

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

<b>Title</b>	Acute Clinician		
<b>Reports to</b>	Manager – Integrated Community Mental Health		
<b>Location</b>	Nelson/Tasman		
<b>Department</b>	Community Mental Health		
<b>Direct Reports</b>	Nil	<b>Total FTE</b>	Up to 1.0
<b>Budget Size</b>	<b>Opex</b>	Nil	<b>Capex</b>
<b>Delegated Authority</b>	<b>HR</b>	Nil	<b>Finance</b>
<b>Date</b>	March 2026		
<b>Salary band (indicative)*</b>	<b>Mental Health Nursing or Allied MECA PSA</b>		

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

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The primary purpose of the role is to:

- Maintain provision of a high-quality and comprehensive assessment and treatment for adults and their families. Including involvement in crisis intervention for the acutely unwell, and working closely with clients, family, whanau and community groups in a supportive and educative role.
- Maintain provision of consistent management of acute referrals within Health NZ Nelson Marlborough's Mental Health Service and from other agencies.

This role is a pivotal role for mental health and addictions services to support our integration programme. The vision for our programme is:

*Working with people of our community to promote, encourage and enable their health, wellbeing and independence by providing flexible responsive integrated mental health and addictions services.*

The successful candidate will have proven clinical expertise to support our system to be better integrated, to improve our ability to be responsive, holistic, person centred and recovery focussed. They must demonstrate an awareness of the wider social determinants of health. They will ensure their contributions support the strengthening of our system-wide priorities, as listed below.

## MH&A system-wide integration priorities



Achieve **Equity** and strengthen the **Equally Well** commitment by supporting district-wide access to safe and effective person centred care to reduce inequity and maximise wellbeing.



People and whanau are essential members of the care team.



We take a **whole of person** approach by ensuring strong intra and inter sectoral relationships to ensure people access the range of support available to achieve recovery and optimal outcomes.



We work as **one team** with person centred plans, assisted by appropriate sharing information and innovative technology solutions.



We support a diverse workforce that is recovery focussed, fosters independence, and is well connected, to ensure we **build trust**, respect and confidence.



Supporting and monitoring our services to be integrated, flexible and responsive and a **high performing** network of people and agencies.

This position may be required to work across primary, community and secondary services as part of the delivery of an integrated Mental Health and Addictions model of care for Nelson Marlborough. Including working across agencies with our cross sector partners.

Key Result Area	Expected Outcomes / Performance Indicators
Service Provision	<ul style="list-style-type: none"> <li>• Provision of comprehensive triage, assessment and treatment. Including risk assessment, formulation and planning for clients presenting to specialist mental health services across the continuum of the day/week.</li> <li>• Participation in all aspects of the acute pathway including intake and triage processes.</li> <li>• Provision of brief assertive intervention using a range of modalities to support resolution of acute presentation.</li> <li>• Provision of acute mental health assessment and treatment planning to be provided in a range of settings across the district including, Community, private dwellings, Police cells and Emergency Department.</li> <li>• Clear goals of admission to acute services are identified with clear discharge planning and liaison with relevant community</li> </ul>

agencies, including internal transfers for ongoing care provision as required.

- Working collaboratively with the wider specialist mental health team including OPMHS, CAMHS and AOD to provide shared acute assessments, intervention and support for clients as required.
- Maintain timely, thorough written records of clients care.
- Consultation and liaison undertaken with other hospital, community and statutory services (e.g. Police) and other members of the mental health team.
- Undertake the roles and duties of a Duly Authorised Officer as appointed by the DAMHS of Health NZ Nelson Marlborough.
- Recognise the Principles of the Treaty of Waitangi and acknowledge the cultural and social differences of all groups.
- Provision of education to clients, family/whanau and more formally students working in the mental health services.
- The team are expected to work a range of rostered duties over a 24hr period and covering 7days per week.
- Team members will be based in an appropriate setting to ensure prioritisation of referrals and ensure safety while conducting assessments afterhours. E.g. Emergency Department afterhours.
- To provide support to all aspects of the acute service pathway including triage service (SPOE).
- Referrals are prioritised in accordance with service guidelines and acute assessments are completed using established assessment tools.
- Referrals are comprehensively assessed, including risk formulation, diagnosis and appropriate treatment strategies are documented, ensuring ease of progress through specialist mental health services continuum.
- All relevant documentation is completed as soon as practical to allow for up to date information sharing regarding client care and plans.
- Participation in multi-disciplinary meetings regarding clients currently under care of acute services.
- Shared care provision for clients in specialist mental health services to allow for comprehensive interventions as a response to changes in clients mental status.
- Clients should receive appropriate comprehensive interventions according to their needs that have been developed using a collaborative approach with clients, family/whanau and other members of the mental health team.
- Actively participates in the required processes of certification and re-certification of maintaining ability to function as a Duly Authorised Officer as directed by the DAMHS.

