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# Position Description

# Role: Wairua Practitioner – Te Ara Whakamana Tangata

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| **Reports to** | **Team Leader** |
| Location | HomeGround – Hobson st  Te Ao Mārama – Day Street |
| **Direct Reports** | Nil |
| **Key Relationships** | Tenancy Team  Manurau  Managers Street to Home, Supportive Housing, Tenancy  Te Ara Whakamana Tangata rōpū |
| **External Relationships** | Community Mental Health services, such as;  ACOS (Assertive Community Outreach Service),  Taylor Centre,  Te Whetu Tawera  Manawa Ora etc |

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| **Our Mission – O Tātou Kaupapa** |
| Together we stand with those in desperate need. We provide immediate relief and pathways to enable long term wellbeing. |
| **Our Values – O Tātou Mātāpono** |
| **Manaakitanga**  Manaakitanga is behaviour that acknowledges the mana of others as having equal or greater importance than one’s own, through the expression of aroha, hospitality, generosity, and mutual respect.  **Manatika (Justice)**  Committed to equity and seeking dignity for all we will fearlessly advocate with and for those who are going without.  **Rangapū (Partnership)**  Firstly, Te Tāpui Atawhai recognises the principle of partnership within Te Tiriti O Waitangi. Secondly, our commitment to partnership stems from a belief that manaakitanga, equity and social justice need to be pursued both within partnerships and through them. For us partnership is characterised by mutual trust, integrity, respect, transparency, and commitment.  **Atawhai**  Compassion, care and grace guides our every interaction. |

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| |  | | --- | | **Background – Ko wai mātou** |   The Auckland City Mission was founded by the Anglican Church in Tāmaki Makaurau over 100 years ago. Since its inception it has sought change and transformation among, and on behalf of, those in desperate need. Through integrated service delivery and effective advocacy, the Mission has adapted to changing needs within the Auckland community, whilst consistently maintaining and building a strong reputation as a reliable and non-partisan voice on behalf those in most need.  At the core of the present-day Auckland City Mission are three areas of work. Our response to homelessness through our outreach, case management, community development, transitional and permanent accommodation services, our response to food insecurity through the provision of food and support services and our health programme - the social detoxification unit and the primary health care centre known as the Calder Centre. We seek to respond to the immediate need and advocate for systemic change. All services across the Mission are supported by the Corporate Services Division which includes the Finance, Asset and ICT Team as well as the Distribution and Retail Team. Additionally, the Mission also has Fundraising and People and Capability Teams.  Te Ara Whakamana Tangata (Pathway to Empowerment) is a new programme embedded in a Mātauranga Māori response to strengthen the capacity and capability for management of cultural restoration, acute mental health, medical, and behavioural presentations within the Mission’s high density permanent housing sites, HomeGround and Te Ao Mārama. It is expected that optimal management with a Mātauranga Māori lens, of challenging behaviours, will reduce or mitigate the risk of falling objects incidents, create a cohesive, responsive community and a whānau driven creation of home by residents.  **POSITION PURPOSE - Te Kaupapa o Te Tūranga**  This is a culturally rich and impactful position. This role works within the Te Ara Whakamana Tangata team, with its primary purpose to meet the needs of residents with an existing or suspected mental illness, which may or may not be wairua driven, with associated risk and/or impairment, who are navigating living within a permanent residential setting.  The Wairua Practitioner role will work in partnership with the Mental Health Nurse (MH Nurse) drawing upon taonga tuku iho - the knowledge and lessons of ancestors, to build a foundation from which the MH Nurse and Wairua Practitioner can address the mental health, spiritual and whānau needs of the residents whom may be seeking healing for spiritual distress whilst located in a western medical health system.  It is the duty of care of the Mental Health Nurse and the Wairua Practitioner to collectively ensure the right type of healing is available for the residents and to ensure there is easy access to a Māori mental health workforce, Māori healers and spiritual healing. This specialist mahi a wairua healing for residents will be safe, appropriate and effective. The care will be based on comprehensive assessment and trauma-informed practice. It will be resident centred, culturally sensitive and evidence based.  The other important part of this role is to work within the realm of Hohou te Rongo which is the cultivation of peace described as a gathering together and binding of all the chips and pieces and a renewal, a restoring and making young again all that has been broken, so the tangata can stand tall again. In the context of Te Ara Whakamana Tangata it relates to working alongside the Te Hohou te Rongo Facilitator to rebalance relationships harmed as a result of incidents, by weaving together many of the pieces and concepts both cultural and psychodynamic that will potentially enhance a participant’s mana. This role’s responsibility within this realm is to hold the tikanga of the space/wānanga to support the Hohou te Rongo facilitator can facilitate the process.  The role model of service delivery is engagement and recovery focussed, multi-disciplinary in approach and offers a broad range of evidence-based support options and/or interventions.  Te Ao Mārama (63) and HomeGround residents (80) are the main consumers with other whānau accessing services at HomeGround as approved.  Weekly attendance for kaimahi wāhine within He Ara Whakamana Tangata team is expected to support the Mana Wāhine Dinner, held every Tuesday evening. This is a service run by wāhine, for wāhine, welcoming vulnerably housed wāhine (and those who identify as wāhine), and those on the street for kai and *As this is a new and developing programme, this Position Description is iterative.*  As this is a new and developing programme, this Position Description is iterative. | e |

