

	<b>POSITION TITLE</b>	<b>Senior Medical Officer in Addiction Medicine / Addiction Psychiatry</b>		
	<b>DIRECTORATE</b>	Mental Health and Addictions	<b>DEPARTMENT</b>	Mental Health and Addictions
	<b>REPORTING TO (operationally)</b>	General Manager	<b>REPORTING TO (professionally)</b>	Medical Director
<b>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</b>	This role covers the Mental Health Service in Te Whatu Ora – Health New Zealand, Te Matau a Māui Hawke’s Bay. No direct or indirect Staff reporting			
<b>PURPOSE OF THE POSITION</b>	<ul style="list-style-type: none"> <li>To provide specialist drug and alcohol assessment and treatment to people with severe substance use disorders and psychiatric disorders.</li> <li>To offer expert advice to clinicians within the MH&amp;A Group Te Whatu Ora – Hawke’s Bay (including primary care) and non-governmental organisation partners regarding the treatment of addictions and co-existing problems.</li> <li>To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Mental Health Service, including best practice in the treatment of addictions and co-existing problems.</li> <li>To operationally and strategically support the ongoing development of the Mental Health Service.</li> <li>To provide oversight of the detoxification service and advice to the detoxification nurse.</li> <li>Is actively involved with project management and will be involved in selected service improvement activities, as delegated by the respective clinical and management leaders.</li> <li>Delivery of organisational KPI’s; including relevant Ministry of Health (MoH) target, financial budgets and service plans.</li> <li>To recognise and support the delivery of the Hawke’s Bay Health Sector vision.</li> </ul>			
<b>KEY DELIVERABLES</b>	<p><b>Specialist substance use disorder assessment – to provide highest quality specialist assessment and treatment of people with severe substance use disorders</b></p> <ul style="list-style-type: none"> <li>Undertakes assessments, makes diagnoses and develops treatment and management plans in consultation with patient/family/Tangata Whaiora where appropriate</li> <li>Provides ongoing review and management</li> <li>Clearly documents assessments, risk assessment and treatment plans, in accordance with Te Whatu Ora – Hawke’s Bay policies and procedures</li> <li>Prescribes opioid substitution treatment</li> <li>Participates in multidisciplinary meetings with clinical review meetings.</li> <li>Participates in case discussions and contributes to ongoing treatment plans.</li> <li>Participation in family/whānau meetings.</li> <li>Providing advice and supervision to other medical and non-medical clinicians.</li> <li>Provides urgent and crisis assessments.</li> <li>Actively participates in clinical governance and quality improvement initiatives to improve clinical care provision and standard or clinical practice.</li> <li>Where credentialled to do so, undertakes the role and functions of a responsible clinician for people subject to the provisions of the Mental Health (Compulsory Assessment and Treatment) Act 1992.</li> <li>When credentialled, undertakes the role of Approved Specialist and Responsible Clinician within the scope of the Substance Addiction (Compulsory Assessment and Treatment) Act 2017 from commencement date.</li> <li>Prescribes treatment (including medications) in accordance with HBDHB policies and national guidelines</li> <li>Promotes cooperation and coordination with referring and support agencies to ensure the delivery of best service and care as possible.</li> <li>Provides consultation and liaison with primary health sector as appropriate.</li> </ul> <p><b>Maintain Clinical Skills</b></p> <ul style="list-style-type: none"> <li>Participates in peer review.</li> <li>Participates in other formal continuing education activities locally and regionally within remit of specialist practice.</li> <li>Keep up to date with specialist literature.</li> <li>Enrol in RANZCP Continuing Professional Development programme (or equivalent).</li> <li>Participates in regular audit activities.</li> <li>Attend or complete all DHB and Directorate mandatory training within the required time interval for each training.</li> </ul> <p><b>Supervision and Training</b></p> <ul style="list-style-type: none"> <li>Attends regular supervision, as necessary, to maintain a high standard of performance, including in any sub-specialty areas of practice.</li> <li>Assists in teaching of students and other professionals and contributes in the training of other workers in the service as requested.</li> </ul>			

