

Position Description

Night Support Worker / Po Kaitoko

Reports to Clinical Manager

Service/Team Residential

About Us

Since 1980, we have supported thousands of New Zealanders whose lives are affected by alcohol, drug or other addiction challenges. We provide effective, evidence-based services that support wellbeing. We do this in partnership with tāngata whai ora (people seeking wellness) and their whānau, working together to build the lives they want.

We wholeheartedly believe that everyone living in New Zealand should have the opportunity to live life to the fullest and feel hopeful about their future. Our services encourage stronger connections with friends and whānau and enable meaningful participation in the community.

Our pillars – trust, honesty, responsibility, concern and love – are the foundation of our work, guiding how we work together and with others.

Tō Tātou Matakiteinga | Our Vision

Poutia, Heretia

Tuia te muka tangata ki te pou tokomanawa

Ka tū mana Motuhake, Ka noho herekore i ngā waranga me ngā wero nui o te ao.

People, whānau and communities are connected and supported to live the lives they want, free from drug, alcohol and other addiction challenges.

Tō Tātou Aronga | Our Purpose

E hangaia e mātou he whare tumanako me ngā wāhi haumarua ka āhei i a tangata te eke ki angitu kia whaiwhakaaro ai, kia puawai, katahi ano hoki, ka herea ai te muka tangata ki a ia anō, ko te mea kē ka puta te ira tangata ki te wheiao ki te ao mārama.

We create hopeful and safe spaces for change with opportunities to reflect; learn and connect so that people can move towards a brighter future.

Position Purpose

- To provide support to (and in partnership with) clients/tangata whaiora/rangatahi and family/whanau whose lives are affected by alcohol and other drug use, dependency and co existing disorders. To provide comprehensive assistance based on best practice, that is effective, of high quality and meets that needs of clients/tangata whaiora/rangatahi and the residential service
- To ensure the overnight safety and security of clients and the residential site. To complete administration and general tasks as allocated to support the weekly operational requirements of the service.

Key Areas of Responsibility

| Area of Responsibility | Performance Measures |
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| <ul style="list-style-type: none"> • Complete regular bed checks as scheduled and record that clients are in their rooms according to the allocation sheet. Attend to issues or escalate as required. • Provide security for the facility by being awake and vigilant throughout the night which includes completing and recording external building checks at scheduled intervals for the facility as required. Attend to or escalate issues in accordance with organisational policies and procedures. • Provide support to clients/ tangata whaiora / rangatahi and family/ whānau as required, to achieve effective client outcomes and client satisfaction. • Understand when and how to seek assistance if tasks or issues are outside scope of practice or knowledge level and to escalate as appropriate. • Complete general administration & facility support tasks as requested. For Support Workers based at Youth Residential this responsibility may include supporting clients / rangatahi with meal preparation, cooking, some cleaning tasks and organising rooms for new admissions. • Administer medication as required to clients/whai ora/ rangatahi. | <ul style="list-style-type: none"> • Bed check monitoring and recording is completed at scheduled intervals; client issues are dealt with in line with Therapeutic Community and relevant organisational policies and procedures. • Employee remains awake & vigilant for full shift and all security checks completed as required; issues are escalated as required to on-call team in line with organisational policies and procedures. • Client's / whai ora / rangatahi & family / whānau express satisfaction of support provided and involvement. • Team and on-call employee's express satisfaction with situations where assistance is sought or issues are escalated. • All allocated tasks are completed in line with instructions given and on time. Other employees & client's whai ora / rangatahi express satisfaction of support provided and involvement. • Medication training completed by Registered Nurse. Medication allocation is completed correctly and meets all procedural guidelines in line with documented nursing & medication plans. |

| Area of Responsibility | Performance Measures |
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| <ul style="list-style-type: none"> • Complete client check-ins as scheduled when the clients have experienced a significant situation related to physical, emotional or conflict-based issues. • Write tāngata whai ora or rangatahi clinical case notes and reviews, and input into the Odyssey client database (HCC). <p>Health and Safety</p> <ul style="list-style-type: none"> • Identify and act on any potential risks to self or others, including tāngata whai ora, whānau and other employees. • Be familiar with and abide by the organisation’s health and safety policies and reporting procedures, ensuring others do the same as required. • Follow safe work practices, which includes the effective use of safety equipment, identification of workplace hazards and taking action to reduce or eliminate these. <p>Treaty of Waitangi</p> <ul style="list-style-type: none"> • Demonstrate knowledge and understanding of the Treaty of Waitangi and its application in this role. <p>Professional Development</p> <ul style="list-style-type: none"> • Be proactive in own professional development. • Attend relevant organisational training as required. | <ul style="list-style-type: none"> • Check-ins are completed in collaboration with the client and in line with TC guidelines. Appropriate tools in the community are used to address client issues during check in. Client welfare (physical & emotional) escalations are managed well and escalated as required to Practitioner or Advanced Practitioner level. • Information on HCC is accurate, timely and meets all policy and procedural requirements for case notes, and privacy act/confidentiality requirements; HCC case reviews are kept up to date. • Risks (including Health and Safety, compliance and maintenance) are identified and reported. • Plans are put in place to resolve and/or mitigate potential problems as required • Issues are escalated to relevant manager as required. • Demonstrates understanding and compliance with organisational and legislative health and safety requirements and is proactive in ensuring employees are compliant. • Follows correct protocols when using safety equipment. • Workplace hazards are identified and plans are put in place to reduce /eliminate these or the matter is escalated to the relevant authority. <p>Actions show knowledge and ability to apply the principles of the Treaty in the delivery of role.</p> <ul style="list-style-type: none"> • Has an individual development plan which is implemented. • Attends organisational training required for role. |

| Area of Responsibility | Performance Measures |
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| <p>General</p> <ul style="list-style-type: none"> Attend and contribute actively to team meetings. Carry out any other duties that may be delegated by the line manager, which are in keeping with the scope of the role. | <ul style="list-style-type: none"> Regular attendance at team meetings and makes useful contributions. Work is undertaken and completed. Commitment and flexibility is demonstrated. |

Key Relationships

| Internal | External |
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| <ul style="list-style-type: none"> Practitioners Advanced Practitioner Registered Nurse Clinical Manager On-call employees Odyssey employees | <ul style="list-style-type: none"> Clients/tangata whaiora/rangitahi Family/whānau of clients/tangata whaiora/rangitahi Applicable external organisations Medical and Dental Agencies Other medical /health providers |

Person Specification

| Qualifications, Knowledge and Experience |
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| <ul style="list-style-type: none"> Previous relevant experience (experience as a Support Worker or similar role is preferred) A relevant health related qualification (level 4 certificate minimum) Experience of working in the social services, addictions and/or mental health sectors Understanding of and interest in Odyssey's work Experience and expertise in using Microsoft suite applications Full Current New Zealand Drivers Licence |

Skills and Abilities

- Strong interpersonal and communication skills
- Able to establish and maintain effective relationships with a range of stakeholders
- Able to work under pressure, complete work on time and to a good standard
- Able to work with limited supervision
- Demonstrated cultural sensitivity and rainbow diversity awareness
- Willingness to consider other viewpoints and adjust decisions as appropriate
- Self-motivated, able to take the initiative and adapt to changing circumstances
- Able to show discretion and tact
- High regard for confidentiality and security, including client information
- Able to deal with conflict and challenging situations
- Fluency in English
- IT/word-processing skills
- Able to acknowledge own limitations and be proactive with own self-development

Ngā Poupou | Our Pillars

Our Pillars are the foundation of our work, guiding how we work together and with each other.