	<ul style="list-style-type: none"> <li>• Implementation of culturally appropriate assessments, treatment planning and support utilising the principles of the Treaty. Liaison and referrals to appropriate cultural services as required and identified.</li> <li>• Supporting the learning regarding mental health presentation, interventions, treatment options, therapeutic modalities that maybe available to both clients and students in the service.</li> </ul>
<b>Team Work</b>	<ul style="list-style-type: none"> <li>• Work in a co-ordinated, co-operative manner to ensure the most effective outcomes for clients, their family/whanau and the organisation.</li> <li>• Attendance and participation in intake meetings, multi-disciplinary meetings and discharge planning meetings as required.</li> <li>• Supporting team members in all roles across the acute services including entry to service.</li> <li>• Actively contributes to intake planning, team meetings and discharge planning of clients.</li> <li>• Contributes to all team activities, shows flexibility in meeting team goals, and is aware of the Service philosophy.</li> <li>• Contributes in meetings, participation in the roster.</li> <li>• Encourages all team members including allied staff and support workers contribution to caseloads.</li> <li>• Actively enhances team awareness of specialist needs of clients using the service.</li> <li>• Positive participation in daily decision making with regards to the team requirements.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Sound clinical knowledge combined with field experience and ongoing learning.</li> <li>• Participation in clinical supervision in line with organisational policies.</li> <li>• Meet core competency training and expectations.</li> <li>• Participates in annual performance review process including review of performance goals and identification of areas or professional development.</li> <li>• Attains and maintains required level for core skills of mental health services.</li> <li>• Attends in-service training sessions and actively pursues other relevant training opportunities both in mental health and own time.</li> <li>• Exhibits knowledge of Mental Health standards and their application in the work place.</li> <li>• Proven working knowledge of the Ministry of Health guidelines relevant to Mental Health practice, including SPEC training, management of suicidal clients, clinical risk assessment and management, reducing violence in mental health and then National Mental Health standards.</li> <li>• Understanding of the Mental Health Act and related legislation and the implementation of these.</li> </ul>

<p><b>Administration</b></p>	<ul style="list-style-type: none"> <li>• To perform administrative tasks as delegated by service manager.</li> <li>• To contribute to the development of team resources.</li> <li>• To document clinical information statistics, written reports to a high standard and timely manner.</li> <li>• All documentation is of a demonstrably high standard, including clinical notes, group plans, health promotion materials, letters etc.</li> <li>• All statistical information to be collected within the required timeframes, contact and outcome information.</li> <li>• All documentation will adhere to the Health NZ Nelson Marlborough. Mental health client pathway standards.</li> </ul>
<p><b>Internal and External Networks</b></p>	<ul style="list-style-type: none"> <li>• Develop effective working relationships with team members, case managers and administration staff and with other parts of the mental health service.</li> <li>• Develop effective working relationships with other DHB services, with other providers, GP's, and community agencies relative to the client's needs.</li> <li>• Treatment partnerships with other health professionals are maintained and enhance client care.</li> <li>• Performance review indicates excellent knowledge and utilisation of community resources, organisations and agencies that enhance outcomes to clients.</li> </ul>
<p><b>Children's Team</b></p>	<ul style="list-style-type: none"> <li>• <i>Children's Action Plan - Children's Teams</i> are a government initiative which support vulnerable children. This position has been identified as being likely to fulfil a role with or alongside the Children's Team (e.g. Children's Team member, Lead Professional and/or provision of support in regard to the development of a child's action plan). If this opportunity arises, Health NZ Nelson Marlborough will provide support and training to enable you to meet the requirements of this responsibility. If you are assigned as a Lead Professional, Health NZ Nelson Marlborough expects you to act within the scope of the <i>Children's Action Plan Lead Professional</i> role profile (copy available from Human Resources).</li> </ul>
<p><b>Quality Improvement</b></p>	<ul style="list-style-type: none"> <li>• Participation in quality improvement processes in your area of work.</li> <li>• A quality, customer-focused service is provided at all times, which follows best practice.</li> </ul>
<p><b>General</b></p>	<ul style="list-style-type: none"> <li>• Other duties as negotiated with your Manager</li> <li>• Meet obligations contained in Appendix 1 &amp; 2 and Appendix 3 if a Registered Nurse is appointed.</li> </ul>

