • Staff are familiar with and practice appropriate cultural tikanga for different forms of care • Familiarise and apply Te Pae Mahutonga in practice • Proactively contributes to the realisation of Poutiri Trust’s vision and the attainment of strategic goals, including: <ul style="list-style-type: none"> - Commitment to health, wellness and fitness - A repertoire of waiata for pōwhiri and other occasions is known by staff - Te Reo is freely used throughout the organisation - Cultural occasions are practiced appropriately • The role will be asked from time to time, to perform other tasks to maintain the smooth and effective service of the Wellness Center

QUALIFICATIONS AND SKILLS

- Tertiary qualification in social work, counselling or other related fields
- Relevant professional registration
- Experience and knowledge working in family harm, child protection and Mana ki te Mana, Te Tiriri-Informed social work practice.
- Flexible, adaptable and resilient
- Ability to build and maintain credible relationships internally and externally
- 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
- Comfortable with computerised client/patient management systems
- 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
- 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
- Report writing skills, in particular risk 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.