

JOB DESCRIPTION

Clinical Psychologist (or equivalent) Te Roopu Whitiara (Community Maori Mental Health Service)

Position Title:	Clinical/Registered Psychologist
Organisation Unit:	Te Roopu Whitiara
Location:	Whangarei, Northland District Health Board (NDHB)
Responsible to:	Team Manager, Te Roopu Whitiara (Whangarei), NDHB
Primary Functions of the Position:	<ol style="list-style-type: none">1. To provide a high standard of clinical psychology practice and expertise, contributing to the provision of efficient and effective service within the Community Maori Mental Health and Addiction Service.2. To provide psychology input into the multi-disciplinary team in an effective and cooperative manner.3. To work as a key member of the multi-disciplinary team providing assessment, treatment and consultation, taking account of psychosocial and kaupapa Maori issues relevant to the well being of tangata whaiora Maori within the context of their whanau.4. Liaise with NDHB services, community agencies and other kaupapa Maori specific organisations (e.g. marae, hapu and iwi) to increase access to specialist care for tangata whaiora Maori requiring the services of mental health and addiction professionals.5. Participate as an effective team member in the development and functioning of the Community Maori Mental Health and Addiction Service of Northland Health, with a commitment to kaupapa Maori health delivery, ongoing education, and innovative practice.



Functional Relationships

Develops and maintains excellent relationships with:

Internal	External
<ul style="list-style-type: none"> Te Roopu Whitiara team members Northland District Health Board's Mental Health & Addiction Services employees. General Manager for Mental Health & Addiction Services. Consumer and Family Leaders Mental Health & Addiction Services Clinical Director of Mental Health and Addiction Services DAMHS for Mental Health and Addiction Services. Psychology Professional Leader Mental Health Act Administrator Other Health Professionals 	<ul style="list-style-type: none"> Local Iwi and Hapu Tangata Whaiora/Clients, Whanau/Families and significant others General Practitioners Community Agencies e.g. Primary Healthcare Organisations, CYFS, Justice Services, New Zealand Police Other District Health Boards

Key Responsibilities and Expected Outcomes

Northland District Health Board has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with NDHB:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te We communicate openly, safely and with respect to promote clear understanding aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Clinical/Registered Psychologist encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- In conjunction with colleagues and tangata whaiora, to provide a comprehensive therapeutic, culturally appropriate and ethical service to the group of people who present to Te Roopu Whitiara, Community Maori Mental Health and Addiction Service.
- Update skills and knowledge base constantly, in conjunction with the team and with associated individuals, by becoming familiar with up-to-date research, clinical and tikanga Maori practice and other established models of care.
- Quality Assurance
- Management and Functioning of Te Roopu Whitiara, Community Maori Mental Health Service
- Health and Safety
- Privacy and Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
<p><i>Te Tiriti o Waitangi</i></p>	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within District Health Board management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Northland District Health Board Te Tiriti o Waitangi Training



Key Responsibility Area	Expected Outcomes
<p><i>In conjunction with colleagues and tangata whaiora, to provide a comprehensive, culturally appropriate and ethical service to the group of people who present to Te Roopu Whitiara, Community Maori Mental Health Service.</i></p>	<ul style="list-style-type: none"> • Priorities and manages time effectively achieving balance of clinical, administrative services and professional elements – the position is predominately clinically focused in order to meet the needs of tangata Maori. • Maintain a high standard of professional care in accordance with the standards set by the New Zealand Psychologists Board and the policies of NDHB. • In conjunction with the team, provide the co-ordination needed to redirect tangata whaiora Maori and their whanau where appropriate or facilitate an assessment if indicated. • Collect and document information consistently and systematically, defining confidentiality from the outset and maintaining a safe pathway of care for tangata whaiora Maori throughout their contact with Te Roopu Whitiara. • Conduct comprehensive assessments and utilise standardised psychological assessment techniques as appropriate. • Develop and implement treatment plans based on comprehensive assessment. • Provide individual, whanau and group psychological interventions, as appropriate. • Maintain a focus on relapse prevention and recovery. • Liaise and consult with other team members and persons identified as having functional roles, thereby facilitating a safe pathway of care for referred tangata whaiora Maori.
<p><i>Update skills and knowledge base constantly, in conjunction with the team and with associated individuals, by becoming familiar with up-to-date research, clinical and tikanga Maori practice and other established models of care.</i></p>	<ul style="list-style-type: none"> • Schedule time to update knowledge, including attendance at relevant courses/seminars or conferences and reading relevant literature. • Participate in regular clinical supervision with an appropriately qualified and experienced Psychologist. • Participate in regular cultural supervision. • Attend NDHB and other psychology forums. • Establish and maintain links with other community organisations. • Develop an individual plan of skill and knowledge up-date, initially within six months, with regular evaluation of process.
<p>Quality Assurance</p>	<ul style="list-style-type: none"> • Participate in the team quality assurance process, in accordance with the company policy of NDHB. • Ensure all documentation and processes are clear and meet legislative, NDHB and Ministry of Health requirements. • Participate in any relevant research projects. • Meet annually with the Team Manager to review and evaluate performance issues and standards and to plan future professional and personal development.