<p><b>Te Tiriti o Waitangi</b></p>	<ul style="list-style-type: none"> <li>• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>• 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.</li> <li>• Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<p><b>Equity</b></p>	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Demonstrates awareness of colonisation and power relationships.</li> <li>• 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.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
<p><b>Innovation &amp; Improvement</b></p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Models an agile approach –tries new approaches, learns quickly, adapts fast.</li> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<p><b>Collaboration and Relationship Management</b></p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> </ul>
<p><b>Health &amp; safety</b></p>	<ul style="list-style-type: none"> <li>• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>• 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.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<p><b>Compliance and Risk</b></p>	<ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

**Matters which must be referred to the MANAGER – INTEGRATED COMMUNITY MENTAL HEALTH**

- Significant clinical incidents, serious adverse events, or situations that may pose a risk to patient safety or service delivery.
- Complaints, complex consumer or whānau concerns, or issues that may require formal investigation or escalation.
- Situations involving significant clinical or operational risk to the service.
- Requests for changes to service delivery, clinical pathways, or operational processes that may impact the wider service.
- Media enquiries or external requests for information relating to the service.
- Matters with potential financial, legal, or reputational implications for the service or organisation.
- Any issue that falls outside delegated authority or requires management approval or direction.

**Relationships**

<b>External</b>	<b>Internal</b>
<ul style="list-style-type: none"> <li>• Primary Health Care Providers (General Practitioners and Practice Teams).</li> <li>• Non-Government Organisations (NGOs) providing mental health and social support services.</li> <li>• Community support agencies and social service providers.</li> <li>• Police, emergency services, and crisis response agencies.</li> <li>• Other regional mental health and addiction services.</li> <li>• Whānau, carers, and community stakeholders involved in supporting service users.</li> </ul>	<ul style="list-style-type: none"> <li>• Manager – Integrated Community Mental Health.</li> <li>• Clinical Leadership Team.</li> <li>• Psychiatrists and Medical Officers.</li> <li>• Acute Mental Health and Community Mental Health multidisciplinary teams.</li> <li>• Emergency Department and inpatient ward staff.</li> <li>• Allied Health, Nursing, and Social Work colleagues.</li> <li>• Administration and operational support staff.</li> </ul>

**About you – to succeed in this role**

**You will have**

**Essential:**

- Minimum Mental Health Qualification, e.g. Registered Nurse, Occupational Therapist, or Social Worker holding relevant tertiary qualification with appropriate current practising certificate.
- Current drivers licence.

- Two years post graduate experience working in mental health with strong assessment skills and risk assessment skills is desirable, but not essential.
- Experience working with a range of assessment tools and therapeutic interventions with people experiencing mental illness.
- Able to apply clinical skills flexibly and innovatively, creatively, adaptively and autonomously.
- Able to educate others informally - e.g. families, and formally - e.g. students.
- Experience of intra-agency co-operation and collaboration and awareness of agency boundaries.
  
- Recognise and address cultural differences with sensitivity and a willingness to participate in ongoing activities directed at improving one's knowledge of the Treaty of Waitangi, Tikangi Maori and Te Reo skills.
- Current knowledge and experience of Mental Illness and related issues.
- Knowledge of and commitment to biculturalism and the Treaty of Waitangi.
- Up to date with the current research findings about major mental illness.
- Knowledge of community resources.
- Understanding of the Mental Health Act and related legislation.
- Beginner/intermediate knowledge of Microsoft Office applications i.e: Word, Excel, PowerPoint and Outlook
- Keeps up to date with available information technology relevant to position.
- Understands and complies with Health NZ Nelson Marlborough Information Technology policies.
  
- Is committed to working with people with Mental Illness.
- Able to work unsupervised, triage clients and prioritise workloads.
- Able to convey clinical information verbally and in writing to professional colleagues, and other groups.
- Uses personality, presentation and approach, which would engender confidence, trust harmony and rapport with clients and immediate family and social network.
- Demonstrates a willingness to consult colleagues and other professionals when necessary.
- Ability to work closely and harmoniously with others to achieve professional and service goals.
- Demonstrated ability to work proactively in providing an equitable, accessible appropriate and timely service and work co-operatively and in collaboration with Family/Whanau/Carer organisations.
- Ability to work under pressure, constantly prioritising as deadlines change.

- Person of integrity, who can maintain confidentiality, is tactful and sensitive in dealing with people.
- Demonstrates qualities of courtesy, respect, openness, empathy and a non-judgmental manner.
- Promotes and models teamwork, supports other team members during absence. Shows flexibility in meeting team goals.
- Contributes to team meetings and follows lines of communication when dealing with work issues

**Desired:**

- Experience in implementing Te Tiriti o Waitangi in action.

**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.

*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.*

*\*The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*