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| Key Accountabilities |  |
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| **Management of support** | * Conduct blessings for residents as/if required. * Conduct clearings through each whare at least weekly. * Mahi a wairua with individual residents as agreed via appropriate process and alongside the MH Nurse. * Educational and experiential sessions with staff to understanding and support mahi a wairua. * Individual consultation sessions with staff as it relates to individual clients and concerns related to wairua. Uses knowledge and skills to assess, plan implement, monitor and evaluate residents/whānau health needs. * Collaboration with MH Nurse, evaluate residents/whānau wairua/health needs and provide accordingly. * Educates and provides information to residents/whānau to improve knowledge of mahi a wairua. * Contributes to effective discharge planning and/or referral processes to health care providers and support agencies to meet identified health needs. * Accurately documents assessments of residents/whānau health status and response to wairua inventions and other treatments. * Uses warm handover and liaison to support residents contact with other agencies. * In consultation with colleagues facilitate group educational sessions as required * Continually monitor and improve systems, methods, efficiency and the quality of services provided to residents. |
| **Build cultural capability/safety** | * Demonstrate a deep understanding and appreciation of mātauranga Māori, mahi a wairua and tikanga and the intersection across mental health frameworks. * Implement frameworks and tools to review and improve services, extend Māori capabilities and privilege Māori development while challenging existing behaviour, practices and processes. * Willingness to challenge status quo and openness to perspectives and direction imbedded in mahi a wairua (Wairua Practitioner) * Identify cross cultural issues and concerns and develop collective strategies to respond to these. |
| **Assessment and Preparation** | * Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for residents/whānau and staff. * Demonstrates commitment to quality improvements, risk management and resource utilisation. * Provides input into clinical standards/protocols and policies and undertakes clinical audits as required. * Evaluates the effectiveness, efficiency and safety of clinical practice. * Participates in the implementation of nursing models of care appropriate to the population needs. * Assists in the implementation of initiatives to address differential access to healthcare services for Māori. * Acts to identify and minimise organisational risks. |
| **Be part of the Mission Team** | * Practice a culture of positive health and safety practice and meet requirements of health and safety policies. * Ensure the compliance with all legal and regulatory requirements and governance protocols (e.g., NZ Employment Law) and report any breaches as soon as they become known * Align practice and representation with mission policies and procedures. * Ensure understanding of performance expectations/goals with your direct line Manager and engage in annual performance reviews |

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| **Qualifications**  **Skills, knowledge and experience** | * + Significant, proven experience working in the mahi a wairua sector with a strong endoresement from a reputable Tohunga/Wairua Practitioner.   + Knowledge of Kaupapa Māori principles e.g. understanding culture, power and how it relates to the Te Tiriti.   + Working knowledge of Te Tiriti o Waitangi   + Ability to handle sensitive information in a confidential manner   + Empathy and understanding of issues of trauma, mental health, addiction, poverty and homelessness. |  |
| **Personal Attributes** | * Knowledgeable, passionate and demonstrates patience and aroha when managing difficult situations * Resilient, adaptable and a flexible attitude. * Ability to operate effectively with a high level of diplomacy. * Strong sense of self and culture * Ability to communicate clearly and effectively with people from all walks of life and at various organisational levels * Dedicated to Mātauranga Māori prinicples and empowerment of Māori * Advanced understanding and experience with working in the wairua realm with vulnerable clients. * Empathy and understanding of issues of trauma, mental health, addiction, poverty and homelessness. * Strong understanding and practice within te ao Māori. | |