



**POSITION DESCRIPTION
PRIMARY AOD CLINICIAN**

KUPU WHAKATAKI - FOREWORD

Nelson Bays Primary Health promotes and supports quality community health services, with an emphasis on keeping people healthy. “Be Well for all people” - Piki te ora o ngā tāngata katoa.

Nelson Bays Primary Health (NBPH) leads and coordinates a range of primary health care services through its contracted General Practices and primary health providers e.g. Māori Providers and NGOs, in the delivery of the Primary Health Care Strategy. The organisation holds contracts with Health New Zealand – Te Whatu Ora (TWO) and other providers for these services. Nelson Bays Primary Health is committed to reducing health inequalities within the health system.

HE KAUPAPA NUI - PURPOSE

The Primary AOD (Alcohol and Other Drugs) Clinician role is based in primary care with a focus in the rural community. The role will assist with implementing appropriate referrals, brief interventions, and connections to community providers across education and community sectors. The position will involve working closely with the Te Whatu Ora Alcohol and Drug Service (AOD), and the Youth Primary Mental Health and Addictions Service (YPMHA) and the NBPH Mental Health team. The AOD Clinician will be responsible for providing brief interventions for identified primary based AOD needs and assist in promoting health across our region for people requiring a mild to moderate level of assistance. The clinician will be proficient in using the HEeADSS, the SACS (Substances and Choices Scale) assessment tools, the AUDIT (Alcohol Use Disorders Identification Test) and the CUDIT (Cannabis Use Disorders Identification Test).

We are aiming, with this role, to assist rurally based people to improve access to the health services they need to address addictions and co-existing disorders challenges. The AOD Clinician will be required to work closely with other health providers to better meet the needs of people and to deliver a clinical service which can provide brief intervention support to address mild to moderate addictions and co-existing disorders. Relevant tertiary qualifications, experience in the health sector, as well as being passionate about the health and wellbeing of our people are requirements of the position.

It is expected that this service will focus on people (12year and over) with mild-moderate alcohol and other drug disorders &/or with co-existing mental health challenges.

WHĀINGA TŪRANGA - POSITION OBJECTIVES

The Primary AOD Clinician will work alongside our YPMHA, MH team and the Adult AOD clinician based out of Victory Community Centre and will have a strong connection to Te Whatu Ora AOD & Mental Health services. This is a primary healthcare service designed to:

- Improve access to health care services for rurally based people with AOD needs.
- Commitment to provide an equitable service to Māori and vulnerable populations in rural communities.
- Provide brief intervention services to rural people with mild to moderate AOD/ needs.
- Facilitate access and refer to specialist services and advice when required.
- Ensure that appropriate and timely referrals are made to improve rural health and reduce inequalities.
- Promote and support overall improvement in the provision of services to people in this district through developing workforce, provide training and resources and guiding best practice approaches.



The focus of the service is to improve outcomes for rural people and to reduce inequalities, supporting early detection and treatment of problems related to substance use to facilitate learning, school performance and positive development.

WHANAUNGATANGA - RELATIONSHIPS

- **Reports to:** Youth Clinical Lead
- **Supervision:** Regular clinical supervision is arranged as per NBPH policy
- **Internal Relationships:** Nelson Bays Primary Health staff
- **External Relationships:** Clinical Governance Groups
General Practice Teams
Schools
Māori Health Providers
Nelson Marlborough Te Whatu Ora staff
Te Whatu Ora Services
Patients/Relatives/Whānau
Community Agencies Other organisations and businesses as appropriate
Alternative Education services
Youth Transition Services
Strengthening Families Coordinator

TE WĀHI - LOCATION

This position is located at the office of Nelson Bays Primary Health, but regular travel is required across the locality and elsewhere nationally including and the running of clinics in community-based settings.

HAUORA WHAKARURUHAU - HEALTH AND SAFETY

Nelson Bays Primary Health is committed to achieving the highest level of health and safety for its staff. All employees are expected to identify, report, take responsibility for and resolve issues that may cause harm to themselves or others in the organisation. You are expected to always work safely, and to actively participate in health and safety programmes in your area. It is expected that you will report all accidents, incidents, or potential hazards to your direct line supervisor.

TE TIRITI O WAITANGI

Nelson Bays Primary Health is committed to its obligations under Te Tiriti O Waitangi. As an employee you are required to understand and implement Te Tiriti O Waitangi within your work and actively participate in opportunities and initiatives that will contribute to reducing the disparity in health status between Māori and non-Māori.

NGĀ MAHI MATUA - KEY TASKS	NGĀ HAEPAPA - RESPONSIBILITIES
DUTIES	<p>Clinical Service is to provide:</p> <ul style="list-style-type: none"> • A comprehensive assessment of people referred to the service for assistance with problematic substance use. This may include the use of cultural assessment and screening and brief assessment and audit tools such as the



Strengths and Difficulties questionnaire (SDQ) or the Substance Use and Choices Scale (SACS), The AUDIT (Alcohol Use Disorders Identification Test) and the CUDIT (Cannabis Use Disorder Identification Test)

- Alcohol and Other drug brief intervention treatment, therapy, support, and care co-ordination. This could be a mixture of individual and group work and could include (but not limited to):
 - Individual care planning
 - Harm minimisation.
 - Strengths-based approaches
 - Motivational interviewing
 - Internet-based therapy such as CBT
 - Cognitive Behavioural Therapy
 - Relapse prevention.
 - Consequential thinking and Problem Solving
 - Self-esteem issues
 - Stress and Anxiety Management techniques.
- The clinician will meet weekly with the Primary AOD Service team for AOD issues or via the Mental Health team for MH referrals to discuss cases and agree referral and care plans as required.
- Expected duration of treatment is for up to four sessions of interventions. These interventions may be in the form of one-on-one counselling sessions; group sessions; or phone consults.
- Liaison and consultation with other providers of health services.
- Family and natural supports are to be inclusive of interventions offered.

Other requirements of the role include:

- Providing a geographically accessible service for the Nelson Bays catchment area.
- Flexibility in service hours to meet individual need.
- Accessing appropriate clinical supervision
- Linking the development of the service with strategic and annual plans
- Participation in measuring service outcomes
- Familiarity with and active involvement in service planning/development initiatives
- Providing reports to NBPH Management



	<ul style="list-style-type: none"> • Providing quarterly reports to NBPH Management on programme development and activities • Contributing to the annual planning of NBPH • Timely and complete maintenance of service and administrative records/documentation in supporting NBPH activities. • Maintaining electronic records and provide reports back to the general practice or Māori Health Provider on patients' activity/discharge
<p>COMMUNICATION</p>	<ul style="list-style-type: none"> • Excellent communication skills • Maintenance of effective interpersonal relationships with all staff members, Board members, community representatives and members • The ability to speak and write clearly, conveying essential information without unnecessary complexity. • Effective contact and liaison with communities
<p>QUALITY IMPROVEMENT/AUDIT ACTIVITY</p>	<ul style="list-style-type: none"> • Assess for any potential or actual risk/safety issues. Contact the appropriate agency if any significant risks are identified. • Take opportunities to obtain new skills and competencies which will enhance delivery of service. • Demonstrate willingness and involvement in quality improvement activities to achieve service and organizational objectives in an innovative manner. • Take personal responsibility for making things happen. • Maintain professional registration and competencies where applicable
<p>NGĀ TIKANGA MĀORI</p>	<ul style="list-style-type: none"> • Utilise Māori words whenever possible e.g. kia ora (hi, hello), haere mai (welcome), Kei te pēhea koe? (How are you?) etc. Attend and support cultural practices such as Powhiri, Mihi Whakatau, and any other events as directed by your manager. • Assist in the establishment and maintenance of effective relationships with Iwi Māori, Māori Health Providers, and other Māori communities where possible. • Integrate Māori practice models alongside clinical practice where possible e.g. The Meihana Model • Undertake cultural and clinical supervision where appropriate. • Undertake ongoing development and training in cultural development and/or through cultural competency training requirements



HEALTH AND SAFETY/RISK MANAGEMENT	<ul style="list-style-type: none">• Familiarity with and active involvement in the identification and management of Health and Safety issues/environments• Communication with the team regarding specific safety considerations involved in rural/remote sole worker conditions and practise-based scenarios that may require team support.
ADVOCACY SKILLS	<ul style="list-style-type: none">• Work positively, sensitively, constructively, and culturally appropriately with all staff members and community representatives to secure positive ongoing primary health outcomes and relationships.• Maintain strict confidentiality

MĀTAURANGA ME NGĀ PUKENGA - EXPERIENCE AND KNOWLEDGE

The Primary AOD/ Clinician will hold:

- A New Zealand health registration (E.g: Occupational Therapist, Registered Nurse, Social worker or Registered DAPAANZ), with a current Annual Practising Certificate.
- a current tertiary qualification in an appropriate health field.
- current membership of a health professional body/organisation.
- a minimum of two years' experience working in MH & addiction service
- experience within primary healthcare settings would be an advantage.
- a full and current driver's license
- experience with information and communication technology, including Microsoft Office.

WHANONGA PONO – PRINCIPLES AND ATTRIBUTES

- Ability to establish and maintain relationships, to work across and be respectful of diverse cultures and communities to achieve health gains for all.
- Ability to work effectively and independently, as well as be part of a multidisciplinary team.
- Demonstrate an understanding of risk management, identifying emerging risks and ensuring risk mitigation action plans are developed and followed.
- Adaptable and flexible in the work environment, with an ability to think laterally; Sound problem solving skills and openness to innovative initiatives.
- Strong organisational skills with the ability to follow a task through to completion and the ability to prioritise competing demands and meet service needs.
- Open to change and willing to adopt and initiate change within the overall development of services to better meet the needs of those we serve; commitment to service developments, evaluation, and monitoring.
- Positive attitude with a realistic outlook; energetic and motivated, demonstrating flair and initiative.
- Respect for others – promotion of mutual trust; able to act with initiative, tact, integrity and maturity.
- Open to continual professional development, including developing professional competence and responsibility and maintenance of professional standards.



Signed for and on behalf of NBPH the Employer:	Signed by the Employee:
Name: _____	Name: _____
Signature: _____	Signature: _____
Date: _____	Date: _____