

Position Description

Position Title	Clinical Psychologist
Service Group	Mental Health and Addiction Services
Team	Maternal Infant Child and Adolescent Mental Health Services (MICAMHS)
Reports to	Team Leader
Direct Reports	Nil
Authority Level	Nil
Issue Date	Aug 2018
Approved By	

The Bay of Plenty District Health Board

The District Health Board's fundamental purpose is to work within the resources allocated to it, to improve, promote and protect the health of the whole population within its district, and to promote the independence of people with disabilities.

Vision: Healthy, thriving communities.

Mission: Enabling communities to achieve

Our Values: Compassion, All-one-team, Responsive, Excellence



The Bay of Plenty District Health Board (BOPDHB) is committed to the Treaty of Waitangi principles of Partnership, Participation and Protection, and to meaningful engagement in decision-making with Tangata Whenua at strategic, operational and service levels.

Delivering this commitment is through: the implementation of our He Pou Oranga Tangata Whenua Determinants of Health framework: respect for and promotion of our Kawa and Tikanga Māori; ensuring cultural safety; seeking to eliminate disparities in health between Māori and Non Māori.

All staff have a part to play in this commitment.

Primary Purpose

MICAMHS is committed to the provision of safe and accountable acute response services and dynamic ongoing care delivery. Interventions are predicated on robust assessment and collaborative planning using a holistic approach and authentic therapeutic engagement with the client and his/her family.

The Clinical Psychologist will work as a member of the MICAMHS to provide an effective community based assessment and treatment service to the target populations within existing legal frameworks.

Clinical Psychologists working with MICAMHS understand that staff will maintain skill-diversity by adhering to training requirements and taking opportunities to collaborate with various roles within the service. Acceptance of a position within this team signals a commitment to partnership and a willingness to provide assistance and collegial support on request.

Key Responsibilities	Outcomes
<ul style="list-style-type: none"> • Clinical Practice 	<ul style="list-style-type: none"> • Provides appropriate, effective, objective and clear psychological formulations based on thorough assessment; • Appropriate use of a wide range of assessment tools including psychometric tests; • Therapeutic interventions to be formulated in consultation with the client and when appropriate, with the family; • Provides a range of therapeutic interventions using individual, family and group techniques; • Client contacts, assessments, interventions and treatment plans are clearly and objectively documented in the clients' clinical files; • All communication and correspondence is managed in an appropriate manner; • Clients and their families are referred to other community based services as appropriate; • Complaints received about the service are dealt with promptly, in consultation with the Clinical Co-ordinator, and in accordance with the Mental Health Services complaints policy.
<ul style="list-style-type: none"> • Team work 	<ul style="list-style-type: none"> • Works as an active, positive, creative and supportive member of a multidisciplinary team; • Engages in a collaborative service delivery approach with colleagues from the team and other Mental Health Services through the treatment planning process; • Acknowledges, respects and utilises the skills and knowledge of colleagues from the team and other Mental Health Services appropriately; • Ensures that psychological skills, knowledge and professional perspectives are made available to assist colleagues in a positive, proactive and professional manner; • Participates as a member of the multidisciplinary team in the appropriate assessment, treatment and follow-up of clients; • Clear lines of communication are effectively utilised and professional accountability for practice is demonstrated.

<ul style="list-style-type: none"> Ethical and legal practice 	<ul style="list-style-type: none"> Maintains the professional standards of the New Zealand Psychological Society's Code of Ethics; Complies with relevant legislative, regulatory, Company, Service and professional requirements; Demonstrates knowledge of the legal requirements and responsibilities of the Mental Health (Compulsory Assessment and Treatment) Act 1992, and the Children, Young Persons and Their Families Act 1989; Demonstrates knowledge of legal and ethical requirements pertaining to informed consent and other procedures that may impact upon the rights of clients; Client related information is managed according to the requirements of the Privacy Act 1993 (Health Information Privacy Code 1994); Statistical information and data are regularly recorded and reported as required; All documentation is completed concisely, accurately, objectively and in a timely manner; Company and service strategic directions, values and policies are read, understood and consistently adhered to.
<ul style="list-style-type: none"> Service and professional development 	<ul style="list-style-type: none"> Maintains a professional obligation to remain informed about clinical issues pertinent to working with children, adolescents and their families; Competent practice is influenced and reinforced through membership of the New Zealand Psychological Society and or College of Clinical Psychology; Participates in the formulation of practice guidelines, project work and other activities as required to maintain or improve the quality of services delivered; Peer, administrative and clinical supervision is actively engaged and effectively utilised; Maintains a responsibility to contribute to the development and delivery of service, support consumer representation in that process and adheres to a client focus/family orientation; Participates in and maintains links and liaison with professional group; Involvement in regular performance review/appraisal - eg. Clinical Career Pathways.
<ul style="list-style-type: none"> Culturally safe practice 	<ul style="list-style-type: none"> Able to demonstrate an understanding of the Treaty of Waitangi and provide services in a culturally safe manner;

	<ul style="list-style-type: none"> • Demonstrates consultation, training and education to improve awareness of, and sensitivity to cultural issues. • Attends relevant Treaty of Waitangi/Bicultural training opportunities as arranged through BOPDHB.
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This position description is not exhaustive and the incumbent may be requested to perform any reasonable task requested by their Clinical Co-ordinator.

