

POSITION DESCRIPTION

Position: Integrated Primary Mental Health and Addictions (IPMHA) - Health Improvement Practitioner

Location base: Western Bay of Plenty Primary Health Organisation
87 First Avenue
Tauranga

Responsible to:

WBOP PHO Our essence:

Better for all:

Our essence underpins everything we do, how we act and how we express ourselves.

WBOP PHO Vision:

To be courageous leaders of compassionate, connected, trusted and innovative whanau-centred healthcare provision

WBOP PHO Values:

Whai Mana

Achieving health equity for all, particularly for Māori

Whanaungtanga

Inclusiveness and a sense of belonging.

Manaakitanga

Caring and showing respect for each other.

PURPOSE OF ROLE

The IPMHA - Health Improvement Practitioner is part of a new integrated primary mental health service across Western Bay of Plenty Primary Health Organisation (WBOP PHO) General Practices. This new service is intended to provide enhanced access and choice for patients within the general practice environment. The new integrated model of enables patients requiring primary mental health and addiction support to obtain earlier access and to move seamlessly between services (primary care, NGO and other community supports). The purpose of the role is:

To work within a general practice as a regular team member, delivering brief, consultation-based services to general practice team members and general practice patients. To provide brief evidence-based behavioural interventions to individuals, groups and families for both mental health and physical health conditions in people of all ages.

To be actively engaged with utilising an integrated 'Model of Care' that supports clients' needs and enables them to move seamlessly between services in general practice and, if needed, community based, NGOs and speciality services such as secondary mental health and addiction services.

To work with other Primary Mental Health staff, Health Coaches, Health Improvement Practitioners within Western Bay of Plenty Primary Health Organisation (WBoP PHO) to refine and improve the services delivered.

KEY RELATIONSHIPS

Internal	External
<ul style="list-style-type: none"> • GM Community Services • Primary Mental Health Programme Manager • Lead Health Improvement Practitioner • Lead Health Coach • IPMHA Data Analyst • Western Bay of Plenty Primary Health Organisation Staff • Clinical Director 	<ul style="list-style-type: none"> • General practice team • Other general practices participating in the demonstration project • Non-Government Mental Health Organisations • Local health and other social service organisations • DHB • Regional IPMHA Enablement Group

KEY ACHIEVEMENT AREAS

Key achievement areas of the IPMHA - Health Improvement Practitioner role are:

- To work within a general practice as a regular team member, delivering brief, consultation-based services to general practice team members and general practice patients. To provide brief evidence-based behavioural interventions to individuals, groups and families for both mental health and physical health conditions in people of all ages.
- To be actively engaged with utilising an integrated 'Model of Care' that supports clients' needs and enables them to move seamlessly between services in general practice and, if needed, community based, NGOs and speciality services such as secondary mental health and addiction services.
- To work with other HIPs, Health Coaches and the WBoP PHO General practice liaison team, NGO Community support workers, HIP trainers and external evaluators to refine the services delivered for the New Zealand context.
- Develop and maintain excellent relationships across the WBoP PHO, the wider health sector and with other key stakeholders that ensures highly effective communication and linkages are developed and maintained.

KEY COMPETENCIES		
General Practice Team Participation	<p>All general practice meetings/huddles for the general practice team are attended.</p> <p>Seeks and acts upon opportunities to educate self and other general practice team members in behavioural health.</p> <p>Close working relationship with the general practice's health coach is developed.</p> <p>Consultation/liaison is provided to general practice team.</p> <p>Clear documentation of all general practice-related activity.</p>	Active participation within the general practice team and support for building team competence in mental health and addictions
Clinical Service Delivery	<p>Knowledge of the behavioural health consultancy model and ability to implement the model demonstrated.</p> <p>Individual sessions, couples, groups and whanau sessions are delivered.</p> <p>15 – 30 minute evidence-based interventions are provided for a wide variety of issues (both mental health and physical health related) to people of all</p>	Delivery of high-quality behavioural interventions