Key Responsibility Area	Expected Outcomes
<p><i>Management and Functioning of Te Roopu Whitiara, Community Maori Mental Health Service</i></p>	<ul style="list-style-type: none"> • Work in conjunction with NDHB services and with those organisations/people identified as having key functional roles with Te Roopu Whitiara Service. • Attend and participate in team meetings, community meetings, and NDHB forums in order to facilitate an effective pathway of the development of the service. • Provide team with up to date knowledge of relevant work practice and contribute to the supervision and clinical practice of colleagues and referrers.
<p><i>Health & Safety</i></p>	<ul style="list-style-type: none"> • Ensure compliance with designated responsibilities detailed in NDHB's Health and Safety Policy • Promote an environment of physical, occupational, cultural, ethical and legal safety. • Observe safe work practices, rules and instructions relating to work, and be pro-active in hazard management • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> – Practicing and observing safe work methods; – The use of safety equipment; – Reporting unsafe conditions or equipment; and – Reporting and documenting all accidents or incidents
<p><i>Privacy and Confidentiality</i></p>	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Northland DHB's Privacy Policies and Procedures • Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.



Person Specification

Education and Qualifications

Essential

- Registered with the NZ Psychologists Board with a current Practicing Certificate

Desirable

- Registered in the Clinical Scope of Practice

Experience

Essential

- Working knowledge and commitment to Tikanga Maori.
- Working knowledge of key adult issues and psychopathology.
- The ability to complete psychological and neuropsychological assessments and reports relevant to mental health and addiction services.
- Demonstrated ability to provide evidenced-based psychological interventions with a special focus on a Co-Existing Problems framework.
- The ability to provide comprehensive psychological interventions with individuals, families and groups.
- Networking skills.
- Demonstrated ability to diffuse or intervene in a crisis situation.
- A commitment to effective role modelling for tangata whaiora Maori, including promoting a smoke free environment and encouraging alternatives to other health risk behaviours.
- Full NZ driver's licence.

Desirable

- A commitment to further professional development, including Tikanga Maori.
- At least four years' experience of professional practice in the area of Mental Health and Addiction.
- Experience in evidence-informed therapies for people who have experienced significant trauma, psychosis and substance use problems.
- Demonstrated ability to work in a multi-disciplinary health team.
- Experience of working in a community setting.

Awareness and Understanding of

Essential

- Te Tiriti o Waitangi and its application to the health setting
- All other legislation relevant to working in a health setting.
- Code of Ethics for Psychologists working in NZ.
- Continuing Competence Programme for Psychologists working in NZ.

Desirable

- Privacy Act (2020) and Health Information Privacy Code (2020)
- Health and Safety at Work Act 2015
- Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)
- New Zealand Council of Healthcare Standards



Skills & Personal Attributes

Essential Skills

- Culturally responsive
- Strong interpersonal, written and oral communication skills
- Good time management
- Use of effective stress management techniques
- A commitment to personal wellbeing
- Full driver's license

Personal Attributes

- Sense of humour
- Honesty and Integrity
- Motivated, creative and flexible

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by:

Signature:

Date:

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title:

Signature of employee:

Date:

