

Role Description

Nau mai, haere mai ki Ūpoko ki te uru hauora

Position:	Clinical Psychologist
Service / Directorate:	Mental Health, Addiction and Intellectual Disability Service
Responsible to:	Team Leader/Charge Nurse Manager

Our Mission:

Together, Improve the Health and Independence of the People of the District

Our Vision

Keeping our community healthy and well.

Our Values:

- Manaakitanga - Respect, caring, kindness
- Kotahitanga – Connection, unity, equity
- Rangatiratanga - Autonomy, integrity, excellence

Context

Organisational perspective

Capital & Coast District Health Board receives funding to improve, promote and protect the health of the people within Wellington, Porirua and Kapiti region.

We're a tertiary facility operating Wellington Regional Hospital, Kenepuru Community Hospital, Kapiti Health Centre and Rātonga Rua-o- Porirua Mental Health Campus, a Forensic, Rehabilitation and Intellectual Disability service. MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa, Hutt Valley and Capital & Coast District Health Boards. We have an annual budget of more than \$1 billion which we use to deliver health services directly as well as contracting external providers.

We provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services. Approximately 6,000 staff work at Capital & Coast District Health Board.

Service perspective

The health services of CCDHB includes the Mental Health, Addiction and Intellectual Disability (MHAID) Service. The Service has over 1400 employees and annual revenue of \$150m.

MHAIDS has three main service areas – local services spanning three DHBs (Wairarapa, Hutt Valley and Capital and Coast DHB's); regional services for the central region across six DHBs, including the forensic and rehabilitation service with bases throughout the lower half of the North Island; and national Intellectual Disability Services with five bases located in Auckland, Cambridge, Wellington, Christchurch, and Dunedin and inpatient units at Rātonga Rua o Porirua. The national youth forensic facility at Kenepuru Hospital sits within the Forensic and Rehabilitation Service.

Mental Health, Addiction & Intellectual Disability Service is committed to the underlying principles of:

- Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand
- He Ara Oranga
- Mental Wellbeing Long Term Pathway
- Whakamaua – Māori Health Action Plan 2020-2025
- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga
- Intellectual Disability High and Complex Framework

The Service has access to business support services including People and Culture and Finance. In addition, management and delivery of clinical services across MHAIDS is underpinned by consultation, advice, and support from a range of cultural, lived experience, and family advisors; learning and development; and business, quality and organisational development personnel.

Te Tiriti o Waitangi

MHAIDS is committed to Te Tiriti o Waitangi principles of partnership, participation and protection. Our partnership obligation under Te Tiriti encompasses an expectation by Māori that a te ao Māori perspective will be evident in our policy and service design. The principle of participation means ensuring that Māori are a vital and visible element throughout

2DHB as health planners, professionals and advocates for improving Māori health outcomes. The principle of protection means that in practice, we will place the concepts of health equity at the forefront in respect of planning, management and our delivery of health services.

We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

- Mana whakahaere: effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
- Mana motuhake: Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
- Mana tāngata: Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
- Mana Māori: Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

Unit Perspective:

Te Rangiora Adult Community Mental Health Team is a multidisciplinary team comprising of psychiatrists, psychologist, nurses, social workers, support worker, registered medical officer, and administration staff.

Te Rangiora provide services to residents who live in the geographical area of the Wairarapa region.

The team offers specialist services for people with moderate to severe mental health problems, and offer assessment, treatment and support to assist the individual and their whanau and other support people in their recovery journey with the aim of supporting people back to having their health care provided in primary health care services. The focus of the service is on providing evidenced based treatment interventions for those people who present with more complex needs and higher risks.

Purpose of the Role:

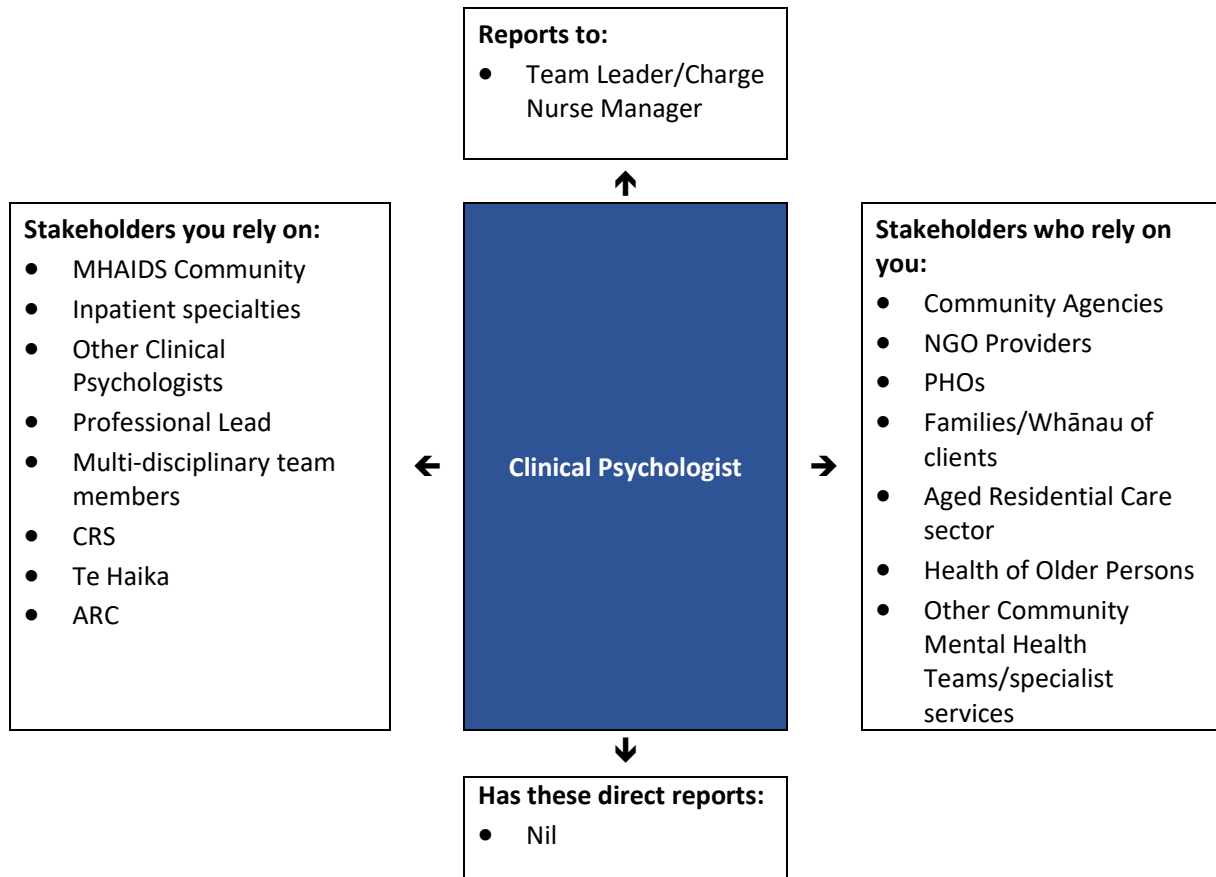
To provide high quality clinical psychology service in the assessment and treatment of clients, ensuring clients' needs are met in a culturally, clinically and legally safe manner. Clinical psychology is a discipline integrating psychological and associated science, theory and practice to understand and alleviate human suffering and disability as well as to promote individual and family/whanau development, adaptation and recovery. Clinical psychologists work as part of multidisciplinary teams to provide psychological assessments and interventions to clients in hospital, Prison and in the community. The work scope also includes consultancy to other services. Clinical psychologists also provide a range of services to support the development and function of their teams and the organisation as a whole. These activities include, but are not limited to: case consultation, staff training and supervision, leadership and involvement in service development activities, and research and evaluation-related activities.

Key Accountabilities

<i>Key Accountability</i>	<i>Deliverables / Outcomes Indicators/Measures</i>	<i>Key Performance</i>
1. Professional Practice	<ul style="list-style-type: none"> Maintains standards of professional practice and promotes and supports other's professional development 	<ul style="list-style-type: none"> Complies with statutory obligations, such as the Mental Health Act, the Privacy Act, the Children & Young Persons Act, the Criminal Procedure (Mentally Impaired Persons) Act 2003 and all other relevant Acts. Ensures continuing personal and professional development and training activities. Consults with relevant health professionals and advises accordingly. Maintains professional relationships.
2. Clinical Practice	<ul style="list-style-type: none"> Demonstrate a high level of clinical skill and knowledge in the provision of clinical psychology services. 	<ul style="list-style-type: none"> Be responsible for making sound clinical decisions with support from the multidisciplinary team. Receive relevant clinical supervision/advice concerning professional and practice issues.
3. Service Planning	<ul style="list-style-type: none"> Actively participate in the service planning and development 	<ul style="list-style-type: none"> Provides expert input to case conferences and in service education sessions, contributes to local and regional training. Also contributes to team development and planning, as appropriate. Client related documentation is developed and maintained. All documentation is complete and accurate. All parties are kept appropriately informed about a service user's treatment.
4. Cultural Effectiveness	<ul style="list-style-type: none"> Work with all service users in a manner relevant and appropriate to their culture. 	<ul style="list-style-type: none"> Demonstrate cultural sensitivity and provide culturally appropriate services through a range of cultural networks and according to team procedures.

