

 HAWKE'S BAY District Health Board Whakawāteatia	POSITION TITLE	Clinical Psychologist or Registered Psychologist		
	DIRECTORATE	Mental Health	DEPARTMENT	Nga Rau Rakau, Mental Health Inpatient Unit
	REPORTING TO (operationally)	Clinical Nurse Manager, Mental Health Inpatient Unit	REPORTING TO (professionally)	Psychology Professional Advisor
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	<p>This role covers Nga Rau Rakau Mental Health Inpatient Psychological requirements for the Hawkes Bay area with the scope of the role allowing service development opportunities around increased integration with community.</p> <p>Staff reporting - Nil.</p>			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> • Works as an effective member of the Mental Health Inpatient multidisciplinary team and provides comprehensive psychological assessments to service users of Nga Rau Rakau. • In conjunction with the multidisciplinary team develops short term treatment plans and provides effective treatment and case management, • Provides a range of psychology skills and services including psychological, neuropsychological, cognitive, personality, and diagnostic comprehensive assessment for service users. • Ensures effective liaison and consultation with service users/tangata whaiora and their families/whanau experiencing mental illness and addictions. • Ensure that an equity focus is paramount in all interactions, assessments and treatments with service users • To ensure and prioritise a focus on patient safety and quality relating to care and processes within Nga Rau Rakau. • To work in close association with the Mental Health Community Teams, EMHS, HBT and IDP as well as GP's and community agencies with the aim of enabling consumer/tangata Whaiora and their family/whanau to have choice and control over their return to good health. • To deliver organisational KPI's including relevant MOH target, financial budgets and service plans. • To recognise and support the delivery of the Hawkes Bay Health sector vision. 			
KEY DELIVERABLES	<p>Clinical</p> <ul style="list-style-type: none"> • To provide a quality and responsive assessment for service users / tangata whaiora and their families/whanau referred. This will be done by ensuring that Service User/tangata whaiora will be seen for an assessment timely. Additionally, significant others will be involved in the assessment and treatment planning process where appropriate (e.g. family/whanau, caregiver). Service User/tangata whaiora are engaged in a positive therapeutic relationship and actively involved in treatment planning. • To assess clinical risk and manage it according to service policies and procedures. This will include appropriately responding and managing patients presenting with risk e.g. suicidal ideation, self-harming and suicidal attempt. Additionally, Clinical risk will be assessed and managed according to service policies and procedures. • To provide appropriate treatment, therapy and support and to liaise with other staff and agencies as required. A range of therapy and treatment services is available to consumer/tangata whaiora and delivered in appropriate venues. This will ensure that Service User/tangata whaiora will receive individual and/or group treatment that is safe and appropriate. • Ensure that Service User/tangata whaiora will be seen for an assessment at the most helpful time. This will include seeing patients in a timely manner that will ensure that they are seen within the ministry's waiting time KPI. • To administer and score specific functional and psychometric assessment of clients accurately and write comprehensive reports thereafter. • To ensure that comprehensive assessments completed will be recorded in a timely to meet service policies and procedures. This will be evidenced by File audits that show evidence of a high standard of documentation. • To ensure that significant others will be involved in the assessment and treatment planning process where appropriate (e.g. family/whanau, caregiver). This will include ensuring that Service User/tangata whaiora are engaged in a positive therapeutic relationship and actively involved in treatment planning. • To ensure that service user/tangata whaiora referrals are actioned promptly and appropriately. This will include ensuring that referrals are dealt with comprehensively. This will also include making sure that referral=s made to other organisations are made in a professional and timely 			

fashion.

- Ensure that Service User/tangata whaiora and significant others will report satisfaction with service received and that their needs are met.
- Ensure that Service User/tangata whaiora will receive individual and/or group treatment that is safe and appropriate.
- Ensure that quality and safety standards are met.
- Ensure that a range of therapy and treatment services is available to consumer/tangata whaiora and delivered in appropriate venues.
- Ensure that consumer/tangata whaiora and their families are aware of their rights and their choices and are empowered through their relationships with the service.
- To participate and provide advice and consultation in CRMS and complex peer review of clients that are at high risk and require frequent readmission.

Evaluation

- To contribute to the multidisciplinary review of service user / tangata whaiora care and ensure regular reviews of service user / tangata whaiora progress against agreed goals are completed, documented and that quality improvement is actively pursued.

Networking

- To ensure linkages with families, community, services and support networks are made and maintained for the benefit of the service user / tangata whaiora alongside the multidisciplinary team.
- Service User/tangata whaiora community support networks are maintained and strengthened.
- Close links are maintained with health professionals working in the community, especially GPs.
- Relevant individuals, groups and referral agencies are informed about services and any alterations in service and procedures as they arise.
- Active links with relevant organisations, groups and individuals offering community resources and services are maintained.