Key Relationships

Internal	External
<ul style="list-style-type: none"> • Psychology Advisor • Professional Advisors • MICAMHS MDT • Consumer Advisor • Medical Staff • Regional Maori Health Services • Speciality Nurses • Consumer Advisor • Family/Whanau Advisor • Paediatric Services 	<ul style="list-style-type: none"> • Clients and Families • Non- government agencies and Primary Health Care organisations • Schools and education services • Ministry of Vulnerable Children Oranga Tamariki

Person Specification

	Essential	Desirable
Qualifications	<p>A Masters Degree in Psychology;</p> <p>Registered as a Psychologist in New Zealand with current practising certificate;</p> <p>New Zealand Post-graduate clinical diploma or overseas equivalent;</p> <p>Demonstrated clinical competence</p> <p>Current clean motor vehicle driver's licence</p>	<p>Affiliation to an appropriate professional organisation</p>
Experience	<p>Experience of working within a multi-disciplinary team and knowledge of how teams work</p>	<p>Minimum two years post graduate clinical experience in Mental Health</p> <p>Previous experience within community based mental health setting</p>
Attributes	<p>A willingness/ability to teach and /or share expertise within the team</p>	

Values	Demonstrates behaviours consistent with the BOPDHB values.	
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You agree to demonstrate flexibility and a willingness to perform a variety of tasks to promote and support BOPDHB initiatives.

You are required to meet the Health and Safety at Work Act 2015 requirements as set out in the BOPDHB Health and Safety policies and protocols. This includes completing successfully any health and safety training provided by the BOPDHB.

You are required to maintain a standard of health which will allow for the performance of all duties and functions of the position. All BOPDHB sites are smokefree environments.

Health Practitioners Competence Assurance Act 2003

1. You are required to maintain your current competency based practicing certificate.
2. You must notify your Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).
3. You must complete the requirements of any competency programme.
4. You must notify your employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
5. Know the provisions of the HPCAA as the governing legislation.

Vulnerable Children Act 2014

Due to this position having contact with children and the BOPDHB's commitment to child protection, you will be subject to 'safety checks' under the Vulnerable Children Act at the time of hire and thereafter as per the relevant legislation.

Position Holders Declaration

I certify that I have read, understand, and agree to this position description.

Name: _____

Signature: _____

Date: _____



**Attitudes and behaviours
We want to see**

**Outcome
Everyone we come into
contact with will feel...**

**Attitudes and behaviours
We don't want to see**

C Compassion

Cares about other people. Has empathy and understanding. Is calm and reassuring. Protects people's dignity.

Treats everyone with respect regardless of their views, role or background. Value differences. Culturally competent.

Notices, acknowledges and appreciates people's efforts and achievements, gives praise, making people feel valued.

Cared for and respected

Treated with respect and cultural sensitivity

Valued and engaged

Is rude, bullies, intimidates or humiliates. Creates anxiety. Doesn't act if someone's dignity is suffering.

Disrespectful, judgmental, makes assumptions about people. Gossips or talks behind people's backs. Rough behaviour.

Criticises people's efforts, takes people for granted, makes people feel undervalued, belittled or inadequate.

A All-one-team

Shares knowledge and information openly and honestly, clearly explains and updates people on what's happening.

Takes time to listen to others, is interested in their views. Invites people to ask questions and share concerns or ideas.

Involves patients, whānau and colleagues as equal partners. Builds teams and relationships to achieve the best outcomes.

Clear about what's happening

Listened to

Involved in a partnership model

Withholds knowledge and information, leaves people confused or in the dark.

Doesn't listen, talks over people, dismisses or puts people down, makes decisions without consultation.

Doesn't trust or involve people in things that affect them. Excludes, overrides, micro manages.

R Responsive

Friendly, polite, approachable, warm. Introduces themselves. Creates a happy environment. Smiles when appropriate.

Shows kindness. Is attentive to people's needs, supportive, helpful and willing. Often goes the extra mile for people.

Respects people's time. Plans ahead and co-operates so things run smoothly. Looks for efficient ways of doing things.

Positively welcomed

Supported, so they would want to be cared for or work here

We are flexible and efficient, and use resources wisely

Ignores people, snappy or aggressive tone of voice or behaviours, 'rushing' and saying "I'm too busy".

Passes the buck, says "it's not my job", unsupportive, does not take responsibility and leaves work for others.

Often late. Leaves people waiting unnecessarily or puts people under pressure with unrealistic timeframes.

E Excellence

Chooses to take a positive, will-do attitude. Looks for solutions. Uses positive words and actions to good effect.

Aims for the best results, always learning, developing skills, knowledge, and ways of doing things, and helping others to.

Consistently follows agreed, safe, best-practice.

Seeks, welcomes and gives constructive feedback, speaks up when they have a concern, coaches others' behaviour.

Part of a positive culture of high achievement

Things are always improving

Safe

We are role models who are open to feedback

A negative attitude, often moaning, complaining or grumpy. Focuses on problems.

Assumes they know best, resists change, not interested in learning or developing. Happy with 'good enough'.

Inconsistent, cuts corners, closed to new evidence.

Blames. Closed to feedback. By not speaking up about poor behaviour or unsafe practice they condone it.

