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**Position Description**

Social Worker Child and Whanau

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| **Reports to**  Team lead - Tautoko Hauora | **Business Area**  Patient & Provider Services  Population Health and Community Engagement |  |

**Position Purpose:**

The position aims are to improve the health, social, behavioural, developmental and well-being needs of children and youth (0-17 years) and to reduce health disparities within priority populations.

In this role you will work alongside Primary Care teams, offering community visits and consultations to assess tamariki, rangatahi and whanau needs, provide information, resources, short-term interventions as well as referral of whanau to services and agencies for on-going support where appropriate

The guiding principles of this role include early intervention, prevention and in developing networks that increase the supports available to tamariki, rangatahi and their whanau.

In this role you will:

* Provide a brief intervention and work together with whānau to identify needs and plan for their ongoing care. This may include referral to appropriate agencies for ongoing support to address their child’s mental health, behaviour, developmental and social support needs.
* Keep referrers informed of assessment, intervention and outcomes.
* Support General Practice and other Pegasus teams through providing education around child developmental needs, navigating pathways for whānau needs.
* Develop and maintain effective relationships and networks with child health providers, both in the primary, secondary and NGO sectors.
* Work alongside both Rural and City Pegasus Health General Practices.
* Have a clean, full NZ Driver’s License
* Require your own vehicle. Travel costs will be reimbursed.

**Dimensions**

Direct reports: nil

Budget responsibility: nil

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| **Key Relationships**  **Internal:**  Team Lead – Tautoko Hauora  Clinical Lead Social Work and Manager  Tautoko Hauora team  Population Health and Community Engagement Team  Pegasus Clinical Leaders  Other services within Pegasus (B4SC, Immunisation, Mental Health staff (BITTs, HIPS, Health Coaches, Support Workers), Refugee Health, Here Toitū, Nursing Team, Education Team) | **External:**  General Practice Teams  Health Services: Public Health Nursing Service; Well Child Providers; Vision and hearing services.  Secondary care services e.g. CAF, Paediatric Outpatients, Hospital Social Workers, Mothers and Babies service; Paediatrics.  Education providers e.g. Ministry of Education, Schools and Early Childhood Centres  Non-government organisations e.g.: Methodist Mission, Barnardos, Early Start and others  Other government e.g. CYF  Te Whiri Ora/Right Service Right Time |

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| **Key Responsibilities** | |
| Supporting families, whanau | To support families, whanau to achieve positive health gains for their children:   * Offering a home visit to assess child, youth, family, whanau needs, using a brief intervention model. * Provide information and resources to families about health, social and behavioural strategies and navigate appropriate services available for them and their child. * Work in partnership with families to identify their needs, assess any immediate risks, decide on a plan of care, and refer to appropriate service if required. * Support families with opportunistic learning about behaviour management and parenting skills as required. * Identify cultural and ethnic preferences of families as * identified by them, and plan care accordingly. |
| Support general practice and community health teams | To support general practice and community health providers in facilitating improved health outcomes for children and families:   * Provide expertise in child health and development and behavioural management issues to general practices to assist with their assessment and care planning for children. * Provide needs assessment of individual children, identify key issues and problem solve care. * Act as a resource for general practice in relation to referral of families to appropriate community agencies for their mental health, behaviour, and social needs. * Act as a resource and linkage person for general practice in regards to utilization of other Pegasus funded health programmes where they can be of benefit to children, youth, and families. * Work with BITTs, HIPs, Health coaches and Support Workers, which are extensions of the GP team |
| Liaison and networks | To be a point of contact between General Practice Teams, families, and child community and secondary care services:   * Meet and develop relationships with key contact people from specialist child mental health services, behaviour, and parenting support services, Well Child and Public Health Nursing services, paediatric secondary care and with child and family service organizations. * Maintain current information regarding child and family services, their referral processes and what they can offer children, young people, and their families. Establish and maintain relationships and networks with cultural and ethnicity-based services available for children and families. |
| Education | To support increased child health awareness among general practice teams and other providers:   * Develop and provide education on child health as required, to community and general practice forums, and within Pegasus Health. * Identify knowledge gaps amongst general practice teams and initiate opportunities for learning. * Promoting Tautoko Hauora to various groups as required |
| Supporting team members | To actively support a strong positive team culture:   * Communicate regularly with Tautoko Hauora team, for peer support and sharing expertise. * Attends regular team meetings * Ongoing professional supervision |

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| Reporting | Maintain accurate and timely information collection:   * Keep the General Practice teams informed of assessment, intervention, and outcomes. * Register referrals using established systems while maintaining confidentiality. * Maintain a database of child health service providers. * Develop accountable systems for the collection of agreed information for the purpose of programme monitoring, evaluation, and quality improvement. | |
| Leadership | | * Provide effective leadership and direction to the team to ensure achievement of operational activity. * Managing performance and development of team members including having regular performance conversations and reviews; setting performance objectives and track progress against these; setting development plans; and providing coaching and guidance as required. * Preparation of budgets, business plans and performance indicators. * Consistently acts as a positive role model, clearly communicate and reinforcing our values. | |
| Self-Development | * Takes responsibility for personal development and continually develops own professional expertise. | |
| Information Security | | * Understand and comply with Pegasus Health’s information security policies. * Support continuous improvement to our information security policies and procedures. | |
| Health and Safety | * Comply with responsibilities under the Health and Safety at Work Act 2015. | |
| The tasks defined above are indicative and may change from time to time as the needs, priorities and objectives of the company change. Accordingly, the position will undertake any other tasks and duties as agreed from time to time with your manager subject to provision of appropriate training. | | |

**Qualifications and Technical Skills:**

Essential

* You will be a Registered Social Worker with a current Annual Practicing Certificate

**Experience:**

Essential

* Experience working in child health and development or child and whanau social services
* Knowledge and experience in child development, parenting, and behavioural management
* Knowledge of child health services, general practice, NGO provider networks
* Well-developed networks and relationships within the health, education, MSD and social services sectors and the ability to navigate within these.
* Awareness and knowledge of vulnerable children, child safety and appropriate processes for referrals and support.
* Experience with working priority populations
* A working understanding of Treaty of Waitangi issues as they apply to the role of Social Worker Child and Whanau
* Ability to write accurate, concise assessments
* Experience in home and community visiting/virtual and/or phone consults

Desirable

* Experience in brief intervention social work
* Ability to navigate and use a Client Management System (CMS)
* Training in Triple P Positive Parenting

**Personal Attributes:**

* Excellent communication and interpersonal skills
* Ability to establish quick rapport with family, whanau
* Ability to set and maintain professional boundaries
* Excellent time management and organisational skills
* Evidence of effectiveness in managing workloads in a planned and co-
* ordinated manner
* Able to work autonomously and as a team member as the situation requires
* Innovative and able to act as a change agent
* Ability to work in a multidisciplinary setting and across different agencies
* Ability to engage and maintain relationships with general practice teams
* Adaptable and flexible in approach, participate and contribute to service review
* High level of initiative and motivation
* Ability to motivate others

**Treaty of Waitangi**

Pegasus Health is committed to the principles of the Treaty of Waitangi.

**Pegasus Values**

Our values guide how we interact with people within and outside of Pegasus. Our people, purpose, values, and culture ensure we work successfully with communities, partners and each other and make us Pegasus Health.

**Manaakitanga** underpins everything we do.

We are **inclusive** every voice is important to us

We act with **integrity** doing what is right

We **connect**, together we succeed

We **strive** for better everyday