Key Accountability	Deliverables / Outcomes Indicators/Measures	Key Performance
		<ul style="list-style-type: none"> • Ensure that the principles of the Treaty of Waitangi are adhered to in addressing work responsibilities. • Attend training and workshops related to improving services for Maori and Pacific people. • Seek appropriate cultural supervision when necessary to provide a responsive service.
5. Continuous Quality Improvement	<ul style="list-style-type: none"> • Actively contribute to CQI activities within the service 	<ul style="list-style-type: none"> • Identifies improvement opportunities and notifies the manager of these. • Participates in the service's quality improvement activities • Provides professional service to service users and is responsive to service user requests or complaints. • Complies with standards and works to improve service user satisfaction.
6. Risk Minimisation	<ul style="list-style-type: none"> • Actively contributes to risk minimisation activities within the service. 	<ul style="list-style-type: none"> • Identifies risk and notifies team leader • Participates in service's risk minimisation activities • Complies with DHB Reportable Events policy and other policies and procedures • Participates in audits and works to update service user files
7. Occupational Health & Safety	<ul style="list-style-type: none"> • Complies with responsibilities under the Health & Safety at Work Act 2015 	<ul style="list-style-type: none"> • Has read and understood the Health & Safety policy and procedures. • Actively supports and complies with Health & Safety policy and procedures. • Evidence of support and compliance with health and safety policy and procedures including use of protective clothing and equipment as required, active participation in hazard management and identification process, and proactive reporting and remedying of any unsafe work condition, accident or injury.

Key Relationships & Authorities



Capability Profile

Competencies

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Commitment to Health and Independence Improvement Goals	<ul style="list-style-type: none">• Is committed to the values and goals of DHB• Is committed to continuous learning and performance development.• Encourages the development of all team members.
Teamwork	<ul style="list-style-type: none">• Develops and maintains positive relationships and works in partnership with other team members.• Develops rapport and builds networks of constructive working relationships with key people.• Effectively uses team dynamics and individual operating styles to build team processes and strengths.• Shares knowledge and works cohesively with the team.• Attends relevant meetings.
Innovation	<ul style="list-style-type: none">• Is innovative in the development of business initiatives and projects.• Is proactive and motivated and responds positively to new challenges and opportunities.• Develops new and/or more effective work processes and systems through lateral thinking and creativity.
Work Approach	<ul style="list-style-type: none">• Is results focussed and committed to making a difference.• Plan and organises own workload, allocating time to priority issues, meeting deadlines and coping with the unexpected.• Adjusts work style and approach to fit in with requirements.• Focuses on quality improvement and customer satisfaction.• Perseveres with tasks and achieves objectives despite obstacles.
Communication	<ul style="list-style-type: none">• Listens with a preparedness to understand.• Is confident and appropriately assertive in dealing with others.• Deals effectively with conflict.
Cultural skills	<ul style="list-style-type: none">• Words and actions show an understanding of the implications of Te Tiriti o Waitangi principles and Maori perspective• Values and celebrates diversity, showing respect for other cultures and people's different needs and ways of living• Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work• Accesses resources to make sure culturally appropriate and language appropriate services are provided• Draws on a client's own cultural resources and support frameworks

Essential Experience and Capability

a. Knowledge and Experience:

- A sound knowledge of psychopathology, and psychological theories is essential
- Ability to assess, diagnose and treat people experiencing coexisting mental health and addiction.
- Sound knowledge of psychometrics and experience with psychological testing is essential.
- Ability to develop sound psychological formulations based on thorough assessments.
- Ability to provide interventions for clients with trauma
- Ability to advise, consult and educate the client and relevant others about treatment options.
- Ability to work alongside other mental health staff to provide psychological expertise within the CCDHB integrated care approach.
- Ability to attend and actively participate in regular meetings for the purposes of assessment, planning and implementing treatment. Experience in facilitating groups would be advantageous, as would experience of working with families.
- Ability to practice in a manner consistent with established ethical and clinical practices standards as provided by the HPCAA, the Psychologists Board and other professional bodies.

b. Essential Professional Qualifications / Accreditations / Registrations:

- Minimum of a Masters Degree in Psychology and Post graduate Diploma in Clinical Psychology or equivalent.
- Registration with NZ Psychologist Board, with Clinical Psychology as Vocational Scope of Practice.
- Current annual practising certificate.

c. Someone well-suited to the role will place a high value on the following:

- Understanding of mental health and addiction in adults and the impact of these issues on clients, their families and community.
- A non- judgemental approach to addiction and the lifestyle choices of our client group.
- Effective oral and written communication.
- Recognising and managing risk in a clinical environment.
- Working in an emotionally challenging and changing environment.
- Responding to changing demands / priorities / workloads at short notice.
- Working in a multi-disciplinary environment.

d. Other

- Can use Microsoft Office suite (eg Word and Excel)
- Can keep detailed written file notes, complete client pathway documentation and provide formal assessment reports as required
- Clean and current full class 1 New Zealand driver's licence

***Ma tini, ma mano, ka rapa te whai
By joining together we will succeed***

Capital and Coast District Health Board (CCDHB) is committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

CCDHB is committed to Te Tiriti o Waitangi principles of partnership, participation, protection equity and by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Maori cultural practices.

The role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance planning and development me