

JOB DESCRIPTION

Registered/Clinical Psychologist Community Mental Health and Addiction Services – Kaipara

Position Title:	Registered/Clinical Psychologist
Organisation Unit:	Community Mental Health & Addiction Service
Location:	Northland District Health Board (NDHB) – Kaipara
Responsible to:	Service Manager Whangarei & Kaipara Community Mental Health and Addiction Service, NDHB. Team Leaders Whangarei & Kaipara Mental Health and Addiction Services.
Primary Functions of the Position:	<ol style="list-style-type: none">1. To provide a high standard of psychological evidence based practice and expertise, contributing to the provision of efficient and effective service within the NDHB Community Mental Health and addiction team.2. To work as a key member of the multi-disciplinary team providing psychological assessment, including psychometrics, leading to sound formulations and multi-axial DSM diagnoses along with recommendations.3. To provide psychological treatment/ interventions to primarily individual clients, while including their families as appropriate, consultation to other staff in the team, and liaison with other services as required.4. To provide psychological assessment and treatment for clients with forensic and co-existing difficulties.5. Liaise with NDHB services, community agencies and other organisations.6. Participate as an effective team member in the development and functioning of the Service with a commitment to bi cultural health delivery, ongoing education, and innovative practice.



Functional Relationships

Develops and maintains excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • General Manager for Mental Health & Addiction Services. • Clinical Leader of Whangarei & Kaipara Mental Health Services • Psychology Professional Advisors • DAMHS for Mental Health Services Mental Health Act Administrator • Other Health Professionals • NDHB Psychologists • Other Health Professionals 	<ul style="list-style-type: none"> • Local Iwi and Hapu • Clients, Families and significant others • Clients G.P • Community Agencies e.g. Primary Healthcare Organisations • Government agencies e.g. Corrections, Justice Services • Statutory agencies e.g. CYFS, Police • COPMIA

Key Responsibilities and Expected Outcomes

Northland District Health Board has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with NDHB:

Values	Supporting Statement
People First <i>Tangata I te tuatahi</i>	People are central to all we do
Respect <i>Whakaute (tuku mana)</i>	We treat others as we would like to be treated
Caring <i>Manaaki</i>	We nurture those around us, and treat all with dignity and compassion
Communication <i>Whakawhitiwhiti korero</i>	We communicate safely, openly and with respect to promote clear understanding
Excellence <i>Taumata teitei (hirangi)</i>	Our attitude of excellence inspires success, competence, confidence and innovation

The position of Registered Psychologist encompasses the following major functions or key result areas:

- Provision of professional and ethically sound psychological practice
- Provision of (primarily individual) psychological assessment and treatment/intervention
- Continual development of knowledge and skills
- Effective team member of the Mental Health and Addiction Service
- Quality Assurance
- Treaty of Waitangi
- Health and Safety
- Privacy and Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
<p><i>Provision of professional and ethically sound psychological practice</i></p>	<ul style="list-style-type: none"> • Maintain a high standard of professional care in accordance with the standards set by the New Zealand Psychologists Board, Code of ethics, relevant legislation, and the policies of NDHB. • Collect and document information consistently and systematically, defining confidentiality from the outset, and maintaining a safe pathway of care for consumers throughout their contact with the Mental Health and Addiction Service.
<p><i>Provision of (primarily individual) psychological assessment and treatment/intervention</i></p>	<ul style="list-style-type: none"> • Conduct comprehensive assessments and utilize standardized psychological assessment techniques and frameworks as appropriate. • Develop and implement treatment plans based on comprehensive assessment and psychological formulations. • Develop and implement evidence based treatment options. • Liaise and consult with other team members and persons identified as having functional roles, thereby facilitating a safe pathway of care.
<p><i>Continual development of knowledge and skills</i></p>	<ul style="list-style-type: none"> • Develop and maintain personal professional practice in accordance with professional standards, legislative requirements, policies and guidelines • Schedule time to update knowledge e.g. attendance at relevant courses/seminars or conferences (funding permitted) and self- study via methods such as reading relevant literature, webinars etc. • Complete the CCP each year, as per standard from the NZ Psychologists Board • Participate in regular clinical supervision with an appropriately qualified and experienced psychologist. • Establish links with other organizations, such as Primary Health Providers, as appropriate. • Develop special areas of expertise consistent with own professional discipline and interests, in accordance with service delivery priorities and thereby act as a resource person for the service. • Participate in formal performance appraisals which will take place not less frequently than annually, and will involve the formulation of a professional development plan which will be revised annually.