	<p>ages, with a focus on prevention, acute care, and chronic disease management.</p> <p>People are supported to identify and achieve the results they are seeking.</p> <p>A high level of access for the enrolled population to primary care-based brief interventions achieved.</p> <p>Skills, knowledge and attitudes for culturally safe practice are demonstrated.</p> <p>Clear and concise notes that comply with established standards are entered within practice's Patient Management System and all privacy requirements are maintained.</p> <p>All required client-related information and activities are recorded.</p>	
Integrated Primary Mental Health and Addictions (IPMHA) Model	<p>Positive relationships are maintained with all members of the General Practice Team.</p> <p>Active contribution to evaluation and refinement of the model.</p> <p>Partnership with the practice's Health Coach is evidenced.</p> <p>A collaborative working relationship is formed with NGOs working with the</p>	IPMHA service delivery maintains model fidelity and best practice.

	<p>general practice as a part of this model.</p> <p>A collaborative working relationship is formed with DHB secondary mental health and addictions staff working with the general practice.</p> <p>Assistance with care coordination and access to outside resources is provided as needed.</p>	
Teamwork	<p>IPMHA team meetings are attended as required</p> <p>Organisation policies, procedures and requirements are known and complied with</p>	<p>Active engagement as a member of the IPMHA services team</p> <p>Active participation in team processes, including meetings & learning opportunities, and assisting colleagues as required</p>
Supervision and professional development	<p>Requirements of the clinician's professional and registering body are met.</p> <p>Current APC (annual practice certificate) is held.</p> <p>Participation in model fidelity workforce development and coaching.</p> <p>Active participant in observed practice and all other quality assurance processes.</p> <p>Participation in regular supervision.</p> <p>Adherence to professional code of ethics.</p>	<p>Staff are skilled, knowledgeable, proficient and accountable.</p> <p>Behaviour consistently reflects a commitment to customer service and effective communication with users.</p>

	<p>Knowledge of any legal guidelines relevant to practice demonstrated.</p> <p>Relevant training is attended.</p> <p>Engagement in CPD (continuing professional development).</p> <p>Clinician seeks appropriate professional and collegial support.</p> <p>Acts according to and abides by WBOP PHO policy and procedures, legislation and principles of Governing professional body.</p>	
Health & Safety	<p>Ensure that work is done in a safe environment</p> <p>Report and work to eliminate, isolate or minimise any hazards</p> <p>Participate in health and safety management practices for all employees</p> <p>Apply the organisations health and safety policies and procedures</p>	<p>The organisation complies with its responsibilities under the Health and Safety at Work Act 2015 and any subsequent amendments or replacement legislation</p> <p>Be able to demonstrate actions in an emergency that are specific to the workplace and are designed to keep individuals safe</p>

PERSON SPECIFICATION

Qualifications

Registered health professional with current annual practising certificate, e.g. psychologist, nurse, occupational therapist, social worker.

Qualifications in CBT or ACT are an advantage.

Essential skills, knowledge, and experience

- Clinical experience working in a mental health setting (primary and/or secondary) providing evidence-based psychological interventions.
- Strong advocacy skills and issue resolution ability
- Demonstrates excellent interpersonal and communication skills with an ability to achieve results collaboratively
- Flexible, self-starter
- Embraces the philosophy of helping people to manage better on their own rather than doing things for people
- Willing to embrace new ways of working
- Ability to work at a fast pace with a flexible schedule
- A proven ability to be a team player
- Excellent communication skills
- An ability to work closely and collaboratively with key stakeholders
- Ability to competently use computers, able to work in an electronic medical record
- Ability to work independently within agreed boundaries
- Builds strong supportive relationships
- Personal self-management skills

Desirable skills, knowledge, and experience

- Has the skills listed below or a strong interest in learning them:
 - Basic understanding of general practice
 - Ability to work with a diverse patient and staff population
 - Basic knowledge of long-term conditions
 - Basic knowledge of common mental health concerns
- Knowledge of behavioural medicine and the relationship between medical and psychological systems
- Experience working with Māori, Pasifika and Youth
- Experience working with diversity.
- Resilient with ability to manage many demands in a professional manner

<ul style="list-style-type: none">• Understands our equity focus and is committed to the principles of Te Tiriti of Waitangi	
--	--