	<p><b>Administration – contribute to administration of Mental Health Services in a constructive way</b></p> <ul style="list-style-type: none"> <li>• Keep comprehensive, up to date, and legible clinical notes, including electronic records, in accordance with guidelines laid down by the service.</li> <li>• Participate in administration meetings with management staff.</li> <li>• Participate in strategic planning and administrative meetings with other senior medical staff, especially in regards to planning and review of addictions services.</li> </ul> <p><b>After hours cover</b> (if successful candidate is a Psychiatrist)</p> <ul style="list-style-type: none"> <li>• Scheduled on the second on-call roster with other SMOs.</li> <li>• To act as responsible clinician for all patient’s subject to the Mental Health (CAT) Act 1992 for the duration of the second on-call period.</li> <li>• Available by cell phone at all times when on-call.</li> <li>• Available to see patients when indicated within 30 minutes, or agree a safe effective interim management plan with the requesting clinician until able to attend.</li> <li>• Provide clinical advice and support to first on-call medical officer and Emergency Mental Health Service (EMHS).</li> <li>• Provide only on call after hours cover if first on-call unavailable</li> <li>• If applicant is a specialist in addictions psychiatry and qualified under a general scope of practice as a MOSS, to participate in first on call roster.</li> </ul>		
<p><b>HEALTH &amp; SAFETY RESPONSIBILITIES</b></p>	<p>Te Whatu Ora - Hawke’s Bay is committed to maintaining and promoting the health &amp; safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> <li>○ Not to do anything that puts your own H&amp;S at risk</li> <li>○ Not to do anything that puts others H&amp;S at risk</li> <li>○ To follow all health and safety policies and procedures</li> <li>○ To follow all reasonable health and safety instructions</li> </ul> <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm)</p>		
<p><b>KEY WORKING RELATIONSHIPS</b></p>	<table border="1"> <tr> <td data-bbox="341 981 911 1462"> <p><b>INTERNAL</b></p> <ul style="list-style-type: none"> <li>• Medical Director</li> <li>• General Manager</li> <li>• Senior medical staff in mental health</li> <li>• Junior medical staff (Registrars and House Officers)</li> <li>• Medical staff of hospital</li> <li>• Members of the multidisciplinary team in mental health</li> <li>• Administration staff</li> <li>• Emergency Mental Health Service (EMHS)</li> <li>• All mental health services</li> <li>• Clinical Nurse Manager, Clinical Managers and Associates/Clinical Coordinators</li> </ul> </td> <td data-bbox="911 981 1538 1462"> <p><b>EXTERNAL</b></p> <ul style="list-style-type: none"> <li>• General Practitioners</li> <li>• Police</li> <li>• Non-government Organisations</li> <li>• Community Organisations</li> <li>• General public</li> </ul> </td> </tr> </table>	<p><b>INTERNAL</b></p> <ul style="list-style-type: none"> <li>• Medical Director</li> <li>• General Manager</li> <li>• Senior medical staff in mental health</li> <li>• Junior medical staff (Registrars and House Officers)</li> <li>• Medical staff of hospital</li> <li>• Members of the multidisciplinary team in mental health</li> <li>• Administration staff</li> <li>• Emergency Mental Health Service (EMHS)</li> <li>• All mental health services</li> <li>• Clinical Nurse Manager, Clinical Managers and Associates/Clinical Coordinators</li> </ul>	<p><b>EXTERNAL</b></p> <ul style="list-style-type: none"> <li>• General Practitioners</li> <li>• Police</li> <li>• Non-government Organisations</li> <li>• Community Organisations</li> <li>• General public</li> </ul>
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<p><b>DELEGATION AND DECISION</b></p>	<p>If candidate is a psychiatrist: Acting as responsible clinician and approved specialist under the scope of the Substance Addiction (Compulsory Assessment and Treatment) Act.</p>		
<p><b>HOURS OF WORK</b></p>	<p>40 hours per fortnight (0.5 FTE)</p>		
<p><b>EMPLOYMENT AGREEMENT &amp; SALARY</b></p>	<p>As per the Individual Employment Agreement (IEA) negotiated with the appointee OR in accordance with the New Zealand Senior Medical and Dental Officers Collective Employment Agreement according to qualifications and experience pro rata for hours worked.</p>		
<p><b>DATE</b></p>	<p>November 2022</p>		
<p><b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b></p>	<p>Not applicable</p>		
<p><b>SCOPE &amp; COMPLEXITY</b></p>	<p>Balancing routine and urgent work within a busy multidisciplinary team. Maintaining high standard of practice with good outcomes for patients and inspiring others to do likewise. One of several Psychiatrists serving a total population of approximately 178,500 in a mixed urban and rural area.</p>		

## ESSENTIAL CRITERIA

### Qualifications

- Fully qualified to practice as a Senior Medical Officer
- Post graduate training in psychiatry with Fellowship of the Royal Australian and New Zealand College of Psychiatrists, or equivalent and is recognised by the New Zealand Medical Council as eligible for registration with a vocational scope of practice.
- Possession of FRANZCP or equivalent. Recognised post graduate qualification and training in Addictions Psychiatry (including opioid substitution treatment) or Addictions psychiatry and General Adult Psychiatry.
- Alternatively, fellowship with the Australasian Chapter of Addiction Medicine or equivalent

### Business / Technical Skills

- Clinical experience and knowledge in mental health and addiction services at a specialist level.
- Previous specialist substance use disorder and psychiatric clinical experience in community, liaison, crisis and inpatient settings.
- Knowledge of the NZ Government's health funding framework and priorities and the impacts of these on the DHBs.
- Excellent communication and interpersonal skills.
- Willingness to work in a constructive way with a range of other clinical and non-clinical disciplines.

### Leadership Competencies

- Credibility and integrity (embraces professionalism and ethical practice).

### Key Attributes

- Effective communication and interpersonal skills

### Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Is visible, welcoming and accessible to Māori consumers and their whānau
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience
- Actively facilitates the participation of whānau in the care and support of their whānau member.

### Physical requirements for role

- Able to kneel
- Able to get one knee up on bed.
- Able to squat.
- Able to raise arms above head.
- Able to reach arms out in front.
- Able to walk up two flights of stairs without stopping

### Vaccination status for role

Vaccinations as per the current employee immunisation policy, including annual influenza vaccination and COVID 19 vaccinations.

## DESIRABLE CRITERIA

### Experience

- Medico-legal experience or a willingness to learn



## Our Vision and Values

*Te hauora o te Matau-ā-Māui: Healthy Hawke's Bay*

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



### HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

### ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

### RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

### TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.