Key Responsibility Area	Expected Outcomes
<p><i>Effective team member of the Mental Health and Addiction Services</i></p>	<ul style="list-style-type: none"> • Participate in the development and delivery of culturally acceptable mental health and addiction services. • Attend team meetings, i.e., multi-disciplinary and hand-over team meetings, in-service education, team planning, reviews and business meetings etc., as required. • Provide team with up-to-date knowledge of relevant evidence based work practice. • Be available for consultation and/or supervision with colleagues, as appropriate to level of experience. • Participate in fostering team morale with emphasis on clinical excellence and ongoing reflection of the team's practices. • Participate in quality improvement processes. • Liaise with other professionals involved in client care. • Ensure that all concerns, complaints and issues are brought to the attention of the Clinical Leader or Group Manager, Mental Health and Addiction Services in a timely and effective manner in accordance with Service policies and procedures.
<p><i>Quality Assurance</i></p>	<ul style="list-style-type: none"> • Participate in the team quality assurance process in accordance with policies and procedures. • Ensure all documentation and processes are clear and meet legislative, NDHB and Ministry of Health requirements. • Assist and consult with team members e.g. case reviews and treatment planning, as indicated • Provide clinical supervision, if appropriate • Participate in relevant research projects. • Meet annually with the Team Manager to review and evaluate performance issues and standards and to plan future professional and personal development. Complete CCP in a timely manner.
<p><i>Treaty of Waitangi</i></p>	<ul style="list-style-type: none"> • Contribute to the promotion of the principles of the Treaty of Waitangi and the involvement of Māori within the decision making process for their health and independence • Include the principles of the Treaty of Waitangi within all aspects of the role and its outcomes. • Ensure that consultation and engagement processes include appropriate mechanisms to meet the needs of Māori in a culturally appropriate and safe manner. • Attend the NDHB Treaty of Waitangi Training.



Key Responsibility Area	Expected Outcomes
<i>Health & Safety</i>	<ul style="list-style-type: none"> • Ensure compliance with designated responsibilities detailed in NDHB's Health and Safety Policies. • Promote an environment of physical, occupational, cultural, ethical and legal safety. • Observe safe work practices, rules and instructions relating to work, and be pro-active in hazard management • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> - Practicing and observing safe work methods; - The use of safety equipment; - Reporting unsafe conditions or equipment; and - Reporting and documenting all accidents or incidents
<i>Privacy and Confidentiality</i>	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 1993, Health Information Privacy Code 1994, and Northland DHB's Privacy Policies and Procedures • Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.



Person Specification

Education and Qualifications

Essential

- Current registered with the NZ Psychologists Board
- Current full drivers licence

Desirable

- Registered in clinical scope and practice
- Basic typing and computerized skills e.g. Word, Outlook

Experience

Essential

- Working knowledge and commitment to Tikanga.
- Working knowledge of psychopathology and relevant treatment options.
- Experience in working with individuals with Axis I and Axis II disorders.
- Comprehensive assessment, conceptualization, formulation and psychological treatment skills.
- Report writing skills
- Experience of working in a community setting.
- Demonstrated ability to defuse or intervene in a crisis situation.
- The ability and willingness to work as part of a multi-disciplinary team.
- A commitment to further professional development, including other cultures
- Ability to manage case-load pressures from various sources along with ability to prioritize these.

Desirable

- Working with clients with Forensic history or current forensic situations.
- An area of developed specialty suitable to the working environment of adult community mental health services.

Awareness and Understanding of

Essential

- The Treaty of Waitangi
- Code of Ethics for Psychologists working in NZ.
- Health Practitioners Competence Assurance Act (2003)
- Privacy Act (1993) and Health Information Privacy Code (1994)
- Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)
- Health and Safety at Work Act 2015
- Continuing Competence Program for Psychologists working in New Zealand.

Desirable

- Te Whare o Tiki, Co-existing problems (CEP) knowledge and skills framework
- Lets get real framework



Skills & Personal Attributes

Essential Skills

- Strong interpersonal, written and oral communication skills
- Good time management
- Use of effective stress management techniques
- Culturally responsive
- A commitment to personal wellbeing
- The ability to work with a wide variety of clients including those from various cultural/ethnic backgrounds.
- Developed interpersonal skills.
- Ability to prioritise workload.
- Ability to be flexible, versatile and to be able to adjust to change.
- Ability to be empathic and non-judgmental with clients.
- Ability to be reflective in his/or her Professional Practice and to seek and respond to clinical supervision.
- Ability to work actively within a MDT framework.
- Comprehensive clinical documentation

Personal Attributes

- Sense of humour
- Honesty and Integrity
- Motivated and creative
- Flexibility with problem solving skills
- Self-reflection on a personal basis and how personal elements could impact work elements
- A level of comfort in adjusting to change and an internal locus of control



Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by:

Signature:

Date:

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title:

Signature of employee:

Date:

