

 <b>HAWKE'S BAY</b> District Health Board Whakawāteatia	<b>POSITION TITLE</b>	<b>Clinical Psychologist</b>		
	<b>DIRECTORATE</b>	Mental Health and Additions	<b>DEPARTMENT</b>	Te Harakeke Child, Adolescent and Family Service.
	<b>REPORTING TO (operationally)</b>	Clinical Manager	<b>REPORTING TO (professionally)</b>	Psychology Professional Advisor
<b>DIRECTORATE RESPONSIBILITIES &amp; DIRECT REPORTS</b>	This role covers the geographical area of Hawke's Bay in the Hawke's Bay District Health Board (HBDHB) Staff reporting - Nil			
<b>PURPOSE OF THE POSITION</b>	<ul style="list-style-type: none"> <li>To provide a range of psychology skills and services including comprehensive assessment, treatment, case management, liaison and consultation with service users/tangata whaiora and their families/whanau experiencing mental illness and addictions.</li> <li>To offer a wide range of therapeutic services to children, adolescents and their families located in Napier, Hastings, Wairoa and Central Hawke's Bay.</li> <li>To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Child Adolescent and Family Service.</li> <li>To ensure psychological services are delivered in people's homes, schools as well as Mental Health facilities to promote mental health and wellbeing.</li> <li>To work in close association with 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.</li> <li>To deliver organisational KPI's including relevant MOH target, financial budgets and service plans.</li> <li>To recognise and support the delivery of the Hawkes Bay Health sector vision.</li> </ul>			
<b>KEY DELIVERABLES</b>	<p>Clinical</p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>To administer and score specific functional and psychometric assessment of clients accurately and write comprehensive reports thereafter.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>Ensure that Service User/tangata whaiora and significant others will report satisfaction with service received and that their needs are met.</li> <li>Ensure that Service User/tangata whaiora will receive individual and/or group treatment that is safe and appropriate.</li> </ul>			

	<ul style="list-style-type: none"> <li>• Ensure that quality and safety standards are met.</li> <li>• Ensure that a range of therapy and treatment services is available to consumer/tangata whaiora and delivered in appropriate venues.</li> <li>• 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.</li> </ul> <p>Evaluation</p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p>Networking</p> <ul style="list-style-type: none"> <li>• To ensure linkages with families, community agencies, services and support networks are made and maintained for the benefit of the service user / tangata whaiora</li> <li>• Service User/tangata whaiora community support networks are maintained and strengthened.</li> <li>• Close links are maintained with health professionals working in the community, especially GPs.</li> <li>• Relevant individuals, groups and referral agencies are informed about services and any alterations in service and procedures as they arise.</li> <li>• Active links with relevant organisations, groups and individuals offering community resources and services are maintained.</li> </ul> <p>Professional Standards</p> <ul style="list-style-type: none"> <li>(a) To participate in service user / tangata whaiora focused multi-disciplinary approach to caseload management.</li> <li>(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</li> <li>(c) To attend and participate at staff meetings regularly.</li> <li>(d) To ensure Service User/tangata whaiora and family/whanau actively participate in treatment planning and implementation.</li> <li>(e) To ensure positive relationships are developed and acknowledged with the multi-disciplinary team within Community Health and Disability Support Services.</li> <li>(f) Agreed Team approach to Service User/tangata whaiora established and documented.</li> <li>(g) Own professional perspective is considered in service planning and delivery.</li> </ul> <p>(b) To ensure service is delivered in a culturally sensitive manner</p> <ul style="list-style-type: none"> <li>I. Services are developed to reflect particular cultural; health related needs</li> <li>II. Day to day practice demonstrates knowledge, respect and sensitivity for the cultural expectations, lifestyles, spiritual beliefs and choices of others.</li> <li>III. Effective interpersonal communication is evident between practitioner and those of diverse cultures.</li> <li>IV. Staff work in co-operation with Maori Mental Health in developing programmes specific to people who identify as Maori.</li> </ul>
<p><b>HEALTH &amp; SAFETY RESPONSIBILITIES</b></p>	<p>HBDHB 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>

<b>KEY WORKING RELATIONSHIPS</b>	<b>INTERNAL</b> Clinical Teams (Wairoa, NHC, Hastings, CHB) 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 Other team members Administration staff	<b>EXTERNAL</b> 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
<b>DELEGATION AND DECISION</b>	Nil	
<b>HOURS OF WORK</b>	80 per fortnight	
<b>EMPLOYMENT AGREEMENT &amp; SALARY</b>	In accordance with the Psychologists Multi Employer Collective Agreement (MECA) \$75,078- \$104,495 gross per annum, pro rata for hours worked according to qualifications and experience.	
<b>DATE</b>	May 2020	
<b>EXPENDITURE &amp; BUDGET ACCOUNTABILITY</b>	N/A	
<b>SCOPE &amp; COMPLEXITY</b>	<ul style="list-style-type: none"> <li>▪ 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.</li> <li>▪ 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.</li> <li>▪ 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.</li> </ul>	

## ESSENTIAL CRITERIA

### Qualifications

A Master's Degree in Psychology with a Diploma in Clinical Psychology (or overseas equivalent)

Scope of Practice: Clinical Psychology, Counselling psychology or Child and Family Psychology.

Registration as a clinical psychologist under the Psychologists Act (1981) with a current practicing certificate.

### Experience

- Extensive experience in child and adolescent mental health
- Proven customer service skills.
- Experience in different psychological therapies.
- Post Graduate experience in Community Mental Health

### 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 / whanau 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

### Physical requirements for role:

As required by Occupational Health

### Vaccination status for role:

As required by Occupational Health

## DESIRABLE CRITERIA

### Experience

- Experience in providing clinical supervision
- Evidence of postgraduate development with Treaty of Waitangi principles
- Skills in training and education
- Previous clinical experience in CAMHS
- 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.