

Health New Zealand Te Whatu Ora	POSITION TITLE	Mental Health Clinician		
	DIRECTORATE	Mental Health & Addiction Services Directorate	DEPARTMENT	Older Persons Mental Health (OPMH)
	REPORTING TO (operationally)	Older Persons Mental Health Clinical Nurse Manager	REPORTING TO (professionally)	Allied Mental Health Director or Nurse Director Mental Health
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	Staff reporting Nil Direct Nil Indirect			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> The Mental Health Clinician provides a range of services including assessments, treatment planning and interventions with people who live with the experience of mental illness. They will contribute to interventions that are focussed on maximising independence through enabling performance of meaningful and purposeful occupations. The Mental Health Clinician will be an active member of a multi-disciplinary team within the overall Older Persons Mental Health Team. The Mental Health Clinician provides safe and clinically effective patients / clients/tangata whaiora assessment, intervention and advice, within a specific clinical area with a development of more in-depth knowledge and skills. To ensure and prioritise a focus on patient safety and quality relating to care and processes within Older Persons Mental Health (OPMH). Delivery of organisational KPI's including relevant MOH target, financial budgets and service plans. To recognise, support and contribute to the delivery of the Hawke's Bay Health sector vision, values and behaviours. The Mental Health Clinician will develop knowledge of community resources and systems and establish relationships and networks with community providers. The role requires an awareness of local and national policy and services for older adults with dementia. 			
KEY DELIVERABLES	<p>CLINICAL PRACTICE Tasks (how it is achieved):</p> <ul style="list-style-type: none"> Manages and is accountable for providing safe, effective and appropriate intervention within an Older Persons Mental Health setting. To provide high quality and responsive assessment, identification of goals, contracting, treatment interventions, with people and their families/whanau. Assessment and interventions include analysis of peoples' occupations, context, social inclusion and participation. Works within ethical guidelines, Code of Health and Disability Service Consumers' Rights, Health New Zealand Te Whatu Ora Te Matau a Māui Hawke's Bay Standards, clinical protocols and guidelines and the health records policy. Utilises the principles of patient centred care to enable best practise to support recovery. Demonstrates expertise in applying the principles of teaching coaching and learning in association with supporting staff and patient education. Demonstrates an awareness of health inequities, with evidence of implementing actions within own clinical practice towards reducing these for the patients/clients/tangata whaiora, and their whānau. Carries out regular clinical risk assessments with patients/clients/tangata whaiora on own caseload and takes action to effectively manage identified risks, seeking support where appropriate. This will include assessing, advising and supporting colleagues to address harm to self and/or others, elder abuse and neglect, family violence, child abuse, neglect and vulnerable adults. Takes professional and organisational responsibility for managing a caseload of patients/clients/tangata whaiora with increasing complexity and be able to independently adapt and make decisions regarding intervention. Utilises information available to prioritise patients/clients/tangata whaiora accepted into the service. Carries out comprehensive assessment with patients/clients/tangata whaiora and their whānau. This may include standardised and non-standardised assessments and clinical observations to assist in assessment and intervention planning. <p>SERVICE PROVISION Tasks (how it is achieved):</p> <ul style="list-style-type: none"> Ensures that appropriate quality and risk management processes are in place and used effectively in liaison with the wider team and team leader. As part of a team, ensure contributions to improving the delivery of the service is based on continued quality initiatives. 			

