

Health Improvement Practitioner: Job Description

Position purpose

Health Improvement Practitioners are embedded as members of the general practice team and will see anyone whose thoughts, feelings or actions are impacting on their health and wellbeing. They work with individuals (of all ages), whānau, and groups to provide rapid access to evidence based brief interventions – to help people make changes to enhance their health and wellbeing.

In addition to working with people and their whanau Health Improvement Practitioners have a key role in building the confidence and capability of the general practice team to meet the needs of people experiencing mental health and/or alcohol and other drug (AOD) concerns.

They also work with the general practice team to build routine pathways for high impact problems commonly experienced by people in that practice and support the practice to address inequities in health outcomes for Māori and other vulnerable populations.

To be actively engaged with utilising an integrated stepped model of care that supports client’s needs, and enables them to move seamlessly between services in primary care, and where needed secondary care.

To work with other HIPs, health coaches, peer support workers and kaiāwhina and the WRHN Programme Lead to refine the services delivered for the Whanganui regional context.

Key accountabilities

Accountability	Measured by
<p>General Practice Team Participation</p> <p>Active participation within the general practice team and support for building team competence in mental health and addictions, achievement of population health targets and contribution towards practice engagement in service level measures (SLMs).</p> <p>Support quality and improvement activities within primary care, and provides feedback to practice lead.</p>	<p>All general practice meetings for the general practice team are attended.</p> <p>Seeks and acts upon opportunities to educate self and other general practice team members.</p> <p>Close working relationship with the general practice’s health coach is developed.</p> <p>Consultation/ liaison is provided to general practice team.</p> <p>Actively seek work rather than waiting for “referrals”.</p> <p>Clear documentation and reports where required.</p> <p>Supports identification and development of pathways for high impact problems experienced by the practices enrolled population.</p> <p>Contributes to capturing patient stories that demonstrate the value of the service.</p>

	Ensures correct data collected quarterly and annual reporting requirements are met.
Accountability	Measured by
<p>Clinical Service Delivery</p> <p>Delivery of high quality behavioural interventions.</p>	<p>Knowledge of the behavioural health consultancy model and ability to implement the model demonstrated.</p> <p>Individual sessions, groups and whānau sessions are delivered.</p> <p>Evidence-based interventions (of approx. 30 minutes) are provided for a wide variety of issues (both mental health and physical health related) to people of all ages, with a focus on prevention, acute care, and chronic disease management). Sees on average 10 people per day.</p> <p>People are supported to identify and achieve the results they are seeking.</p> <p>A high level of access for the enrolled population to primary care-based brief interventions is achieved.</p> <p>Skills, knowledge and attitudes for culturally safe practice are demonstrated.</p> <p>Clear and concise notes that comply with established standard are entered within practice's Patient Management System.</p> <p>All required client-related information and activities are recorded.</p> <p>Use agreed outcome measurement tools and session rating scales each time they see a person.</p>
<p>Primary Health Integration</p> <p>Engaged in self-management and stepped care models for mental health and chronic conditions.</p>	<p>Participation in workforce development and coaching.</p> <p>Active contribution to evaluation and refinement of the integrated team approach.</p> <p>Partnership with the practice's Health Coach and/or Peer support worker is evidenced.</p> <p>A collaborative working relationship is formed with NGOs working in the community.</p> <p>A collaborative working relationship is formed with DHB staff working with the general practice.</p> <p>Assistance with care coordination and access to outside resources is provided as needed.</p>

<i>Accountability</i>	<i>Measured by</i>
<p>Professional Accountability</p> <p>Professionally proficient and accountable clinician.</p>	<p>Requirements of the clinicians professional and registering body are met.</p> <p>Current APC (annual practice certificate) and appropriate indemnity insurance is held.</p> <p>Successful completion of Phase 1 and 2 HIP training (delivered by an accredited trainer).</p> <p>Participation in regular supervision.</p> <p>Participation in peer review.</p> <p>Adherence to professional code of ethics.</p> <p>Knowledge of any legal guidelines relevant to practice demonstrated.</p> <p>Relevant training is attended.</p> <p>Engagement in CPD (continuing professional development) and professional association membership as appropriate.</p> <p>Clinician seeks and provides appropriate professional and collegial support for self and health coach.</p>
<p>Cultural Safety & Responsiveness</p> <p>Demonstrates a commitment to Te Tiriti o Waitangi/The Treaty of Waitangi through partnership, participation and protection.</p> <p>Services are delivered with an understanding of culture, equity issues, systemic and intuitional racism and a focus on equity of health outcomes.</p> <p>Engages effectively with Māori.</p> <p>Demonstrates awareness of own values, beliefs, attitudes and assumptions and the effect this may have on practice.</p>	<p>Demonstrates ability to engage effectively with Māori consumer/ patients/whanau.</p> <p>Demonstrates ability to apply Te Tiriti o Waitangi/The Treaty of Waitangi within service.</p> <p>Demonstrates ability to engage effectively with all consumer/ patients/stakeholders.</p> <p>Participation in WRHN Cultural and Equity orientation and the Hapai to hoe cultural induction programme via the WDHB</p>
<p>Health and Safety at Work</p> <p>Actively participate in the WRHN's health and safety programmes, through input into meetings and feedback through committee structures.</p>	<p>Ensure that safe working procedures are practised and no person is endangered through action or inaction.</p> <p>Is aware of and can identify hazards and take action accordingly, including preventing or minimising the adverse effects of hazards.</p>

Maintains safe working environment. Reports risk as per WRHN policy.	Is able to apply WRHN's emergency procedures, including use of safety equipment and materials. Ensure that all incidents including near misses are reported within the required timeframe using the WRHN's incident reporting system.
Confidentiality	
All employees have a responsibility to comply with the requirements of the Privacy Act 1993 and the Health Information Privacy Code 1994 and any subsequent amendments.	

KEY WORKING RELATIONSHIPS:

External	Internal
WRHN Programme lead Other general practices participating in the integrated model Other HIPs and HCs Non-Government Mental Health Organisations Secondary (DHB) Mental Health and AoD Services Secondary services for chronic conditions (such as diabetes) Social services	General practice team; for example, Health coach/admin/practice nurses/doctors/practice lead

QUALIFICATIONS REQUIRED:

Registered health professional with current practising certificate e.g. psychologist, nurse, occupational therapist, social worker.

Have received (or be prepared to successfully complete) phase 1 and phase 2 HIP training delivered by a trainer accredited by Mountain View Consulting.

EXPERIENCE:

Clinical experience working in a mental health setting (primary and/or secondary) providing evidence-based psychological interventions.

The candidate will ideally be able to demonstrate the following competencies and qualities:

- Flexible, self-starter
- Willing to embrace new ways of working
- An understanding of and willingness to address the health equity issues in Aotearoa New Zealand
- Has the following skills or ability to learn
 - 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
- Experience in working clinically with mental health and/or people with chronic health conditions
- Ability to work independently within agreed boundaries.
- Respects differences
- Builds strong supportive relationships
- Acts according to sound ethical and moral values