

Position Description
MENTAL HEALTH PROFESSIONAL (CAMHS)

Reports to	Team Leader Child & Adolescent Mental Health Services
Location	Based at CAMHS offices, 49 – 51 Lincoln Road, Masterton, other Wairarapa DHB sites & within the Wairarapa community and district as required.
Vision	Well Wairarapa – Better health for all Wairarapa ora – Hauora pai mo te katoa
Mission and Values	<p>The Wairarapa DHB is committed to improving, promoting and protecting the health status of the people of the Wairarapa and the independent living of those with disabilities. The values that underpin our mission and vision are:</p> <p>Respect – Whakamana Tangata <i>According respect, courtesy and support to all</i></p> <p>Integrity – Mana Tu <i>Being inclusive, open, honest and ethical</i></p> <p>Self Determination – Rangatiratanga <i>Determining and taking responsibility for one actions</i></p> <p>Co-operation – Whakawhanaungatanga <i>Working collaboratively with other individuals and organisations</i></p> <p>Excellence – Taumatatanga <i>Striving for the highest standards in all that we do</i></p>
Treaty of Waitangi	Wairarapa DHB is committed to the principles of the Treaty of Waitangi, particularly those of partnership, participation and proactive protection, and recognises Tikanga Maori values as being the key to Maori outcomes that are appropriate, accessible and affordable. There is an expectation that the principles will be applied in a measured and reasonable manner.

Position Overview

Primary Function of Position	<ul style="list-style-type: none"> • To provide assessment, treatment and case management of children, adolescents and their whanau, families, and caregivers. • To work as an effective member of the multi-disciplinary team. • To provide consultation and liaison to other services and agencies. • To contribute to clinical and service development aspects of the CAMH service. • To provide information and education as required to staff, tamariki, rangatahi and their whanau and families.
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Key Relationships

Internal	<ul style="list-style-type: none"> • Mental Health Services Manager • Mental Health Service staff • Wairarapa District Health Board staff • Māori Health Coordinator & Committee
External	<ul style="list-style-type: none"> • Tamariki, rangatahi, children and young people • Families, whanau and caregivers • Community & Statutory agencies • IWI / Māori Health agencies / other cultural agencies • GPs and other Primary providers • Regional & National Mental Health providers

Accountabilities

KEY RESULT AREAS	EXPECTED OUTCOMES
Provide child and family assessment and treatment	<ul style="list-style-type: none"> • Assessments are completed using appropriate tools for age and circumstances of tamariki, rangatahi / children and young people. • Obtains information as appropriate from schools, other sources and agencies with parental consent. • Completes assessment of whanau/family.

	<ul style="list-style-type: none"> • Communicates the results of assessments to the referrer and parents in language that is appropriate to the whanau/family. • Provides a wide range of treatment options as identified by the assessment process i.e: <ul style="list-style-type: none"> ➤ Family therapy ➤ Individual therapy ➤ Working with parents ➤ Group work • Carries out treatment and therapeutic interventions according to professional standards. • Participates in case discussions and contributes to ongoing treatment plans. • Ensures involvement and participation of whanau, family and caregivers in planning of treatment and interventions.
Case management	<ul style="list-style-type: none"> • Provides case management for tamariki, rangatahi / children and young people and their whanau and families as allocated via the Intake process. • Ensures efficient coordination of care and treatment in consultation with the multi-disciplinary team, whanau and families, other agencies and service providers. • Maintains responsibility for implementation and coordination of clinical decisions regarding the planning and process of treatment and therapy.
Be a pro-active member of the multi-disciplinary team	<ul style="list-style-type: none"> • Teamwork is displayed and others' expertise, strengths and limitations acknowledged. • Liaison and consultation with the team ensures care and treatment options are negotiated to meet the best outcomes for tamariki, rangatahi / children and young people, and their whanau, families and caregivers. • Communication is effective in raising issues affecting tamariki, rangatahi / children and young people's care, and sharing knowledge and information. • Active participation is maintained in team meetings to plan quality clinical care and contribute to service planning. • Active participation is maintained in the

	<p>development of clinical / client-care pathways.</p> <ul style="list-style-type: none"> • Commitment to Quality Improvement is demonstrated by identifying quality initiatives within own practice and services to tamariki, rangatahi / children and young people.
<p>Assist in providing a safe environment which promotes health and well-being</p>	<ul style="list-style-type: none"> • Clients are treated with respect and their comfort, privacy and dignity is maintained. • Risk assessment and management plans are incorporated to the care planning process. • Practice demonstrates knowledge and understanding of the theory and concepts of managing challenging incidents and behaviour. • Knowledge of the Health & Disability Code of Rights is applied in practice and performance. • Commitment to cultural awareness and sensitivity is demonstrated in practice. • Knowledge of the principles of the Treaty of Waitangi is applied in practice and performance. • Tamariki, rangatahi / children and young people and their family, whanau satisfaction is maintained and outcomes measured via satisfaction surveys and key performance indicators.
<p>Consultation/Liaison Communication</p>	<ul style="list-style-type: none"> • Effective support networks are developed and assist in advocating for tamariki, rangatahi / children and young people and their whanau, family needs. • Effective communication and liaison is maintained with the multi-disciplinary team, key providers and agencies. • Liaison is maintained as required with regional and national Child & Adolescent Mental Health service staff. • Consultation seeks input and advice from Māori Mental Health staff and other cultural agencies to meet cultural needs of tamariki, rangatahi / children and young people and their whanau, families and caregivers.