	<ul style="list-style-type: none"> • Be focussed on patient/client safety at all times, and adhering to Health New Zealand Te Whatu Ora Te Matau a Māui Hawke's Bay polices on working safely. • Participate within interprofessional practice and contribute to collaborative integrated care planning and treatment intervention. • Ensure all clinical health record entry both electroinc and hard copy a is entered in accordance with NZ Health record standards and completed within the 8-hour shift. • To assist the Team Leader in all matters necessary to the efficient management and development of the Older Persons Mental Health Service in accordance with departmental and Hawke’s Bay District Health Board policies and procedures. • To teach/mentor/support junior staff and students, • Proactively contribute to education of other professions and of the Older Persons Mental Health Service. <p>PROFESSIONAL OBLIGATIONS</p> <p>Tasks (how it is achieved):</p> <ul style="list-style-type: none"> • Maintains competence in clinical practice for registration. • Ensure annual performance review is complete outlining professional developments needs and support. • Maintain regular professional supervision. 		
<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<ul style="list-style-type: none"> • Health New Zealand Te Whatu Ora Te Matau a Māui Hawke's Bay 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 • 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). 		
<p>KEY WORKING RELATIONSHIPS</p>	<table border="0"> <tr> <td data-bbox="360 936 951 1225"> <p>INTERNAL</p> <ul style="list-style-type: none"> • Allied Health Practitioners and other staff. • Service Director • Clinical Nurse Managers, Associate Clinical Nurse Managers, Clinical Nurse Specialists Other support staff. • Administration team. </td> <td data-bbox="951 936 1557 1225"> <p>EXTERNAL</p> <ul style="list-style-type: none"> • General Practice GPs and practice Nurses and other staff. • Primary health providers, NGOs and the wider health system. • Patients Consumers, supporters and families. • Community Agencies </td> </tr> </table>	<p>INTERNAL</p> <ul style="list-style-type: none"> • Allied Health Practitioners and other staff. • Service Director • Clinical Nurse Managers, Associate Clinical Nurse Managers, Clinical Nurse Specialists Other support staff. • Administration team. 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • General Practice GPs and practice Nurses and other staff. • Primary health providers, NGOs and the wider health system. • Patients Consumers, supporters and families. • Community Agencies
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DELEGATION AND DECISION	<ul style="list-style-type: none"> • Ensure clinical decisions are made on sound clinical reasoning and in a timely responsive manner. • Work within a multidisciplinary model of intervention and service delivery. • Delegate appropriately to other members of the team.
HOURS OF WORK	72 per fortnight
EMPLOYMENT AGREEMENT & SALARY	In accordance with Public, Allied and Technical Health Employee's Multi Employer Collective Agreement (MECA) steps 3-8 according to qualifications and experience pro-rated for hours worked.
DATE	April 2024
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Challenge of working in a busy environment requiring robust organisation skills, time management and efficient communication skills. • Manage competing demands, navigate ambiguity. • Demonstrates ability to work together in a truthful and helpful manner. • Demonstrates ability to work smarter by being innovative, proactive and creative. • Is flexible and open to new ways of working in new and different ways. • Demonstrates ability to work effectively as part of a collaborative high trust interprofessional team. • Accept responsibility for own actions and be accountable for clinical decision making and demonstrate clinical reasoning. • To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Mental Health Service. • Delivery of 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. • Be involved in ongoing development, coordination, and implementation of IDP group programmes

ESSENTIAL CRITERIA

Qualifications

New Zealand Registered Health Professional with current annual practising certificate (APC).

Experience

- Minimum of 2-5 years clinical practice.
- Clinical experience applicable to role.
- Focus on delivering high quality intervention for the client/patient and whānau.
- Self-motivated in developing clinical and professional practice.
- Ability to contribute positively to the inter-professional /multidisciplinary team.

Business / Technical Skills

- Proven computer literacy ability to use current programmes
- Excellent and responsive verbal and non-verbal communication written and verbal.
- Clean current New Zealand drivers licence and ability to drive

Key Attributes

- Effective communication skills
- Positive attitude with problem solving focus
- Ability to work within a team
- Demonstrated time management 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:

- As per clinical roles in the Health New Zealand | Te Whatu Ora Te Matau a Māui Hawke's Bay Hawke's Bay Physical Requirements and Vaccination Status Guidelines May 2019

Physical requirements for role

- Able to kneel
- Able to get 1 knee up on bed
- Able to squat
- Able to raise arms above head
- Able to reach arms out in front
- Able to walk up 2 flights of stairs without stopping
- Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccinations

DESIRABLE CRITERIA

Qualifications

Post graduate certificate in mental health/addictions.

Experience

- Ability to work autonomously within a multidisciplinary framework.
- Ability to work together in a truthful and helpful manner.
- Demonstrates attitudes to work smarter be creative and innovative and contribute proactively to change and quality development

Business / Technical Skills

- Ability to work autonomously within a multidisciplinary framework.
- Sound clinical reasoning and judgement skills.
- Will have excellent prioritising/time management 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.