

Job Description

Clinical Psychologist

Regional Dual Disability Service Te Tai Tokerau Spoke

Position Title:	Clinical Psychologist
Organisation Unit:	Regional Dual Disability Service (RDDS)
Location:	Whangarei, Te Whatu Ora Te Tai Tokerau
Responsible to:	Clinical Team Manager, Community Mental Health and Addictions Service, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	<p>At Te Whatu Ora, Te Tai Tokerau, clinical psychologists work as part of multidisciplinary teams to provide psychological assessments and interventions for service users of their teams. Clinical psychologists also provide a range of other services to support the development and function of their teams and the organisation as a whole. These activities include, but are not limited to: case consultation, staff training and supervision, leadership and involvement in service development activities, and research and evaluation-related activities.</p> <p>This position involves provision of clinical and team input as part of a multidisciplinary team that serves the mental health needs of consumers with an intellectual disability and co-existing mental illness. Provision of clinical services is a core activity of this role, and there is also opportunity for innovative involvement and leadership in activities to support the development of improved services both within the team and the CMH service.</p> <p>Te Whatu Ora, Te Tai Tokerau Mental Health Services are committed to enhancing the cultural capability of our service delivery to ensure that we meet the holistic health needs of our diverse population and thereby minimise the health disparities and advance health gain for Maori, Pacific, Asian and the other minority service users and their families.</p>

Functional Relationships

The Clinical Psychologist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> Regional Dual Disability Service Spoke team members RDDS Hub Team Members MHAS Team Members General Manager, MHAS Service Manager, MHAS Clinical Director Consumer and Family Leads DAMHS for MHAS Psychology Professional Lead 	<ul style="list-style-type: none"> Local Iwi and Hapu Tāngata whai ora /clients, whānau/families and significant others General Practitioners Community Agencies e.g. Primary Healthcare Organisations, Oranga Tamariki, Justice Services, New Zealand Police Northable Disability Services IDEA Services

<ul style="list-style-type: none"> • Kaupapa Māori Psychology Professional Lead • Mental Health Act Administrator • Te Mana Karerea • Patients and their families/ whanau • Kaitakawaenga 	
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Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau 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 Te Whatu Ora Te Tai Tokerau:

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 aroha We communicate openly, safely and with respect to promote clear understanding
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

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

- Te Tiriti o Waitangi
- In conjunction with colleagues and tāngata whai ora, provide a comprehensive therapeutic, culturally appropriate and ethical service to the group of people who present to Regional Dual Disability Services (RDDS)
- 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 Māori practice and other established models of care
- Quality Assurance
- Management and Functioning of RDDS
- Health and Safety
- Privacy & Confidentiality

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

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<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
In conjunction with colleagues and tāngata whai ora, provide a comprehensive therapeutic, culturally appropriate and ethical service to the group of people who present to Regional Dual Disability Services (RDDS)	<ul style="list-style-type: none"> • Contributing and participating in the comprehensive clinical RDDS assessment, including completion of core documentation regarding mental state assessment, risk assessment, and clinical note writing that is reflective of assessments, intervention, and rehabilitative treatment planning. • Deliver high quality and time efficient psychological assessment and treatment for tangata whaiora. • Follow “best practice” principles based on the least restrictive interventions and informed by evaluation and research. • Develop sound psychological formulations based on thorough assessment, including as appropriate DSM diagnoses, response to referral questions, treatment plan and recommendations. • Provide professional psychological consultation and opinions regarding tangata whaiora and contribute to comprehensive clinical assessment by the service. • Conduct neuropsychological, psychometric and cognitive testing procedures as appropriate to allow clarification of issues and to assist with treatment planning. • Provide information and educational experiences to the RDDS group of tangata whaiora aimed at increasing understanding of symptoms and mental disorder and enhancing coping skills and adjustment. • Providing interventions including individual therapy (often with a strong CBT/DBT focus), therapeutic groups, family therapy, psycho-educational groups, behavioural management, case consultation. • Contribute and where indicated, provide leadership and direction to the planning, organisation and evaluation of services.