<p>Documentation</p>	<ul style="list-style-type: none"> • Comprehensive clinical case notes are kept up-to-date in accordance with relevant legislation, Wairarapa District Health Board policies and service procedures. • Acknowledges referral sources and maintains documented communication as appropriate. • Documented communication with referrers and other providers is maintained. • Statistics are accurately recorded in a timely manner.
<p>Education/Professional Development</p>	<ul style="list-style-type: none"> • In-service training is attended and training offered to other staff, services and agencies as appropriate. • Peer support and supervision is undertaken with colleagues. • Clinical supervision is undertaken in accordance with service procedure and relevant guidelines. • Professional Development plans and Performance Appraisal is arranged with the Team Leader in consultation with the Service Manager. • Professional and cultural training needs are identified and actioned. • Practice demonstrates compliance with standards associated with professional qualification and / or training base. • Delivery of clinical services meets the standards required by Wairarapa District Health Board policies and Mental Health Service procedures. • Active participation in and contribution to service development supports the strategic direction, viability and integrity of Mental Health services.
<p>Provide support and consultation to the Crisis & Acute Intervention Team</p>	<ul style="list-style-type: none"> • Be available to provide support, advice and consultation to the Crisis & Acute Intervention team as required.
<p>Other duties</p>	<ul style="list-style-type: none"> • Be available to undertake role-related duties as mutually agreed with the Team Leader and Mental Health Services Manager.
<p>Quality, Safety and Risk</p>	<ul style="list-style-type: none"> • Ensures all staff/colleagues maintain adequate safety standards on the job through consultation, training and

	<p>supervision.</p> <ul style="list-style-type: none"> • Ensures own and others safety at all times. • Complies with policies, procedures and safe systems of work. • Reports all incidents/accidents, including near misses, in a timely fashion. • Is involved in health and safety through participation and consultation. • Actively participates in the hazard management and identification process. • Escalates Risk as per the Risk Management Policy. • Demonstrates the values of WDHB in their work.
<p>To Act within legal boundaries and the Wairarapa DHB policies</p>	<ul style="list-style-type: none"> • In accordance with the Health Practitioners' Competence Assurance Act 2003 your appointment is subject to you demonstrating that you are registered with the relevant professional body and that your scope of practice enables you to undertake the duties of the position to which you have been appointed. • Inform your Manager immediately upon notification from your registering body that your scope of practice has changed or of the suspension, cancellation or imposition of any conditions on your registration. • Ensure that all records are maintained accurately and in accordance with legislation and Wairarapa District Health Board policy. • Provide appropriate information in accordance with the Privacy Act and other relevant legislation and Wairarapa District Health Board policy. • Through practice and performance demonstrate knowledge and application of the principles of the Treaty of Waitangi. • Familiarise self with the requirements of the Approved Code of Practice for the Safe Use of Visual Display Units.

Person Specification

Education and Qualifications	<ul style="list-style-type: none"> • A recognised and relevant professional qualification (Child Psychotherapist, Social Work, Occupational Therapist, Clinical Psychologist or Registered Nurse).
Experience	<p>Essential</p> <ul style="list-style-type: none"> • Proven skills and experience in a variety of therapeutic approaches. • Proven experience in working with specialist mental health issues and mental illness. • A commitment to EEO principles and the implication of these to Mental Health. • Experience in responding to MH crises. • Child and adolescent mental health experience.
Awareness and Understanding of	<p>Essential</p> <ul style="list-style-type: none"> • A working knowledge of the Mental Health Act 1992 and amendments. • Knowledge and understanding of the principles of the Treaty of Waitangi and the ability to apply in practice.
Skills and Competencies	<p>Essential</p> <ul style="list-style-type: none"> • A current driver's license. <p>Desirable</p> <ul style="list-style-type: none"> • Excellent communication and interpersonal skills. • Motivation and the ability to work independently across a variety of settings. • Ability to work as part of the team and contribute to a positive team culture.

Performance Development Review

An initial review of performance will be conducted after three months, with an annual performance development planning session annually thereafter. This is in the context of regular discussions and a 'no surprises' annual review.

Acceptance

Acceptance of the position implies acceptance of the position description:

Position Title	Mental Health Professional (CAMHS)
Signature of Employee	
Date	