

Position Description | Te whakaturanga o mahi

Title	Social Worker
Reporting manager	Clinical Team Leader
Department	High & Complex Needs and Rehabilitation Services- Kahui o Te Ihi (Mental Health and Addictions Directorate)
Location	Buchanan Rehabilitation Centre
Full time equivalent (FTE)	1.0FTE
Date reviewed	February 2026

Kia kotahi te oranga mo te iti me te rahi o te hāpori **Healthy communities | World-class healthcare | Achieved together**

Te Toka Tumai recognises and respects Te Tiriti o Waitangi as the founding document which encapsulates the fundamental relationship between the Crown and Iwi. This established the New Zealand Government and defined Aotearoa as a bi-cultural nation. As a bi-cultural organisation, Te Toka Tumai understands that as Tangata Tiriti we have a Tiriti o Waitangi responsibility for Māori health improvement and a legislative responsibility to eliminate health inequities.

Our **vision** is to support our local population to achieve the outcomes determined for themselves, their whānau and their community, and to ensure high quality, safe and equitable services are accessible when needed. Our approach is patient and whānau-centred healthcare, which means people are at the heart of everything we do.

Our **purpose** is to support our population to be well and healthy, with special emphasis on accelerating health gain for Māori and achieving equitable health outcomes across our community. We commission health and disability services across the whole system from problem prevention to end of life care. We provide specialist healthcare services to patients and whānau from across districts, Aotearoa, and the Pacific.

About our values

Our shared values are the foundation to how we do things at Te Toka Tumai. It is about how we treat people, and about how we make our patients, whānau and each other feel.

<p>Haere Mai Welcome <i>we see you, we welcome you as a person</i></p>
<p>Manaaki Respect <i>we respect, nurture and care for each other</i></p>
<p>Tūhono Together <i>we are a high performing team: colleagues, patients and families</i></p>
<p>Angamua Aim High <i>we aspire to excellence and the safest care</i></p>



Our values in action

See me for who I am

When my team understands who I am, and where I come from, I feel accepted

My voice counts

When I know my voice is heard I feel a valued part of the team

Thank you goes a long way

When I'm thanked it motivates me to keep doing great work

Be kind to each other

When I'm respected, I'm happier in the workplace

I have your back

As a team we support each other and lend a helping hand when it's needed

I am part of a team

I give more of myself when we work together as one big whānau

Context for the role

BRC is the progressive national leader in the provision of recovery focussed inpatient rehabilitation for people experiencing severe mental illness. The 40 bed specialist inpatient service is available to adults over the age of 18 however most people are aged under 30. We provide a programme of both group and individual interactions based on stages of rehabilitation to support individual recovery. We strive toward assisting and supporting people to enhance their coping strategies and self-determination.

About the role

The primary purpose of the position is to ensure the provision of service user/family/whanau centered, safe, innovative, effective, and outcome focused social work at the Buchanan Rehabilitation Centre Provide Social Work expertise in collaboration with the service user and the multidisciplinary team to promote recovery. Undertake a clinical caseload as agreed with your Clinical Team Leader. As a member of the Allied Health team this role includes making a significant contribution to the effective provision of psychosocial and psychoeducational groups in consultation with members of the multi-disciplinary team. This role works closely and collaboratively with members of the multi-disciplinary team and external stakeholders. This will require high levels of communication, cooperation and collaboration.

Key result area	Expected outcomes / performance indicators – position specific
<p>Proactively contribute a social work perspective as a member of the multidisciplinary team to support the development, implementation and evaluation of the care plans that facilitate service user recovery</p>	<ul style="list-style-type: none"> ● Participate in initial assessments, informed by social work theories and models as indicated ● Participate in the development of the collaborative care plan ● Participation in ongoing evaluation of clinical progress ● Engage in group and individual therapeutic and clinical interventions that support service user recovery ● Proactively engage in liaison with family/whanau and carers as required ● Undertake collaborative documentation in progress notes to the agreed standard ● Proactively engage in recovery focused discharge planning, including discharge planning meetings as required ● Engage in individual, group and family education e.g. treatment options, available resources, orientation to service, skills training, Early Warning Signs, Relapse Prevention, self-management, CBT, DBT
<p>Co-ordinate the efficient running of the Group Programme in response to identified service users, whanau and carer needs</p>	<ul style="list-style-type: none"> ● Provide organization and administration of Service Group Programme ● Provide regular evaluation and feedback on Service Group Programme ● Facilitate therapeutic interventions in the group context that support service user recovery ● Provide support and training in group facilitation with service users and other MDT members
<p>Contributes to and participates in the quality improvement process of the service</p>	<ul style="list-style-type: none"> ● Identify quality improvement opportunities ● Contribute to quality improvement project work ● Participate in clinical audit as required ● Attend Quality of Service forums
<p>Facilitates a positive, practical learning experience for students, new graduates, interns and other staff on a regular basis</p>	<ul style="list-style-type: none"> ● Supervision of social work students and precepting of interns ● Is able to provide supervision for other social workers across the DHB having undertaken appropriate training ● Contribute to the effective orientation of new staff ● Provide education regarding the social work role to other disciplines