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| Whakawhirinaki Trust | Reliable and shows great integrity. |
| Pono Honesty | Transparency and openness underpins all actions. |
| Haepapa Responsibility | Achieves and surpasses goals. |
| Matapōpore Concern | Empathic and interested in the wellbeing of others. |
| Aroha Love | Genuinely collaborative, supportive and able to work as part of a close-knit team, including with tāngata whai ora and whānau. |

'Let's Get Real' Skills

The table below outlines the 'Let's Get Real' framework skill level and competencies that are relevant to this role. Odyssey is committed to supporting employees to meet these competencies with the expectation that employees will be proactive in developing and demonstrating these skills.

| Skill | Description | Competency Level - Essential |
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| Working with people experiencing mental health and addictions | Is supportive of employees and clients/whai ora with mental health and addiction needs, focusing on their strengths | <ul style="list-style-type: none"> • Greets and welcomes people accessing services and their whānau appropriately, providing age and/or culturally appropriate, relevant & specific information • Works in partnership with people accessing services and is mindful of the impact of power differentials • Demonstrates understanding and respect of diversity and cultural awareness through appropriate use of language and culturally specific resources, particularly for Māori whai ora and whānau • Recognises people accessing services may be fearful or apprehensive and works to establish a safe and trusting connection and a comfortable physical environment |
| Working with Māori | Contributes to oranga and whānau ora for Maori employees and Māori clients/ whai ora with mental health and addiction needs | <ul style="list-style-type: none"> • Greets Māori people using te reo Māori greetings • Respects and uses te reo Māori correctly & when appropriate • Respects Māori tikanga and spiritual practices, the importance of identity and the concepts of whakawhanaunga, manaaki, tino rangatiratanga and mana motuhake • Asks whai ora and whānau what they need and provides information in English and Māori • Understands the importance of whakapapa and different roles within whānau • Supports Māori whai ora to identify and involve people who are important to them |
| Working with whānau | Encourages and supports the wellbeing of whānau and ensures they have access to information, education and support including children | <ul style="list-style-type: none"> • Demonstrates understanding that in many cultures, a person's identity is embedded and connected to whānau rather than their individual selves • Welcomes, establishes positive rapport and shares relevant information with whānau • Sensitive asks about support needs related to being a parent as appropriate to role |

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| <p>Working within communities</p> | <p>Recognises that people and whānau who experience mental health and addictions needs, are part of communities</p> | <ul style="list-style-type: none"> • Understands 'community' in the broadest sense and that the concept of community is dynamic and evolving • Recognises that Māori whai ora may be supported within and contribute to wider social networks e.g. hapu, iwi • Demonstrates understanding of the importance of social inclusion and community connections, has knowledge of the communities people accessing services identify with, and supports them to connect with and participate in communities of their choice • Has a basic understanding of mental health promotion, addiction harm reduction, suicide prevention and postvention principles |
| <p>Challenging discrimination</p> | <p>Challenges discrimination, & provides/ promotes a valued place for employees and clients/whai ora with mental health & addiction needs</p> | <ul style="list-style-type: none"> • Demonstrates understanding of the prevalence, impact and challenges of discrimination on people who have mental health or addiction needs, whanau services and communities • Works to develop awareness and challenges own beliefs that may lead to discriminatory behaviour |
| <p>Applying law, policy and standards</p> | <p>Implements legislation, regulations, standards, codes and policies relevant to their role</p> | <ul style="list-style-type: none"> • Respects the relationship between government and tāngata whenua and upholds the principles of the Te Tiriti o Waitangi • Understand and adheres to legislation, regulations, standards, codes and policies appropriate to the role • Upholds the principles set out in the UN Convention of the Rights of the Person, including the right to autonomy, self-determination, to be free from coercion and to be treated in a non-discriminatory way • Provides information to people about their rights and in a way that supports them to understand • Ensures people know about relevant feedback and complaints processes • Maintains and stores records in accordance with legal and professional standards |
| <p>Maintaining professional & personal development</p> | <p>Participates in life-long learning, & personal and professional development, reflecting on & seeking ways to improve self/ team/service</p> | <ul style="list-style-type: none"> • Reflects on own work and practices to identify strengths and areas for further development • Seeks and takes learning opportunities to achieve professional development goals |

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| | | <ul style="list-style-type: none">• Looks after own wellbeing and contributes to a safe and healthy workplace• Communicates effectively with a diverse range of people• Engages with colleagues to give and receive constructive feedback• Works effectively in a team and understand team roles, different working styles and skill levels to contribute to the success of the team |
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