

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

Title	Registered Health Clinician – Alcohol and Other Drug Focused Screening AND Brief Intervention Clinician		
Reports to	Clinical Manager (Operationally) Professional lead Director of Nursing/Allied Health (Professionally)		
Location	Nelson		
Department	Emergency Department		
Direct Reports	Nil	Total FTE	Nil
Budget Size	Opex	Nil	Capex
Delegated Authority	HR	Nil	Finance
Date	June 2026		
Salary band (indicative)*	Individual Employment Agreement (IEA) / or SECA. Negotiated with the appointee.		

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 is to:

- Establish and implement Alcohol and Drug and related screening and brief interventions in the Emergency Department and support provision and consistency with Accident and Medical Services across the region.
- Provide screening, brief and early intervention and referral to treatment for patients with alcohol and other drug problems who present to the Emergency Department.

The Clinician will also act as a resource and support for the Emergency Department Staff by providing information and education on Substance use, Motivational Interviewing, Brief Intervention and harm reduction.

The Clinician will work closely with the Mental Health and Addiction Services, NGO Alcohol & Drug, AND Health and Social Service providers.

The Clinician is responsible for the implementation of mandatory alcohol screening in Accident and Emergency Departments.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical	<ul style="list-style-type: none"> • Implement and monitor screening tools, systems and pathways as an integrated part of nursing and medical; medical triage/ assessment.

	<ul style="list-style-type: none"> • Develop, implement and monitor referral pathways to treatment providers • Where indicated, provide individual structured brief interventions and referral from the Emergency departments • The brief intervention will be modelled on evidenced based techniques which include motivational interviewing, CBT, psycho-education and harm reduction • To provide advice to relatives, carers, family/ whānau and connect them with treatment providers as needed • Record info on the established systems for measuring the outcomes associated with the delivery of the service • To promote motivational interviewing and hard reduction concepts and techniques in the ED setting. • To promote wider awareness and ownership of substance misuse as a health issue amongst medical and nursing staff in all relevant ED and Medical departments. • Provide patients with information and support them to access community addiction services • To support the provision of alcohol and drug screening, brief intervention and referral to treatment systems ED and Medical Services and ensure consistency across sites.
<p>Education</p>	<ul style="list-style-type: none"> • Act as a resource and support for the ED and Medical Services staff by providing information and education on Substance use problems, Motivational Interviewing and Harm Reduction • Support Hawkes Bay ED staff to become competent in alcohol and other drug screening • Contribute/ support the development of a tailored training package for nursing/medical staff to improve confidence and competence in alcohol and drug screening and brief intervention and caring for drug impaired patients • To identify training needs that will improve the confidence and competency of nursing and medical staff in treating alcohol and drug misuse in general and referring on for brief interventions or more structured treatment where indicated. • To assist with the organisation and delivery of multidisciplinary education and training in general • Support the education for ED and Medical staff in other areas of Hawkes Bay as practicable.
<p>Professional responsibility</p>	<ul style="list-style-type: none"> • To maintain and improve own professional, clinical knowledge and skills by promoting self-growth and development through in-service training programs, and other educational programs/ materials as agreed through the appraisal process with the Manager • To promote and maintain high standards of professional practice and competence in keeping with the requirements of

	<p>their registration board (e.g. Nursing, Psychology, Social Work, DAPAANZ)</p> <ul style="list-style-type: none"> • To maintain a record of professional development and meet the PDRP/CPD or similar requirement for continued registration with their professional body. Identify needs/ goals through supervision, appraisal and development review. • To initiate and develop research projects relevant to their role, as negotiated with their manager, and disseminate the knowledge and results from such research to colleagues. Implement and encourage the use of research findings in Nursing/Allied education and practice • To participate in clinical supervision as required by their discipline and Te Matau a Maui Hawkes Bay policy • To be fully aware of the principles of Safeguarding and how they apply to vulnerable adults and children. To ensure that any concerns regarding the safeguarding of children or adults are responded to promptly and escalated appropriately.
<p>Te Tiriti o Waitangi</p>	<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.
<p>Equity</p>	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
<p>Innovation & Improvement</p>	<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. • The Clinician is responsible for the implementation of mandatory alcohol and other drug screening in Emergency Departments (ED). • Support the delivery of mechanisms for the collection of data designed to measure the impact and benefits of the brief interventions project. • Run clinical screening reports and conduct coding audits to assist in the ED screening compliance • Support ED with implementation of screening, data collection and referral pathway • Be familiar with the local prevalence and epidemiological data for alcohol prevalence and to assist with audit to assess the effectiveness of alcohol management in different settings.

<p>Collaboration and Relationship Management</p>	<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. • To contribute to and learn from formal mechanisms for sharing good practice, enhancing own knowledge, skills and clinical expertise. • To identify clinical networks in maintaining close working relationships to influence and improve health outcomes and health delivery systems. • To establish and maintain close working relationships with MH&A Services, the Crisis Team and with the Oranga Tamariki Liaison, ED Social Worker and Family Violence Coordinator.
<p>Health & safety</p>	<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.
<p>Compliance and Risk</p>	<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.

Matters which must be referred to the Clinical Manager

- Any newly identified conflicts of interest
- Patient safety concerns.
- Personal health issues that may impact your ability to perform your role
- Issues affecting staff wellbeing or team functioning

Relationships

The Screening and Brief Intervention (SBIRT) Clinician will develop and maintain excellent relationships with:

External	Internal
<ul style="list-style-type: none"> • Primary and NGO sector • Regional/other district services • General Practitioners • Primary health and counselling services • Women’s refuge • Other providers of relevant services – e.g. Pharmacists, Home Based Support • Statutory Agencies Oranga Tamariki • Peer Support groups • All Stakeholders involved in the shared care of the consumer. 	<ul style="list-style-type: none"> • Clinical Manager’s, Mental Health and Addiction Service • Health Service Managers and teams across Health NZ, Te Matau a Māui Hawke’s Bay services and specialist community and regional services • Consult Liaison Service • All staff working within the Emergency Department and MH&A Services • Clinical Nurse Manager ED • Clinical Nurse Managers medical wards

About you – to succeed in this role

You will have

Essential:

- Current registration as a health professional with a current practicing certificate: Drug and Alcohol Practitioner, Psychologist, Nurse, Social Worker, Occupational Therapist
- Demonstratable skills in Screening and brief intervention for alcohol and other drugs using the FRAMES model
- Skills in brief psychological/ talking therapies for substance misuse (Motivational interviewing, cognitive behavioural therapy for substance misuse)
- Proven ability to work autonomously and a commitment to a learning team environment
- Excellent communication skills
- Experience of developing services
- Strong commitment to work closely with others to develop high quality services for people that use alcohol and or other drugs
- Commitment to team working and developing the skills of others
- Good sense of humour
- Awareness of all applicable legislation including, Mental Health Act, Substance Abuse Compulsory Assessment and Treatment Act, Privacy Act.

Physical requirements for role:

- As per current Occupational Health requirements

Vaccination status for role:

- Staff in clinical areas: Vaccinations as per the current employee immunisation policy including annual influenza vaccination.

Desired:

- Recognised post graduate qualifications in Addictions or Co-existing Problems
- Experience working in a hospital setting or Emergency Department
- A good understanding of clinical governance
- Tikanga me Te Reo

You will be able to

Essential:

- Be self-motivated, pro-active and innovative
- Be a team player and able to work under pressure
- Demonstrate an understanding of Health Promotion and Harm Reduction
- Be Non judgmental
- Undertake screening for depression and other co-occurring problems such as family violence, adhering to confidentiality and the limits of this.
- Brief intervention for mild mental health problems
- To work with people of diverse culture, age, gender and LGBTI.
- 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.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- 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:

- Have a knowledge of AoD & mental health treatment and social and community services.

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.*