



Community Mental Health Service

Registered Health Professional - Youth Wellbeing Clinician

JOB DESCRIPTION

Responsible to: CMHS Clinical Manager

Broad Objective: The Youth Wellbeing Clinician is to enhance access and more choice of primary mental health and addiction services. A key point is tailoring of services to ensure that are delivered in spaces and in ways that are comfortable and appropriate for young people. To address the needs of youth who are experiencing mild to moderate levels of distress and to provide support to their whānau /family. The Service is a first point of contact service that provides a range of supports and services. The clinician will deliver high-quality, evidence-based education, care planning, and interventions to Rangatahi. The Wellbeing Clinician will work within a multidisciplinary team and collaborate with whānau and other local health, social, and educational organisations.

Key Accountabilities	Objectives	Task	Outcome
Organisation	To be committed to Te Tiriti O Waitangi	<ul style="list-style-type: none"> Uphold the organisations Vision and Philosophy towards Te Tiriti o Waitangi. Liaise with Iwi as appropriate Assist in the establishment and maintenance of effective relationships with Iwi and Māori Health, mental health providers and community agencies. Integrate Māori practice models alongside clinical practice where possible. 	<ul style="list-style-type: none"> Appropriate service delivery to Tangata Whaiora Improved bi-cultural practice. Participates in on-going development of tikanga Māori competence
	To communicate with other health professionals and community agencies as appropriate.	<ul style="list-style-type: none"> Liaise with other CMHS staff Attend meetings at TWM and with local community. Liaise with GP's, Golden Bay Community Hospital, High School and all other local agencies as appropriate. Work with other external health professionals <ul style="list-style-type: none"> Nelson Bays Primary Health Organisation Health Action Trust Te Whatu Ora iCAMHS Clinicians Psychologists and counsellors Other Mental Health clinicians 	<ul style="list-style-type: none"> That relevant information is appropriately shared to promote client wellbeing. Collaborative working relationships with other agencies are developed and maintained within the community. Clients experience service delivery that is integrated and seamless across agencies.

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Key Accountabilities	Objectives	Task	Outcome
Organisation	To communicate with other health professionals and community agencies as appropriate.	<ul style="list-style-type: none"> Proactive and positive work relationships with all community agencies: youth habitat, local clubs, local schools, high school, Mohua Social Services, Police... Seek and Acts upon opportunities to educate other agencies team members and local community in behavioural health. 	
	To adhere to TWM policy and procedures	<ul style="list-style-type: none"> Participate in meetings, training, supervision sessions and performance appraisals. Utilise TWM Administration systems appropriately. Electronic and hard copy information is kept current and accurate. Confidentiality is observed. Treat TWM property and resources with responsibility and care 	<ul style="list-style-type: none"> Professional standards, boundaries and development, are maintained. The employee works within the TWM Policies and Procedures Information is accessible, and confidentiality is appropriately maintained. Administrative tasks are completed in a timely fashion and to a professional standard.
Health & Safety	To maintain a healthy and safe work environment.	<ul style="list-style-type: none"> Report any identified hazards. Take responsibility (as far as is reasonably possible) for personal and professional safety while at work. Actively contribute to maintaining a safe working environment. 	<ul style="list-style-type: none"> Hazards are reported and managed The work environment is safe. Maintain Personal/professional safety. Demonstrate willingness and involvement health & safety activities.
Clinical	To provide effective, quality care coordination for clients.	<ul style="list-style-type: none"> Maintain client confidentiality, within the constraints of safety to self or others. Complete all intake and discharge documentation. Conduct assessments; develop risk management and recovery plans. Identification of when young people have more serious mental health or addiction issues that require referral to a specialist mental health or addiction service including crisis services. Provide immediate support to address the needs of young people experiencing distress Provide services that easily accessible to young people thus offer a range of options of support that are youth appropriate. 	<ul style="list-style-type: none"> To tailor services to ensure that they are delivered in spaces and ways that are comfortable and appropriate for youth as well as use behavioural therapies like ACT and CBT. Client confidentiality is appropriately maintained. All clinical documentation is completed and reviewed in a timely fashion. Consults with other health professionals are evidenced in clinical notes and correspondence. Clients exit CMHS and/or transition to other services with the least amount of stress. Clients receive a timely and effective service from CMHS.

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Key Accountabilities	Objectives	Task	Outcome
Clinical	To provide effective, quality care coordination for clients.	<ul style="list-style-type: none"> • Connect young people with other NGOs or cultural, sports, health, or social support groups in the community • Maintain detailed current clinical notes for each client. • Prepare and present clinical reviews and discharge summaries. • Assist with reporting requirements when required. • Network and liaise with other Health organisations and Mental Health Professionals to coordinate and assist in a smooth transition of care. • To provide a service that is flexible and tailored to the needs of each young person and their family/whanau where appropriate. The Service could be delivered via face-to-face service delivery or through virtual/e-mental health service delivery, or a combination of both. • Use of Behavioural health consultancy model, ability to implement CBT and ACT models. • Consult with GP's, psychiatrists, and other specialists as required. 	<ul style="list-style-type: none"> ▪ Seamlessly connect young people to other relevant non-government organisations, cultural, social, health support or other supports. ▪ To work with other Youth Wellbeing Clinicians across NBPHO, Youth Peer Support Workers, the service Youth Clinical Co-ordinator NBPH, and Health Action Trust to align strategic frameworks to guide the values of the He Ara Oranga: Report of the Government Inquiry into Mental Health and Addiction.
Professional	To maintain professional registration	<ul style="list-style-type: none"> • Undertake regular professional supervision with an approved supervisor. • Complete the necessary hours of ongoing professional development, as required by your professional body. • Work within the relevant Code of Ethics and standards of practice for your profession. 	<ul style="list-style-type: none"> ▪ Maintain professional registration. ▪ Ongoing training takes place. ▪ All work undertaken reflects awareness and requirements of the professional Code of Ethics and standards of practice.
Clients	<p>To ensure that clients, family and whanau feel respected and supported.</p> <p>That clients experience quality, individualised care, based on best practice.</p>	<ul style="list-style-type: none"> • Maintain the rights and dignity of clients. • Act as an advocate when required. • Work in partnership with clients, their family/whanau (where permission is given) to help them achieve treatment goals • Deliver individual sessions, groups and whānau sessions. • Promote and provide prevention actions in the community on youth mental health and CBT. • Provide clients with information and education in regards to their mental health, CBT, ACT, medication, and treatment. 	<ul style="list-style-type: none"> ▪ Clients, family and whanau, feel supported and receive a responsive service ▪ Clients are informed about their treatment. ▪ Clients are informed about community support available and evidence-based therapies effective for their treatment. ▪ Client rights are upheld, and stigma associated with mental health is challenged. ▪ Clients experience positive outcomes, and the impact of mental illness is minimised.

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Family/Whanau	To work inclusively with family/whanau** (* where client permission has been given)	<ul style="list-style-type: none"> • Develop a supportive and professional relationship with the family/whanau of clients. • Be cognisant and understanding of family/whanau concerns and issues. • Discern the difference between the needs of family/whanau and those of clients. • Maintain communication with Family/whanau. Identify opportunities for involving family/whanau. 	<ul style="list-style-type: none"> ▪ Family/whanau is included in decision making and involved in supporting their family member in achieving their goals whenever possible. ▪ Increased Family/whanau involvement

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Youth Wellbeing Clinician - Person Specifications

<p>Skills and Abilities</p> <p>Communication</p> <p>Supervision</p> <p>Team Work</p> <p>Networking/Relationships</p> <p>Administration</p>	<ul style="list-style-type: none"> - Has excellent communication skills; written and verbal. Can communicate with people in a way that gains their trust and engagement. Can communicate professionally within the team, with colleagues in other areas of TWM, community agencies, and other health professionals. - Committed to receiving supervision as part of their professional development and best practice. - Understand the value, importance, and challenges of (multidisciplinary) teamwork. Develop a close working relationship with the CMHS Youth Support Worker. Collaborate with Peer support workers and lived experienced workers. - Able to develop and maintain professional relationships within the community at a level appropriate to the role. - Have a good level of IT literacy. Can complete required administrative tasks in a timely and professional way.
<p>Aptitudes</p> <p>Professional values</p> <p>Strengths/Solution Focus</p> <p>Flexibility</p> <p>Motivated/Passionate</p>	<ul style="list-style-type: none"> - Works in a respectful and professional manner with all clients, members of staff, other professionals and members of the community. - Values include: empathy, compassion, and authenticity. - Ability to problem solve through the use of strengths-based solutions to promote an excellent level of service. - Able to work on own initiative, flexible approach to changing priorities, environment and work demands. - Self-motivated and enthusiastic with a passion for mental health work. - Willing to embrace new ways of working.
<p>Knowledge and Experience</p> <p>Relevant Training and/or experience</p>	<ul style="list-style-type: none"> - Registered Health Professional qualification and current practice certificate. - Relevant mental health specialty qualification and/or significant relevant experience. - Qualifications in CBT or ACT are an advantage. - Clinical experience working in a mental health setting (primary and/or secondary) and providing evidence-based psychological interventions. - Maintain a full and current driver's license. - Working understanding of the principles of Recovery and Strengths based mental health care. - Knowledge of behavioural medicine and the relationship between medical and psychological systems - Committed to a bi-cultural model of practice and knowledge of te Tiriti O Waitangi.

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