Registered Health Professional

Position Description

real.
Because it's your life

About Real

"We believe that by supporting young people in a way that recognises their uniqueness, fewer will go on to need adult mental health and addiction services later in their lives. We believe that everyone can shape their own future and live well."

Creating wellness and wellbeing

The focus of Real is about loving life. Young people want to experience wellbeing in all aspects of their lives. Real is focused on helping young people build confidence, resilience and wellbeing.

The positive power of friendship

Real services include components of young people helping others, focus on including the friends of young people using services and support people to build and maintain positive relationships with their friends.

Young people have mana

Real recognises the needs for services to be developed specifically for the changing needs of young people. Service development will understand and respond to the 'worlds' that young people inhabit (school, community, job seeking, social, whānau etc) and will focus on supporting a young person's active participation in these worlds. Real respects that young people can take charge of their own lives and futures.

Fun, creative and hopeful

Real is vibrant and personalised – it responds to the uniqueness of the young people it supports.

The importance of family, whānau and community connections

Real supports and strengthens families and whānau connections. Real works collaboratively with all aspects of the social and education sectors that young people and their families have contact with. Real is part of young people's communities and will be visible in their environments (schools, community spaces, online spaces).

Keeping it real

Real is honest and transparent with young people. The language used is understandable, the decisions made occur with consultation and communication, the ease of access and re-access is simple. Real is easy for people to understand and is a relaxing experience of service provision.

Young people can realise their own potential

Real has a preventative focus. Real strives to enable young people to live their lives well without the ongoing need for adult mental health services. Responding to trauma, supporting social connections and healthy development, growing confidence and strengthening familial and social bonds will result in young people pro-actively taking charge of their lives and their wellbeing.

Real is the youth brand of Pathways Health Limited, part of the Wise Group.

The Wise Group is a family of charitable companies and is one of the largest providers in the New Zealand mental health sector. Our work spans across health and wellbeing services, education and training, software development, philanthropy and employment.

Working together means the entities in the Wise Group are able to work collaboratively – sharing knowledge and expertise to create fresh possibilities for the wellbeing of people and communities.

Pathways is the founding member of the Wise Group. Pathways was formed in 1989 by a group of community organisations and individuals concerned about the homelessness of people in the Waikato with mental illness. Pathways is registered as a charitable company.

With the recognition that people do recover and their needs change, Pathways has continued to evolve and develop a wide range of innovative support choices, looking for inspiration from people using Pathways' services, employees and families, and to examples of best practice elsewhere in New Zealand and internationally.

Today Pathways provides mental health and wellness choices in regions around New Zealand and is one of the largest mental health service providers in the country. The face of mental health services in New Zealand today is vibrant and exciting, and Pathways' journey is far from over.

Peak Performance

Peak Performance is about enabling individuals and organisations to continuously exceed their best in the pursuit of an inspiring purpose. It's about becoming the best we can be. The chart below is Real's philosophy. It tells the story of our dream, our challenge, our focus and who we are as an organisation.

Registered Health Professional

REPORTS TO:	Team Coach
PURPOSE:	To work with young people using our service in a way that recognises the developmental stage of their life and helps them on their journey to reach and maintain optimum physical, emotional and spiritual wellness. The role of the Registered Health Professional is to provide evidence-based assessments and treatment to young people using Real's services and their families and whānau.
RELATIONSHIPS (INTERNAL)	Real and Pathways employees, Wise Group employees.
RELATIONSHIPS (EXTERNAL)	Young people using our services and their families and whānau Social and education sectors Community youth spaces Schools District Health Board Non-government health organisations Clinical and support staff, mental health services Primary health providers & GP's Community NGO's and counsellors

Service Description

The Real youth service works closely with, Oranga Tamariki, Youth Justice schools and health centres to provide a unique service to the young people/rangatahi in the region. Our team includes youth workers who actively engage with young people in environments that are familiar to them. We believe in the positive power of friendship as a means to support young people to realise their potential.

Registered Health Professional Result Areas

Attitudes and attributes	Responsibilities	Outcomes
Motivated Real staff have a vibrant and get-up-and-go approach to life. You are enthusiastic, love your job and have a 'whatever it takes' approach to having good things happen. **Physical exercise** You believe in the value of living well and exercise is good! You are smoke free and addiction free and look after your physical health. **Mindfulness** You pay attention to your own mental, emotional and spiritual wellbeing. **Working with** You believe in the ability for people to find and be the solutions to their challenges. You understand the importance of working 'with' people and enabling them to be their very best. **Think in fresh and exciting ways** You are innovative and are able to come up with creative solutions to problems. You are able to think outside the square and continue persevering with a challenge until it is overcome. **Awesome communication skills** You use your fantastic communications skills in all aspects of your life to strengthen relationships and connections.	**Thinking green** Real promotes sustainability in all its actions - you think and act green and remain committed to conservation. **Ethical relationships** You will work with people at all times with integrity, honesty and trust. **Provision of services to young people and their families and whanau** You provide evidence-based best practice assessments and treatment. Young people have treatment plans and goals established and you work closely with them, their family and whanau and other service providers to achieve them. **Liaison** You work closely with other health, education and social service professionals involved in the support of young people including communicating with referral agencies, providing discharge summaries to referrers and referral on to other agencies as appropriate. **Triage** You assess referral information and ensure that the service responds promptly and appropriately to the needs of young people referred. Caseloads and turnover are pro-actively managed to	**Family and whānau feel included** Family and whānau will feel included in Real. They will get information and access to support as they require. Where appropriate they will participate in provision of support. **Accountability** Staff are accountable to the people they serve, to Real quality processes and for their actions that result in Real being perceived as a real awesome, outcome-focussed organisation. **Work practices are safe for self and others** Policies and procedures are understood and followed as designed. All safety and wellbeing reportable events are accurately reported within specified timeframes. Young people using the service feel **connected, valued and safe.** Family and whānau and other engaged professionals remain appropriately **informed.** Health, education and social service professionals experience Real as **responsive, supportive and engaging.** The service **exceeds expectations regarding**

Contributor: You contribute to discussions, ideas, teamwork and performance by listening, understanding and offering your perspective. You are able to inspire and encourage others to contribute also.	ensure Real meets its aim of being a responsive service delivering short-term primary health intervention to large number of young people. Results will be regularly monitored to ensure we meet our contract responsibilities. **Youth participation** You will assist with innovative youth consultation processes that actively encourage young people's involvement in on-going service improvement initiatives. **Family and whānau participation** You will involve family and whānau in Real's service processes. You will ensure that Real's focus includes building whanau wellbeing and ensuring that family are engaged. **Build networks with other health and wellbeing services** You will develop Real's networks and relationships with other health, education, justice and social service providers and with strategic stakeholders within the Lakes community. You will ensure these networks are strong and provide support for Real. **Build strong connections with youth networks** You will develop strong relationships with existing youth networks and contribute	**easy access.** Young people are seen quickly and the service is experienced as efficient and responsive. **Young people and family and whānau contribute to** Real's developmental processes. Real establishes clear processes for ongoing participation by young people in service provision and Real service improvement. **Real has strong networks and relationships** with social, education and health sector organisations. **Real makes great use of information technology** in its' work with young people and to connect with all stakeholders. Real's policies, quality framework, outcome objectives and measures are routinely met. Real service continues to innovate and improve.

	to those networks in a way that benefits young people and their families and whānau. **Technology, documentation and quality** Your work is of high quality and you represent Real at all times with integrity. Your recordkeeping exceeds sector service standards and you participate in continuous service improvements and quality initiatives. You can competently and consistently make effective use of technology. You will be a leader in the use of up-to-date technology including use of social media. **Safety & wellbeing** You will engage in organisational systems and practices to ensure the safety and wellbeing of yourself, young people and family and whānau, and visitors to the service. This includes active participation in coaching and 90-day planning to ensure that you have the support and strategies needed to thrive in the fast-paced environment of Real. **Other duties** You complete other duties reasonably required of you by your leader that relate to the Real service achieving stated objectives.	

Person Specification

Accountabilities	
Authority	• The role operates within standardised practices and procedures, general work instructions and supervision of progress and results. Encouraged to set own work priorities alongside manager, discussed regularly in fortnightly coaching sessions. Operates under direct supervision. • Financial delegation - Nil
Direct reports	• No direct reports.

Know how	
Practical and technical knowledge	• Must be registered as a health practitioner within the scope of the Health Practitioners Competence Assurance Act 2003 with a Current Practicing Certificate. • A full driver's licence
Experience	• Have proven practical experience mental health, and working with young people and their families. • Highly experienced in information and communication technologies, in particular Microsoft Office applications, internet and social media.