



	POSITION TITLE	Consultant Psychiatrist		
	GROUP	Mental Health and Addictions	DEPARTMENT	Hastings Community Mental Health
	REPORTING TO (operationally)	General Manager	REPORTING TO (professionally)	Medical Director
GROUP RESPONSIBILITIES & DIRECT REPORTS	This role covers the Mental Health and Addictions Service in the Hawke's Bay District Health Board (HBDHB). Staff reporting - No Direct or Indirect			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> To provide specialist psychiatric assessment and treatment to people with severe mental illness. To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Mental Health Service. To operationally and strategically support the ongoing development of the Mental Health Service and wider Mental Health and Addictions Directorate. Is actively involved with project management and will be involved in selected service improvement activities as delegated by the respective clinical and management leaders. Delivery of organisational KPIs including relevant MoH targets, financial budgets and service plans. To recognise and support the delivery of the Hawke's Bay Health Sector vision. 			
KEY DELIVERABLES	<p>Specialist Psychiatric Assessment – to provide highest quality specialist assessment and treatment of people with severe mental illnesses.</p> <ul style="list-style-type: none"> Undertakes assessments, makes diagnoses and develops treatment and management plans in consultation with patient/family/tangata whaiora where appropriate. Provides ongoing psychiatric review and management. Clearly documents assessments, risk assessment and treatment plans in accordance with HBDHB policies and procedures. Participates in multidisciplinary meetings with clinical review meetings. Participates in case discussions and contributes to ongoing treatment plans. Participation in family/whānau meetings. Providing advice and supervision to other medical and non-medical clinicians. Provides urgent and crises assessments. Actively participates in clinical governance and quality improvement initiatives to improve clinical care provision and standard or clinical practice. Undertake the role and functions of a responsible clinician for people subject to the provisions of the Mental Health (Compulsory Assessment and Treatment) Act 1992. Prescribes treatment (including medications) in accordance with HBDHB policies and national and international guidelines. Promotes cooperation and coordination with referring and support agencies to ensure the delivery of best service and care as possible. Provides consultation and liaison with primary health sector as appropriate. <p>Maintain Clinical Skills</p> <ul style="list-style-type: none"> Participates in peer review. Participates in other formal continuing education activities locally. Keeps up to date with specialist literature. Enrol in RANZCP continuing professional development programme. Participates in regular audit activities. <p>Supervision and Training</p> <ul style="list-style-type: none"> Attends regular supervision as necessary to maintain a high standard of performance. Assists in teaching of students and other professionals and contributes in the training of other workers in the service as requested. <p>Administration – contribute to administration of Mental Health Services in a constructive way</p> <ul style="list-style-type: none"> Keep comprehensive, up to date and legible clinical notes in accordance with guidelines laid down by the service. Participate in administration meetings with management staff. Participate in strategic planning and administrative meetings with other senior medical staff. 			

	<p>After Hours Cover</p> <ul style="list-style-type: none"> • Scheduled on the second on-call roster with other SMO's. • Available by cell phone at all times when on-call. • Available to see patients when indicated within 30 minutes or at an otherwise agreed timeframe. • Provide clinical advice and support to first on-call Medical Officer and Emergency Mental Health Service. • Provide only on call after hours cover if first on-call unavailable or un-rostered. 		
HEALTH & SAFETY RESPONSIBILITIES	<p>HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own health and safety at risk. • Not to do anything that puts others health and safety at risk. • To follow all health and safety policies and procedures. • To follow all reasonable health and safety instructions. <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>		
KEY WORKING RELATIONSHIPS	<table border="0"> <tr> <td style="vertical-align: top;"> <p>INTERNAL</p> <ul style="list-style-type: none"> • Medical Director • General Manager • Senior medical staff in mental health • Junior medical staff (Registrars and House Officers) • Medical staff of hospital • Members of the multidisciplinary team in mental health • Administration staff • All mental health services • Clinical Nurse Manager, Clinical Managers and Associates/Clinical Coordinators </td> <td style="vertical-align: top;"> <p>EXTERNAL</p> <ul style="list-style-type: none"> • General Practitioners • Police • Non-government Organisations • Community Organisations • General public </td> </tr> </table>	<p>INTERNAL</p> <ul style="list-style-type: none"> • Medical Director • General Manager • Senior medical staff in mental health • Junior medical staff (Registrars and House Officers) • Medical staff of hospital • Members of the multidisciplinary team in mental health • Administration staff • All mental health services • Clinical Nurse Manager, Clinical Managers and Associates/Clinical Coordinators 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • General Practitioners • Police • Non-government Organisations • Community Organisations • General public
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DELEGATION AND DECISION	Acting as a Psychiatrist for patients as a Responsible Clinician within the scope of the Mental Health (Compulsory Assessment and Treatment) Act 1992.		
HOURS OF WORK	64 per fortnight. Permanent, part-time, Monday to Friday		
EMPLOYMENT AGREEMENT & SALARY	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.		
DATE	April 2022		
EXPENDITURE & BUDGET ACCOUNTABILITY	Not applicable.		
SCOPE & COMPLEXITY	<p>Balancing routine and urgent work within a busy multidisciplinary team.</p> <p>Maintaining high standard of practice with good outcomes for patients and inspiring others to do likewise.</p> <p>One of several Psychiatrists serving a total population of approximately 165,000 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 Australia 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.

Experience

- Clinical experience and knowledge in mental health and addiction services at a specialist level.
- Previous specialist psychiatric clinical experience in community, liaison, crisis and inpatient settings.
- Knowledge of the New Zealand Government's health funding framework and priorities and the impact of these on the DHBs.

Business / Technical Skills

- Willingness to work in a constructive way with a range of clinical and non-clinical disciplines.

Leadership Competencies

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

Key Attributes

- Excellent 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 vaccination as mandated by the Ministry of Health.

DESIRABLE CRITERIA

Experience

- Medico-legal experience or willingness to learn.



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.