Key Responsibility Area	Expected Outcomes
Professional accountability	<ul style="list-style-type: none"> • Apply and adhere to the legal requirements of the NZ Psychologists Board and the Health Practitioners Competence Assurance Act (2003). • Comply with the Code of Ethics for Psychologists Working in Aotearoa New Zealand (2002). • Adhere to the Core Competencies for the Practice of Psychology in New Zealand by the NZ Psychologists Board. • Apply the NZ Psychologists Board's Best Practice Guidelines where relevant. • Adhere to the policies and procedures of Te Whatu Ora, Te Tai Tokerau • Maintain all relevant legislative requirements, including those expressed through the Health and Disability Commissioner, the Code of Health and Disability Services Consumers' Rights and the Privacy Act (1993). • Comply with the requirements of other relevant legislation including the Mental Health Act (1992) and amendments. • Continue to seek clinical supervision and professional education in areas of relevance to ensure the standards of evidence-based practice are upheld. • Conduct oneself in a professional manner at all times.
Quality Assurance	<ul style="list-style-type: none"> • Participate in the team quality assurance process, in accordance with the company policy of Te Whatu Ora. • Ensure all documentation and processes are clear and meet legislative, Te Whatu Ora and Ministry of Health requirements. • Participate in any relevant research projects. • Meet annually with the Clinical Team Manager to review and evaluate performance issues and standards and to plan future professional and personal development

Key Responsibility Area	Expected Outcomes
Management and Functioning of RDDS	<ul style="list-style-type: none"> Supporting the tangata whaiora & family/whānau to identify the tangata whaiora's health goals and coordinate services to meet those goals by: Encouraging self-management and self-advocacy, and advocating on their behalf where appropriate; Identifying the strengths that the tangata whaiora and family/whānau bring; Ensuring documentation is accurate, timely and concise and complies with clinical documentation policy; Ensuring Care Plans are current and include both strengths and family/whānau –as appropriate; Coordinating care delivery to include the wider health environment including community/social/ intersectoral and primary health services; Clarifying responsibilities and tasks in the Care Plan for those involved with the tangata whaiora (to ensure clarity of roles); Communicating with and supporting tangata whaiora to be able to confidently navigate complex systems. <p>Role as key point of contact for tangata whaiora, family/whānau and associated services for:</p> <ul style="list-style-type: none"> Regular contacts, emergency or crisis support; Utilising discipline-specific skills sets to support the care plan; Regular reporting on progress and discharge planning; Use excellent communication skills, both face to face and electronically; Where a multi-discipline approach is indicated all relevant disciplines will be included in care discussions
Health & Safety	<ul style="list-style-type: none"> Observe and promote 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: Practicing and observing safe work methods; The use of safety equipment; Reporting unsafe conditions or equipment; and Reporting and documenting all accidents or incidents
Privacy and Confidentiality	<ul style="list-style-type: none"> Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau 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	Desirable
<ul style="list-style-type: none">Registered with the NZ Psychologists Board with a current Practicing Certificate	<ul style="list-style-type: none">Registered in the Clinical Scope of Practice

Experience

Essential	Desirable
<ul style="list-style-type: none">Working knowledge and commitment to Tikanga Māori.Working knowledge of key adult issues and psychopathology.The ability to complete psychological and neuropsychological assessments and reports relevant to MHAS.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.	<ul style="list-style-type: none">A commitment to further professional development, including Tikanga Māori.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	Desirable
<ul style="list-style-type: none">Te Tiriti o Waitangi and its application to the health settingPrivacy Act (2020) and Health Information Privacy Code (2020)Health and Safety at Work Act 2015	<ul style="list-style-type: none">Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills
<ul style="list-style-type: none">Networking skillsDemonstrated ability to diffuse or intervene in a crisis situationA commitment to effective role modelling for tāngata whai ora Māori, including promoting a smoke free environment and encouraging alternatives to other health risk behavioursFull NZ driver's licenseCulturally responsiveStrong interpersonal, written and oral communication skillsGood time managementUse of effective stress management techniquesA commitment to personal wellbeing

Personal Attributes

- 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: _____