

Health Improvement Practitioner (HIP)

Your contribution

Work as members of the general practice team in a fast-paced environment to deliver focused, brief, evidence-based interventions to individuals, groups and families for both mental health and physical health conditions in people of all ages.

Being actively engaged with utilising an integrated 'Stepped Model of Care' that supports clients' needs and enables them to move seamlessly between services in general practice and, if needed, DHB and non-government mental health and alcohol and other drug services and supports.

To provide support and advice to members of the general practice team, including some education sessions.

Working with other Health Improvement Practitioners, behavioural health trainers and a service evaluator to refine the services delivered for the New Zealand context.

Your key focus

Support

- Active participation within the general practice team and support for building team competence and capability in mental health and addictions
- Delivery of high-quality behavioural interventions, seeing up to 8 to 10 patients per 8 hour day.

Your key skills and experience

Education / training

- Registered health professional with current practising certificate e.g. psychologist, nurse, occupational therapist, social worker
- Current full drivers' licence

Experience

- Clinical experience working in a mental health setting (primary and/or secondary) providing evidence-based psychological interventions
- Experience in talking therapies, CBT, ACT or FACT

Knowledge / skills

- Basic understanding of general practice
- Ability to work with a diverse patient and staff population
- Basic nontechnical knowledge of psychotropic and other relevant medications
- 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
- An understanding and sensitivity to working with all cultures
- Ability to competently use computers, able to work in an electronic medical record
- Ability to work independently within agreed boundaries

- Flexible, self-starter
- Proficiency with Office 365 products and competency using video conferencing (e.g. Microsoft Sound analytical and problem-solving skills, Teams, Zoom)

Organisational citizenship responsibilities

Cultural responsiveness

- Inclusive of all cultures and respect diverse beliefs, protocols and practices.
- Commitment to the values, concepts, and principles of Tikanga Māori.
- Understanding and relevant knowledge of Te Tiriti o Waitangi.
- A commitment to achieving health equity.

Health, safety and wellbeing

- We all work together to make sure we have a safe and productive environment for all employees, contractors and visitors. As a Pinnacle employee, you are expected to:
 - immediately report any unsafe work conditions, accidents, injuries or near misses to your manager and liaise with admin to complete the corresponding documentation
 - be aware of and abide by all health and safety policies and emergency procedures
 - take reasonable care of your own health and safety and ensure that your actions don't cause harm to yourself or others
 - cooperate and encourage all employees to create and maintain a healthy and safety work environment.

Quality and continuous improvement

- Actively participate in continuous quality improvement and risk management, both at a professional and team level, by consistently seeking ways to continually improve processes and procedures and identifying opportunities to minimise risks.

Ko wai mātou

Who we are – Strong and growing

Kia hauora te katoa, kia puaawai te katoa - Everyone healthy, everyone thriving.

Our vision is to deliver primary care that supports all people to thrive by realising their health and wellbeing potential.

The Pinnacle group is a primary care pioneer – and we're proud of that. We're a network of forward-thinking general practices and a community service provider, managing the healthcare of nearly half a million people enrolled with 85+ practices in Gisborne, Taranaki, Rotorua, Taupō-Turangi, Thames-Coromandel and the Waikato.

Pinnacle Midlands Health Network (MHN) is a not-for-profit operational arm of the group, designed to deliver PHO functions and support all Pinnacle general practices. MHN is the engine room for Pinnacle Incorporated, supporting the day-to-day activity that takes place in general practice and wider community settings. But we don't stop there. We know a strong health system centres around high quality primary care and community services that are continually developing and evolving to meet local need. We play our part by ensuring the right resources and capacity are in place so our patients and the network can thrive.

Top of mind for us is:

- **equity** - we need to address the barriers to equitable health outcomes for Māori
- **access** - everyone should have easy access to their primary health care team, whether it is in person, by phone or a range of 'virtual care' services, particularly in our rural communities
- **improved health outcomes** - as well as supporting general practice we're thinking outside the box and co-designing new services to ensure effective integration across not just health but also social services.

Ultimately we are shifting from an illness to a wellness focus, with proactive care and patient choice guiding us.

Takohanga

Our responsibility – We are committed

E hara i te mea, he kotahi tangata nana i whataara te po - It is not for one person but for everyone to take responsibility.

Our strategy is aligned to international, national and local priorities including the United Nations Sustainable Development Goals, the New Zealand Health Strategy, Te Tiriti o Waitangi and Whakamaua: Māori Health Action Plan 2020-2025.

We have made an explicit commitment to Māori and our communities to improve equity of health and wellbeing, in accordance with Te Tiriti o Waitangi. We have also made an equity commitment to our Pasifika population.

The individual and whānau experience is of fundamental importance. People in our communities have different levels of privilege and therefore different levels of ability to access the health care they need. We recognise different approaches are needed to ensure equitable health outcomes for all.

We are powerful advocates for primary care services that support people and communities to thrive. We recognise the role of general practice as a hub and shelter within the community – a place to seek help, receive ongoing care from a team that knows you and take action to live well. We can't do this alone. We are committed to partnership, to collaboration, to integration and to walking alongside others for the collective good.



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[View our full strategy at strategy.pinnacle.co.nz](http://strategy.pinnacle.co.nz)

Pakiaka - Our roots

We believe in

Whakawhanaungatanga
Connection

Developing understanding through relationships.

Akoranga
Learning

Taking an evidence-based approach to everything we do.

Mahi tahi

Collaboration and partnership

Working together to achieve our goals.

Kawa whakaruruhau
Cultural responsiveness

Respecting the unique value and perspective people bring.

Kaitiakitanga
Stewardship

Caring for and protecting our resources.

Hauora
Health and wellbeing

Supporting our people to lead healthy lives.



Our shared commitment

We are committed to your personal and professional development within a culture that values strengths and the individual contribution. At the time of commencing in the role, your manager will discuss this position description with you to ensure you understand your contribution to our Group strategy. As part of this process you will also be set key objectives which align to our strategic goals. By accepting this role, you commit to delivering on our responsibility and demonstrating who we are and what we believe in.

We acknowledge that due to the nature of the work here, a position may change its focus from time to time. At times we need to adapt to our changing environment. Therefore, this position description is a living document and may be updated to reflect additional or different needs. Accordingly, you commit to undertaking any other duties you are able to do as agreed.

Signed

Date

Manager Signed

Date