



Te Kete Hauora o Rangitāne

Job Description

Position: Mātanga Whai Ora – Health Improvement Practitioner

Manager: He Oranga Ngākau Team Lead

Date: February 2025

Our vision

Rangitāne Tino Rangatiratanga – Self-determination through leadership and participation.

Our mission

To preserve, protect and enhance the aspirations and well-being of Rangitāne o Tamaki nui-ā-Rua and Taurahere living within Tamaki nui-ā-Rua.

Rangitānetanga

- Demonstrates an acceptance and understanding of Rangitāne as mana whenua in Tamaki nui-ā-Rua.
- Is aware of, upholds and respects the mana, tikanga and kawa of Rangitāne o Tamaki nui-ā-Rua.
- Is responsive to working within a Rangitāne Cultural Safety Framework.
- Attends Rangitāne Cultural Training and education.
- Awareness of protocols and requirements when working with Māori whānau, hapū and iwi within a Māori kaupapa.
- Consults and seeks advice whenever necessary to ensure cultural safety and wellbeing is achieved.

Why the role exists

The Mātanga Whai ora will respond earlier and more effectively to mental health, addiction and behavioural issues through psychological brief interventions centred on evidence-based practices and within a stepped care approach. Provide tangata whaiora with better access to mental health and addictions support and resources. Support tangata whaiora to create whānau ora plans and support their moemoea. The Mātanga Whai Ora should have a general knowledge/understanding of Māori Hauora Therapeutic Practices, and promote referrals for whānau to Māori Practitioners

What you do

Service Delivery

- Provide Brief Psychological Interventions centred primarily on evidence-based practices (e.g. CBT, MI and ACT) within a Stepped Care approach.
- Promote Self-Management Skill Training and other relevant Interventions.
- Liaise and organise mental health and addiction responses across primary mental health continuum (e.g. other community settings including secondary Mental Health, AOD services).
- Offer a generalist approach to Primary Mental Health (e.g. monitoring of physical and mental health needs for Tangata Whaiora and whānau).
- Co-ordinate access to Packages of Care opportunities where appropriate.
- Work alongside General Practice Teams (GPTs) to provide co-ordination, education and immediate responses to mental health queries.
- Provide access for Tangata Whaiora and whānau to E-therapy and other relevant self-management resources.

Health, Safety and Hauora | Wellbeing

- Lead by example when it comes to being safe, healthy and well at work. Be aware of your own health and hauora at work and what you can do to take care of it. Support and encourage others to do likewise.
- Be proactive and committed to our health, safety and hauora culture.
- Ensure best practice health, safety and hauora policies and practices are in place for our kaimahi and organisation.

How you do your work

Behaviours

- **Passion** – A deep motivation and desire to support the wellbeing of Rangitāne whānau, hapū and iwi, recognising them as mana whenua in the Tamaki nui-ā-Rua rohe and contribute to the manaakitanga of all those residing within the Tamaki nui-ā-Rua rohe.
- **Leading others** – Understand and manage yourself to allow you to lead with empathy and build strong relationships with your team. Create inclusive and collaborative environments where people are valued, respected, and empowered to do great mahi.
- **Work quality** – Understands the importance of high work standards. You set high performance standards for yourself and others. Take responsibility for your high standard of work.
- **Relationship management** – Our relationships are central to our mahi. Identify ways to build and maintain strong and trusted relationships with whānau, kaimahi and stakeholders.
- **Adaptability** - comfortably adapt and change direction when required. Keep calm under pressure. Checks for understanding and asks questions when needed. Comfortably manages conflicting demands while still delivering results.

- **Solutions focused** – bring a positive and results focused approach to your mahi. You are motivated to promptly act and find a solution. Take responsibility for your work and outcomes. Often goes above and beyond what is required.
- **Resilience** – continue to deliver and perform while dealing with challenges. Keep focused and calm. Know how to manage your hauora to enable you to navigate challenges.

Knowledge

- **Te Tiriti o Waitangi** – Demonstrates acceptance and understanding of Te Tiriti o Waitangi and its principles and integrates these into practice.
- **Te Reo and Tikanga** – A knowledge of and genuine commitment to Te Reo Rangatira and Tikanga Māori.
- **Service delivery** – Extensive knowledge of end-to-end service delivery functions.
- **Māori health** – a deep understanding of how Māori models of health are applied in a service delivery setting
- **Legislation** – Extensive working knowledge of the legal requirements and responsibilities of the Pae Ora (Healthy Future) Act 2022, Health Practitioners Competence Assurance Act 2003, Domestic Violence Act 1995, Criminal Justice Act 1985, the Mental Health (Compulsory Assessment and Treatment) Act 1992, Vulnerable Children’s Act 2014, and Health and Safety at Work Act 2015. Privacy Act 1993 (the Health Information Privacy Code 1994) and the Health and Disability Act 2000.
- **Working with children** – Extensive working knowledge of child protection policies and in accordance with the Vulnerable Children’s Act 2014 where applicable.
- **Informed consent** – A deep understanding and application of all legal and ethical requirements pertaining to informed consent and other procedures which may impact upon the rights of clients.
- **IT** – Confident working knowledge of Microsoft Office products and case management software.
- **Systems** – understand the importance of good systems and what is needed to achieve this, including legislative requirements specific to our sector and organisation.

Skills

- **Communicate** – Be highly professional. Keep people up to date. Proactively think about how you communicate with people to get the best outcome. Be clear and check that you’ve been understood.
- **Coaching and feedback** – Provide timely and constructive feedback to your team that is supportive and empowers people to achieve.
- **Be prepared and organised** – Remain focused and allocate your time efficiently.
- **Prioritising** – Calmly and methodically work through tasks and situations as they occur. Quickly assess priorities and reschedule your work. Manage expectations with clear communication.
- **Delegation** – Know when and how to delegate to your team. Work to their strengths and expertise. Trust them.

What you bring to the role

Experience

- Extensive experience in mental health and addictions models of practice
- Experience in psychological intervention assessments
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Qualifications

- Clean and current New Zealand Driver's License
- Bachelor of Nursing, social work occupational therapy or psychology or equivalent