Provide care in a culturally safe manner	<ul style="list-style-type: none"> • Ensure service users cultural needs and expectations are appropriately assessed and responded to in consultation with the MDT • Maintain an active knowledge of expectations regarding accountability in relation to the Treaty of Waitangi • Work collaboratively with cultural advisors as appropriate to identified clinical need • Practice according to Tikanga Best Practice Guidelines
Maintains a level of practice that reflect the ANZASW Social Work Practice Standards, the SWRB Code of Conduct and the National Mental Health Standards	<ul style="list-style-type: none"> • Participate in regular supervision – group, peer, and/or individual • Attend regular training • Participate in professional development
To be responsible for aspects of own professional development by	<ul style="list-style-type: none"> • Participates in service programs • Establishing annual goals, objectives, performance targets and strategies to meet these • Attending educational opportunities relevant to the role • Participating in continuous improvement activities
To contribute to the overall service of the unit by:	<ul style="list-style-type: none"> • Ensuring resources are used effectively and that departmental priorities are met • Supporting the achievement of ADHB key goals

Key result area	Expected outcomes / performance indicators for all Te Toka Tumai employees
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Supports the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori • Supports tangata whenua/mana whenua led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care • Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity • Support the expression of hauora Māori models of care and mātauranga Māori
Equity	<ul style="list-style-type: none"> • Commits to helping all of our residents achieve equitable health outcomes • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Supports the dismantling of policies, procedures and practices that cause inequity • Supports Māori-led responses • Supports Pacific-led responses
Digital	<ul style="list-style-type: none"> • Supports digital tools that foster organisational effectiveness
Whānau-centric	<ul style="list-style-type: none"> • Supports improved service engagement with whānau • Supports people and service user experience in the design, delivery and evaluation of services
Resilient services	<ul style="list-style-type: none"> • Demonstrates performance improvement and efficiency • Supports the implementation of agreed continuous improvement initiatives
Health & Safety	<ul style="list-style-type: none"> • Takes responsibility for keeping self and others free from harm at work • Complies with the requirements of the Health and Safety policy and procedures of Te Toka Tumai
Risk	<ul style="list-style-type: none"> • Actively participates in Te Toka Tumai's approach to risk management
Digital	<ul style="list-style-type: none"> • Supports digital tools that foster organisational effectiveness
Recordkeeping	<ul style="list-style-type: none"> • Creates accurate and appropriate records to support and evidence business activities and regularly files to ensure that corporate information is secure, unchanged and not removed until its compliant disposal date.

Matters which must be referred to the Clinical Team Leader

- Any patient, environment, resource changes or concerns.

Authorities

Delegated financial authority	N/A
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Relationships

External	Internal
<ul style="list-style-type: none"> • Other Health NZ Mental Health Services • Non-Government organizations (NGO's) • Training organizations • Interpreters • Statutory bodies (e.g. education services) 	<ul style="list-style-type: none"> • Clinical Team Leader • Whaiora • Whanau • Multidisciplinary Team • Kaumatua • Consumer Leader • Family Advisor • Social Work Practice Supervisor • Social Work Professional Leader • Community Mental Health Services • Other Mental Health Staff • District Inspectors • SW students • Administration staff

About you – to succeed in this role

You will have

Essential:

- A commitment to biculturalism
- A commitment to achieving equitable outcomes for Māori
- Degree or Masters in Social Work
- NZ Registered Social worker or eligible for NZ Registration
- PC Literacy with good working knowledge of Windows and Outlook
- Full NZ Drivers Licence

Desired:

- ANZASW Membership
- Experience of translating evidence into practice

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role
- Demonstrate alignment with Te Toka Tumai values

Critical competencies

Clinical Knowledge and Skills	<ul style="list-style-type: none"> • Demonstrates a high level of clinical practice by using a range of comprehensive assessments, developing, implanting and reviewing action plans for client care and utilizing a range of appropriate interventions across the continuum of care. • Applies theory and models as a rationale for assessment and intervention.
Client focus	<ul style="list-style-type: none"> • Develops positive working relationships with clients and their families/Whanau. Identifies and works collaboratively to

	address issues.
Teamwork	<ul style="list-style-type: none"> • Identifies and works collaboratively to address issues. • Adapts to work effectively within a variety of situations and with various individuals or groups. • Collaborates with team members and other professional and community groups to achieve objectives. • Seeks out opportunities to support others in achieving their goals. Recognizes and respects individual differences. • Articulates the role and function of the profession within and area of practice.
Bicultural Approach	<ul style="list-style-type: none"> • Understands the significance of the Treaty of Waitangi. • Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve opportunities for Māori health gain. • Demonstrates knowledge of culturally centred practice and practices in a culturally safe manner.
Self-Management	<ul style="list-style-type: none"> • Sets high standards and strives to achieve. • Displays energy and drive and persists in overcoming obstacles. • Copes with stress, is resilient to change and understands personal limitations. • Is proactive and displays initiative. • Practices ethically. • Establishes a plan of action and achieves priority goals. • Manages workload/flow, recognises and addresses barriers to the workflow and takes account of changing priorities. • Utilises and has knowledge of local resources.
Oral Communication	<ul style="list-style-type: none"> • Expressing ideas effectively (including non-verbal communication) in individual and group situations; adjusting language and terminology to the characteristics and needs of the audience.
Quality/Orientation	<ul style="list-style-type: none"> • Supports continuous improvement through commitment to meeting ADHB goals and values. Adheres to ADHB policies, procedures and professional standards

Document Control [remove this section if not required]

Issued by:	
Date issued:	
Date reviewed:	