Professional Standards

- (a) To participate in service user / tangata whaiora focused multi-disciplinary approach to caseload management.
- (b) To maintain open and effective communication channels within the team are maintained, providing a co-ordinated response to Service User/tangata whaiora treatment and care
- (c) To attend and participate at staff meetings regularly.
- (d) To ensure Service User/tangata whaiora and family/whanau actively participate in treatment planning and implementation.
- (e) To ensure positive relationships are developed and acknowledged with the multi-disciplinary team within Community Health and Disability Support Services.
- (f) Agreed Team approach to Service User/tangata whaiora established and documented.
- (g) Own professional perspective is considered in service planning and delivery.
- (b) To ensure service is delivered in a culturally sensitive manner
 - I. Services are developed to reflect particular cultural; health related needs
 - II. Day to day practice demonstrates knowledge, respect and sensitivity for the cultural expectations, lifestyles, spiritual beliefs and choices of others.
 - III. Effective interpersonal communication is evident between practitioner and those of diverse cultures.
 - IV. Staff work in co-operation with Maori Mental Health in developing programmes specific to people who identify as Maori.

HEALTH & SAFETY RESPONSIBILITIES

HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:

- Not to do anything that puts your own H&S at risk
- Not to do anything that puts others H&S at risk
- To follow all health and safety policies and procedures

	<ul style="list-style-type: none"> To follow all reasonable health and safety instructions (You have the right to cease work if you believe that you, or others, are at risk of serious harm). 	
KEY WORKING RELATIONSHIPS	<p>INTERNAL</p> <p>NRR Multidisciplinary Team Emergency Mental Health Service (EMHS) Home-Based Treatment Team (HBT) Intensive Day Service (IDS) Community Mental Health Teams Other Clinical Co-ordinators Managers Kaitakawaenga/Maori Health Services Professional Leads Other HBDHB Mental Health workers Wider department nursing team Wider Organisational Nursing teams Chief Nursing and Midwifery Officer Allied Health Staff Medical Staff Administration staff</p>	<p>EXTERNAL</p> <p>Service Users Family / Whanau / Aiga Non-Government Organisations Primary care providers NGO service providers Consumer organisations Community organisations Government agencies Other mental health services Tertiary academic partners</p>
DELEGATION AND DECISION	Nil	
HOURS OF WORK	Up to 80 per fortnight	
EMPLOYMENT AGREEMENT & SALARY	In accordance with the Psychologists Multi Employer Collective Agreement (MECA) \$75,078- \$106,858 gross per annum, pro rata for hours worked according to qualifications and experience.	
DATE	Jan 2021	
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A	
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> Support an effective continuum of care for those with moderate to severe mental health and addiction needs requires the development and maintenance of relationships, credibility and the ability to identify the appropriate care needed. Supporting a culture that is conducive to achieving National Key performance Indicators as per “Key Performance Indicator Framework for New Zealand Mental Health and Addiction Services” this includes HoNOS, waiting times and Relapse Prevention Planning targets. Working with the ACNM to identify multidisciplinary strengths and weaknesses. Supporting the implementation of change in services for consumers to reflect best practice and influencing consumer outcomes. 	

ESSENTIAL CRITERIA

Qualifications

A minimum of a Master's degree in Psychology from an educational organisation approved by the New Zealand Psychologists Board, or by an equivalent overseas competent registering authority for psychologists.

Registration as a Clinical Psychologist with the New Zealand Psychologist Board under the Health Practitioners Competence Assurance Act (2003) with a current practising certificate *or* OR

Registration as a Registered Psychologist with the New Zealand Psychologist Board under the Health Practitioners Competence Assurance Act (2003) with a current practising certificate and appropriate experience commensurate to the role

Experience

- Experience in adult mental health
- Proven customer service skills.
- Experience working with complex trauma presentation and therapeutic approaches to trauma

Business / Technical Skills

Ability work autonomously, be self-motivated and have good organisation skills

Good communication skills, verbal and written

Ability to plan and implement change, set priorities and monitor performance

Commitment to quality, excellence and professional development

Energy, drive, flexibility and sense of humour

Good interpersonal skills

Current Drivers Licence

Demonstrated ability to work harmoniously with a multi-disciplinary team

Cultural sensitivity and an ability to respect and acknowledge difference

Familiarity with aspects of child development and family / whānau dynamics

Tolerance and robustness for change

Key Attributes

Effective communication skills

Positive attitude

The ability to identify and develop networks to support self and staff

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

DESIRABLE CRITERIA

Experience

- Evidence of postgraduate development with Treaty of Waitangi principles
- Skills in training and education
- Clinical Supervision experience desirable
- Experience in different psychotherapy models

Business / Technical Skills

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills



Our Vision and Values

Te hauora o te Matau-a-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.

Physical requirements for role:

As required by Occupational Health

Vaccination status for role:

As required by Occupational Health