

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

Title	Clinical Needs Assessor		
Reports to	Unit Manager		
Location	Otago/Southland		
Department			
Direct Reports	N.A		Total FTE
Budget Size	Opex		Capex
Delegated Authority	HR		Finance
Date			
Job band (indicative)			

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

The primary purpose of the role:

Allied Health, Scientific and Technical professionals and Registered Nurses work in health care teams providing a range of diagnostic, technical, therapeutic and direct patient care and support services that are critical to the other health professionals they work with and the communities they serve.

This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the Te Whatu Ora in a way that is consistent with the Organisation’s vision and values. This way of working will ultimately benefit all our patients and communities.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	
Legislative requirements	<ul style="list-style-type: none"> • Practice in accordance with relevant legislation, codes, policies etc. and upholds consumer rights • Uphold professional code of ethics • You adhere to professional and legislative standards of practice • You work according to the scope of your Annual Practising Certificate
Assessments and Interventions	<ul style="list-style-type: none"> • Undertake accurate and comprehensive assessments and evaluations • Plan and implement appropriate interventions • Your interventions are realistic and based on best practice

	<ul style="list-style-type: none"> You use standard measurement tools and equipment as set down by departmental protocols Provide relevant education – including and relevant alternative options – in a format that can be clearly understood Collaborate with patients to set realistic, patient centred outcomes
Documentation	<ul style="list-style-type: none"> Maintain confidentiality of patient information and documentation Adhere to Health New Zealand’s documentation standards Your documentation is timely, clear, concise and accurate
Culturally Sensitive Practice	<ul style="list-style-type: none"> Practices in a culturally sensitive manner You assist patients to gain appropriate support and representation which reflects their cultural needs and preferences
Professional Responsibilities	
Working in a collegial manner	<ul style="list-style-type: none"> Contribute to the support and education of colleagues and students to enhance development of the profession Participate in and contribute to the functioning of the team Establish and maintain an effective working relationship with staff You have formal and informal systems in place for supporting colleagues You maintain supervision records for students You participate as a team member to ensure the best outcomes for patients / people
Evidence-based practice and research	<ul style="list-style-type: none"> Consistently refer to and relate practice to literature and research Critique, discuss and disseminate evidence based best practice Reflect and evaluate the effectiveness of own practice You implement evidence-based best practice procedures and guidelines You update your knowledge related to best practice guidelines and area of practice You maintain a professional portfolio or participate in an approved CPD programme (as per professional requirements)
Time management	<ul style="list-style-type: none"> Manage own time adopting a disciplined approach to establishing and following identified role-related priorities Your tasks are scheduled and completed in a timely manner
Professional development	<ul style="list-style-type: none"> Develop and maintain professional competency Appraisal, peer review, observed practice or other professional audits as applicable Develop both personally and professionally to meet the changing needs of your career and profession You hold current registration You maintain an up-to-date professional development plan
Other Duties	
	<ul style="list-style-type: none"> Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience

	<ul style="list-style-type: none"> • Act as a role model for the Health New Zealand organisational values • You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness • You produce work that complies with Health New Zealand processes and reflects best practice • Research undertaken is robust and well considered • Live and support the Health New Zealand values in everything that you do
Professional Development - self	<ul style="list-style-type: none"> • You identify areas for personal and professional development • Training and development goals are identified/agreed with your manager • Performance objectives reviewed annually with your manager • You actively seek feedback and accept constructive criticism
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • 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. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • 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. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • 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. • Models an agile approach –tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • 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. • 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.

Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • 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. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Relationships

External	Internal
<ul style="list-style-type: none"> • Clients, patients, families, whanau and caregivers • Services from the community, funding bodies, student or intern clinical liaison staff • Primary care – GP's, other medical staff • Relevant professional organisations • Other service providers 	<ul style="list-style-type: none"> • Professional Leaders (PL's) • Multi-disciplinary colleagues • Operational Manager • Professional Development Facilitator • Administration Staff

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.
- Registered Health Professional under Health Practitioners Assurance Act or Social Work Registration Act, with assessment skills as part of competency requirement
- Current Annual Practicing Certificate
- A high level of interpersonal and communication skills
- Experience working with older people and their whanau / family members
- Experience with Windows based computer programme and electronic systems
- A current drivers licence

Desired:

- Accredited interRAI Assessor gaining competencies in Home Care, Contact and Palliative Care

- Comprehensive care planning skills based on the Restorative model of care
- A working knowledge of how health and disability issues impact on an older person's ability to remain independent
- Ability to work with older people and their whanau in a community and/or health setting to achieve the best outcomes for them
- Excellent interviewing, assessment and problem-solving skills
- High level of verbal and written communication skills
- Understanding and knowledge of current support services and systems
- Experience working with electronic health records
- Ability to complete electronic assessments effectively while engaging with the client and their family/whanau
- Good organisation and time management skills

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.

Desired:

- Network effectively
- Work autonomously and as part of a team
- Demonstrate commitment, respect and an attitude of valuing older people
- Work in an honest and supportive manner
- Gain peer credibility and respect
- Problem solve and demonstrate initiative

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.