

Job Description

Psychiatrist – Older Persons Service

Mental Health & Addiction Services

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| Position Title: | Psychiatrist - Psychiatry of Older Persons Service (POPS) |
| Organisation Unit: | Psychiatry of Older Persons Service |
| Location: | Whangārei, Te Whatu Ora Te Tai Tokerau |
| Responsible to: | General Manager and Clinical Director, Mental Health and Addiction Services, Te Whatu Ora Te Tai Tokerau |
| Primary Functions of the Position: | <ul style="list-style-type: none"> • To provide psychiatric assessment and management of people under the care of POPS. • To undertake the range of activities required to fulfil the role of responsible clinician for people subject to the Mental Health Act. • To engage with families and other carers of people under the care of the POPS team. • To support the general hospital, consult liaison team in assessment and management of POPs clients • To act as an effective member of the POPS team and to liaise effectively with other specialist and primary care services. • To provide supervision when required to a psychiatry registrar and other clinicians. |

Service Description

Te Whatu Ora Te Tai Tokerau provides a specialist psychiatric service to people in Northland. These services are designed to provide for people with significant mental illness beyond the scope of primary care services, carrying out a 'case management' role for some and providing advice to General Practitioners and other specialist services. Northland has a high level of deprivation and one of the highest percentages of Māori residents in New Zealand. Northland's aged population is already higher than the national average and is growing at a faster rate.

The Psychiatric Service for Older People provides a service throughout Northland – it is primarily based in Whangārei but may include some rural clinics. Consult-liaison to General Practitioners is a significant component of the role.

Psychiatry of Older Persons Service is a community based mental health team providing services primarily to the population 65 years and older, although also to some people aged less than 65 with needs similar to this older population. The service provides assessment and treatment in the community and treats them in the inpatient unit when admission is required. There are 4 beds available for Older Persons within the Psychiatric Inpatient Unit at Whangārei Hospital.

Functional Relationships

The Psychiatrist will develop and maintain excellent relationships with:

| Internal | External |
|---|---|
| <p>Works in co-operation with:</p> <ul style="list-style-type: none">• General Manager Mental Health & Addiction Services (MHAS)• Clinical Director Mental Health & Addiction Services• Clinical Head of POPS• Managers of MHAS• Professional Leaders, MHAS• Multidisciplinary staff of specialist clinical teams• Team managers and multidisciplinary staff of Mental Health & Addiction Service teams• Mental Health Act Administrators• Director of Area Mental Health Services• Health of Older Persons Services• Geriatricians | <ul style="list-style-type: none">• Patients and family/whānau• NGO providers• Community services• General Practitioners• Rest Home providers |

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 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 Psychiatrist - Psychiatry of Older Persons Service (POPS) encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Provide competent, timely and thorough psychiatric assessment of persons presenting or referred for assessment
- Provide competent and effective psychiatric treatment to clients
- Work all rostered hours as required by the employment contract and at the direction of the Clinical Head and General Manager
- Meet current standards for professional clinical practice
- Maintain and continue to develop clinical knowledge and skills
- Contribute to service quality assurance
- Contribute to teaching of other staff
- Demonstrate commitment to a culturally appropriate and safe service
- Telehealth
- 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 Te Whatu Ora Te Tai Tokerau 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 Te Whatu Ora Te Tai Tokerau Te Tiriti o Waitangi Training |
| Provide competent, timely and thorough psychiatric assessment of persons presenting or referred for assessment | <ul style="list-style-type: none"> • Assessments will include evaluation of the present and past history including both psychiatric and other medical history, family history, social history, cultural considerations and mental state examination including an evaluation of personality. • When required the assessment will fully comply with the Mental Health Act 1992. • All assessments will be clearly documented and communicated to relevant others including patients, clinicians, other agencies and family/whānau. |
| Provide competent and effective psychiatric treatment to clients | <ul style="list-style-type: none"> • Treatment and response to treatment will be regularly reviewed. • Treatment will be planned in collaboration with the patient and relevant others including the patient's family/whānau, the treating community clinicians and staff of other agencies. • Treatment plans will be clearly documented and communicated to relevant others. • Treatments prescribed and recommended will be based on current treatment guidelines and generally accepted specialist psychiatric practice. • Treatment will be carried out in accordance with the stipulations of the Mental Health Act 1992. • Treatment will reflect a recovery approach. • Treatment will incorporate the cultural preferences of clients |
| Work all rostered hours as required by the employment contract and at the direction of the Clinical Head and General Manager | <ul style="list-style-type: none"> • When required, undertake duties on the on-call roster, both during normal working hours and after hours, to provide emergency assessments and management for patients referred to and/or already under the care of Te Whatu Ora Te Tai Tokerau and/or to provide supervision and advice to registrars and other staff in these circumstances |
| Meet current standards for professional clinical practice | <ul style="list-style-type: none"> • Follow guidelines and meet standards recommended by Te Whatu Ora Te Tai Tokerau, the Medical Council of New Zealand and the Royal Australian and New Zealand College of Psychiatrists. • Participate in regular peer review activities. |

| Key Responsibility Area | Expected Outcomes |
|---|--|
| Maintain and continue to develop clinical knowledge and skills | <ul style="list-style-type: none"> • Be enrolled in and meet requirements of the RANZCP Clinical Professional Development Programme or other professional development programmes as agreed with the Clinical Head. • Participate in regular in-service training activities. |
| Contribute to service quality assurance | <ul style="list-style-type: none"> • Participate in clinical audits, case reviews and incident review processes. • Ensure work meets standards laid down by Te Whatu Ora Te Tai Tokerau and Ministry of Health. |
| Contribute to teaching of other staff | <ul style="list-style-type: none"> • Supervise a psychiatric registrar in training according to the supervision guidelines laid down by the RANZCP. • Provide teaching to other staff in the course of clinical work and at formal teaching sessions. • Provide supervision to an Advanced Trainee if applicable. |
| Demonstrate commitment to a culturally appropriate and safe service | <ul style="list-style-type: none"> • Have a working understanding of the Treaty of Waitangi and its relevance to health and health services. • Seek advice from cultural advisors when appropriate. • Routinely assess and respect cultural issues in working with patients, staff and relevant others. |
| Telehealth | <ul style="list-style-type: none"> • It is the expectation of this organisation that SMO's are aware of the benefits of Digital Health (including Telehealth) and how it supports healthcare delivery and reduces inequity including for our Māori and rural people. SMOs will openly adopt and practice digital health delivery as part of the role either within existing services or future planned services. |
| 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: <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 |
| 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">• Specialist qualification in psychiatry.• Vocational registration with Medical Council of New Zealand.• Specialist qualification in Psychiatry of Old Age subspecialty, or commitment to work towards such a qualification. | <ul style="list-style-type: none">• FRANZCP• RANZCP Certificate of Old Age Psychiatry |

Experience

| Essential | Desirable |
|---|--|
| <ul style="list-style-type: none">• Previous experience working within a multidisciplinary team in inpatient and community settings.• Previous experience of assessment and treatment of Older Adults. | <ul style="list-style-type: none">• Experience as a supervisor of psychiatric registrars.• Experience working within a Kaupapa Māori environment and/or working in a specific culturally focused service. |

Awareness and Understanding of

| Essential | Desirable |
|---|--|
| <ul style="list-style-type: none">• Te Tiriti o Waitangi and its application to the health setting• Privacy 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">• Psychiatric assessment and treatment skills using a biopsychosocial framework• Ability to competently deliver ECT• Supervisory and teaching skills• Skills in liaising with other health professionals and caregivers• Proven Conflict resolution skills• Proven ability to meet timeframes• Computer literacy• Effective communication skills – verbal and written• A full current New Zealand driver's license is essential |

| Personal Attributes |
|---|
| <ul style="list-style-type: none">• Open minded• Optimistic• Resilient• Supportive• Honest• Professional• Caring• Reliable |

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: