

Position Description

Position	Psychotherapist/ Child Psychotherapist
Team / Service	Child and Adolescent Mental Health Service - Wellington
Directorate	MHAIDS Service – Mental Health, Addiction and Intellectual Disability
District	Capital, Coast, Hutt Valley & Wairarapa districts
Responsible to	Team Leader
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from Te Whare Tipu, 21 Hania Street, Mt Victoria, Wellington, and in peoples homes, community facilities and schools. From time to time as part of Variance Response you may be required to work in other areas.

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical, surgery and mental health and intellectual disability hospital services alongside community based health care

[TeWhatuOra.govt.nz](https://www.TeWhatuOra.govt.nz)

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*MHAIDS is the mental health, addiction and intellectual disability service
for the Capital, Coast, Hutt Valley and Wairarapa districts*

Te Kāwanatanga o Aotearoa
New Zealand Government

- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region
- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addiction and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. The service holds national contracts some of which are delivered in other district localities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

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|------------------------|--|
| Mana whakahaere | Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources. |
| Mana motuhake | Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori. |
| Mana tāngata | Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness. |

Mana Māori Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

Mission

Working together for health and wellbeing.

Capital and Coast

Vision

Keeping our community healthy and well

Mission

Together, Improve the Health and Independence of the People of the District

Value

Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

Wairarapa

Vision

"Well Wairarapa – Better health for all"

Mission

To improve, promote, and protect health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.

Value

Manaakitanga – Respect, caring, kindness
Auaha – Solutions, responsibility, better
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Service Perspective

The hospital and health services of the Districts provide a range of services, one such group of services includes Mental Health, Addiction and Intellectual Disability (MHAID) Service. The Service has over 1400 employees and annual revenue of \$135m.

MHAIDS spans two districts - Wairarapa, Capital, Coast and Hutt Valley and includes local, regional, and national services. The local MHAID services are provided from multiple sites within the sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whāriki services include regional forensic and rehabilitation services covering the Central region while the intellectual disability services extend the length and breadth of the country from six bases located in Whangarei, Auckland, Cambridge, Wellington, Christchurch, and Dunedin.

The core business of the Service is the provision of quality specialist services, integrated with primary and secondary providers in the communities we serve.

The Service is committed to the underlying principles of:

- Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand
- He Ara Oranga
- Mental Wellbeing Long Term Pathway
- Whakamaui – Māori Health Action Plan 2020-2025
- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga
- Intellectual Disability High and Complex Framework

The Service has access to business support services including People and Culture, and Finance. In addition, management and delivery of clinical services across the Service is underpinned by consultation, advice, and support from a range of cultural, consumer, and family advisors, and business, quality and organisational development personnel.

Younger Person's Mental Health and Addiction Services

Younger Person's Mental Health and Addiction Services offer specialist assessment and treatment when infants, children and young people 0-18, have emotional, behavioural or mental health difficulties that cannot be managed in a primary care setting. Families/whanau are an important element in the work we do. Our focus in treatment is on building resilience and supporting recovery so that young people can develop to their full potential. We seek to support other agencies working with young people and some of our services have formal roles supporting specialist mental health service provision across the lower North Island (Central Health Region). The Younger Persons Sector is made up of: 7 Child Adolescent Mental Health Teams, including Maori and Pasifika CAMHs services, Early Intervention Service (Early Psychosis), Maternal Mental Health, Central Regional Eating Disorder Service, and Regional Inpatient Service Rangatahi Unit.

Team Perspective

Wellington Child Adolescent Mental Health is based in the city centre, close to Wellington Hospital. The team covers the central city suburbs as far as Johnsonville, Broadmeadows and half way along State highway 2 coast road to the Hutt Valley, through to the Miramar Peninsular. As the Capital City this also makes for a highly diverse population both ethnically, socio economically, for migrants and refugees. The team services a significant number of schools for the local region.

The team is made up of Psychiatrists, Psychologists, Social Workers, Occupational Therapists, Nurses, Intake Clinician, administrators and at times we have other specialist staff, e.g. psychotherapists, and contract art therapists. The range of skills and mix varies with a strong commitment to maintaining a Multidisciplinary team, offering a range of both individual and group services for infants, children, adolescents and their families/whānau.

The team work closely alongside Ministry of Education, Central Regional Health School, Oranga Tamariki, Hospital Services, local community agencies and schools, day cares, One Stop Shops. These community connections are highly valued and an important part of service collaboration and ongoing innovation.

Purpose of the role

A Psychotherapist provides assessment and treatment using a psychodynamic framework with infants, children and youth aged 0-18, works collaboratively with families, schools and community agencies ensuring the young person and their family's needs are met in a culturally, clinically and legally safe manner. The child psychotherapist functions as a member of the multidisciplinary team.

The psychotherapy role is to meet the needs of people and whanau accessing our services using contemporary brief interventions which are safe, appropriate and effective. The care is based on comprehensive assessment, ensures continuity, is person/whānau centred, culturally appropriate and evidence-based. The service works within a Choice and Partnership Model (CAPA) and psychotherapy intervention is to be provided within this context.

The psychotherapist will respond to the changing needs of Health NZ, performing other tasks as required. The Psychotherapist is expected to contribute to the implementation of district, team and psychotherapy goals and values, and to promote Te Whatu Ora – Health New Zealand Capital, Coast, Hutt Valley and Wairarapa as a centre of excellence for psychotherapy.

Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables/Outcomes
1. Professional Practice Demonstrate a high level of clinical skill and knowledge in the provision of evidenced based psychotherapy interventions ,	▪ Holds a caseload both as a case manager and as a specialist clinician where appropriate, and is responsible for making sound clinical decisions regarding the planning and process of psychotherapy in the Multidisciplinary team. ▪ Takes legal and professional responsibility for managing own caseload of clients and can independently adapt and make decisions regarding psychotherapy interventions. ▪ Understands and carries out a wide range of assessment frameworks with clients (and whānau where appropriate) and uses the appropriate framework to undertake comprehensive assessments across practice settings. ▪ This may include use of standardised assessments to assist in assessment and intervention planning. ▪ Formulates and delivers individualised psychotherapy intervention using comprehensive clinical reasoning skills and in-depth knowledge of treatment approaches. This takes into account the client's own goals and those of the wider multidisciplinary team (MDT). ▪ Demonstrates effective communication, to establish a therapeutic relationship and sets expectations with clients, whānau and the MDT, inclusive of the wider health team and external agencies as appropriate. This includes relaying complex, sensitive and contentious information. ▪ Assesses the client's understanding of assessment, interventions and goals and gains informed consent for intervention, taking into account those who lack capacity (e.g. those with cognitive difficulties). ▪ Regularly reassesses and evaluates the client's progress against identified goals and adjusts intervention as situations change. ▪ Identifies, assesses and responds to emerging risks and challenging situations by adjusting priorities and escalating to the appropriate person. ▪ Refers to other services to work with the client towards achievement of longer term goals. ▪ Develop comprehensive discharge / transfer plans as appropriate. ▪ Demonstrates provision of culturally safe and bicultural practice with patients and their whānau. ▪ Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice towards reducing these for the client and/or whānau. ▪ Represents the service and / or individual clients at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure psychotherapeutic understanding is integrated into the overall intervention (where appropriate) including discharge planning. ▪ Completes documentation consistent with legal and organisational requirements. Adheres to any applicable

	recognised best practice for psychotherapy and any relevant clinical policies and practice guidelines. ▪ Provides advice, teaching and instructions to clients, carers, relatives and other professionals to promote consistency of support being delivered. ▪ Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision. ▪ Identifies unmet needs of clients and identifies potential solutions to address these needs. ▪ Demonstrates an understanding of the roles of the multidisciplinary team. ▪ Understands and works within the limits of expertise and seeks guidance to ensure safe practice.
2. Teaching and Learning Maintains Standards of Professional practice and promotes and supports other's professional development.	▪ Maintains competency to practice through identification of learning needs and Continuing Competency (CPD) activities. This should comply with professional registration requirements. ▪ Complies with Statutory Obligations such as the Mental Health Act, the Privacy Act, the Children & young Persons Act and all other Relevant Acts. ▪ Ensures Continuing Development and training activities. ▪ Maintains professional relationships. ▪ Contributes to training within the team/service. ▪ Contributes to learning opportunities for students who are in the services. This may be providing learning opportunities through a case, supervision, education, assessing and providing feedback on performance. ▪ Provides interdisciplinary education in direct clinical area, or discipline specific teaching across teams. ▪ Demonstrates the ability to critically evaluate research and apply to practice. Maintains an awareness of current developments in the clinical areas being worked in and makes recommendations to changes in practice. ▪ Is involved in the induction and training of newly appointed staff as required. ▪ Completes mandatory training as applicable for the role. ▪ Participates in an annual performance review and associated clinical assurance activities. ▪ Participates in regular professional supervision in line with the organisations requirements and/or professional body. ▪ Provides mentoring and clinical support and / or professional supervision where required.
3. Leadership & Management Demonstrate leadership in practice when proactively providing knowledge, solutions, information to improve provision of care.	▪ Actively contributes to a collaborative team culture of respect, support and trust. ▪ Demonstrates professional and ethical accountabilities in practice and adheres to New Zealand Psychotherapy boards Code of Conduct, relevant legislation and organizational policies and procedures.

	Contributes to relevant clinical and team meetings, leading and facilitating such meetings as requested. Assists team leaders and professional leaders in clinical assurance activities of staff as requested.
4. Service Improvement and Research Contribute and lead innovative practice, sharing knowledge, proactively demonstrating and sharing solutions to improve care and service provision.	- Identifies improvement opportunities and notifies manager of these. - Participates in the services quality improvement activities. - Broadens research and development skills through participation in local audit and research projects as identified by team leaders, professional leaders or other service leads. - Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc. - Develops and /or participates in regional / sub regional professional networks as appropriate to area of work. - Establishes working partnerships with external organisations to promote integrated working. - Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process. - Practices in a way that utilises resources (including staffing) in the most cost effective manner. - Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children's Act 2014, Privacy Act, ACC service specifications etc.). - Attends team development and MHAIDS CAMHS days.
5. Cultural Safety Demonstrates providing safe care that is inclusive, responsive and equitable.	- Demonstrates cultural sensitivity and provides culturally appropriate services through using a range of cultural networks. - Engages in ongoing professional development related to improving Maori health outcomes - Attends training and workshops related to improving services for Maori and Pacific people. - Advocates for health equity for Maori, Pasifika people and those who are at risk of adversity in all situations and contexts. - Understands and demonstrates in practice the impacts of social determinants, such as colonisation, on health and wellbeing. - Uses te reo and incorporates tikanga Maori into practice where appropriate. - Explores and uses other Tikanga practices for other cultures where appropriate according to the client and whānau they are working with. - Challenges racism and discrimination in the delivery of health service care. - Engages in partnership with individuals, their whānau and communities for the provision of health care, across environments for the best outcomes.

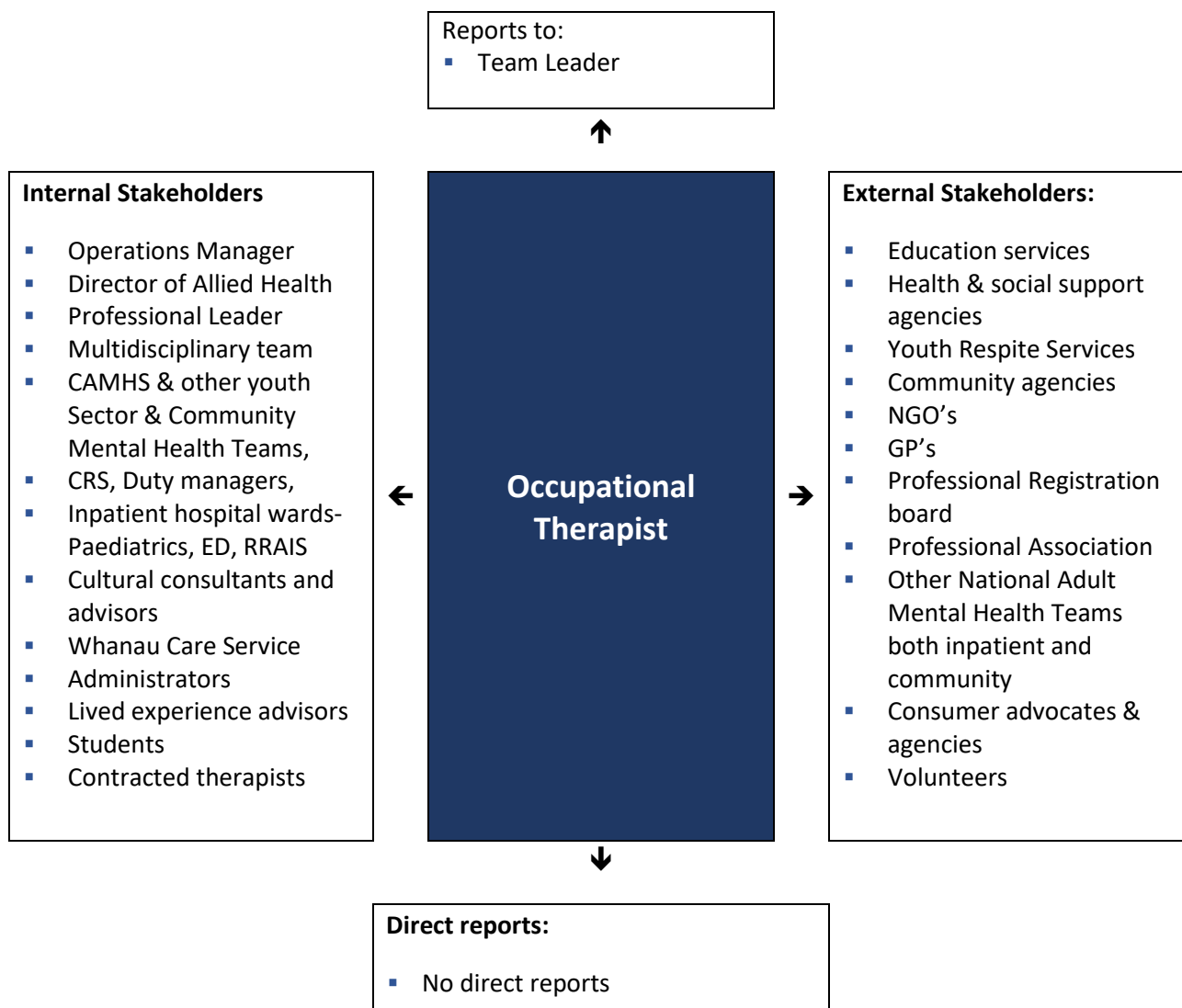
	▪ Advocates for individuals and whānau by including their cultural, spiritual, physical and mental health when providing care. ▪ Contributes to and supports a collaborative team culture, celebrating diversity, protecting cultural identity and acknowledging differing world views, values and practices. ▪ Seek appropriate cultural supervision when necessary to provide a responsive service.
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Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patient care and maintaining service delivery.

The following specific accountabilities apply in addition to what is described in the career pathway.

Key accountabilities	Deliverables/Outcomes	Key Performance Indications/Measures
1. Quality and Risk	▪ Contributes to the quality processes within the team/service	▪ Identifies risks, potential solutions and notifies manager of these ▪ Complies with guidelines, protocols and policies ▪ Complies with legal/legislative requirements ▪ Participates in team/service risk minimisation activities ▪ Complies with MHAIDS reportable events policy
2. Occupational Health & Safety	▪ Complies with responsibilities under the Health & Safety in Employment Act 1992	▪ Has read and understood the Health & Safety policy and procedures; ▪ Actively supports and complies with Health & Safety policy and procedures; Evidence of support and compliance with health and safety policy and procedures including use of protective clothing and equipment as required, active participation in hazard management and identification process, and proactive reporting and remedying of any unsafe work condition, accident or injury.

Key Relationships & Authorities



Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Team Work	- Develops and maintains positive working relationships and works in partnership with other team members; - Have a friendly manner and recognises and respects individual differences - Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments; - Supports in word and action decisions that have been made by the team;

Competency	Behaviours
	- Effectively uses team dynamics and individual operating styles to build team process and strengths. - Shares knowledge and works cohesively with the team. - Seeks out opportunities to support others in achieving goals
Quality and Innovation	- Is innovative in the development of business initiatives and projects. - Is proactive and motivated and responds positively to new challenges and opportunities. - Explores and trials ideas and suggestions for improvement made by others; - Shows commitment to continuous learning and performance development. - Collaborates with fellow team members and work groups to achieve service objectives
Taking responsibility	- Is results focussed and committed to making a difference; - Plans and organises work, allocating time to priority issues, meeting deadlines and coping with the unexpected; - Adjusts work style and approach to fit in with requirements; - Perseveres with tasks and achieves objectives despite obstacles; - Is reliable - does what one says one will; - Consistently performs tasks correctly - following set procedures and protocols.
Communication /Interpersonal Skills	- Practises active and attentive listening; - Explains information and gives instructions in clear and simple terms; - Willingly answers questions and concerns raised by others; - Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged; - Is confident and appropriately assertive in dealing with others; - Deals effectively with conflict. - Communicates information effectively and accurately, both orally and in writing. Adjusts style to the recipients and considers their frame of reference
Self-Management	- Is proactive and displays initiative - Is resilient and able to adapt to change - Is results focussed and committed to making a difference - Understands and acknowledges personal and professional limitations - Ability to work to deadlines to achieve outcomes
Integrity and Trust	- Is widely trusted; - Is seen as direct, truthful individual; - Can present the unvarnished truth in an appropriate and helpful manner; - Keeps confidences; - Admits mistakes; - Doesn't misrepresent him/herself for personal gain.
Priority Setting	- Spends his/her time and the time of others on what's important; - Quickly zeros in on the critical few and puts the trivial many aside; - Can quickly sense what will help or hinder accomplishing a goal; - Eliminates roadblocks; - Creates focus.
Cultural skills	Demonstrates understanding and application of the principles of Te Tiriti O Waitangi Treaty of Waitangi in practice.

Competency	Behaviours
	▪ Applies the notion of partnership and participation with Maori within the workplace and the wider community; ▪ Promotes and participates in targeting Maori and Pasifica health initiatives by which Maori and Pasifica health gains can be achieved. Implements strategies that are responsive to the health needs of Maori and Pasifica people. ▪ Supports the expression of cultural models of care and seeks support for delivery if unsure. ▪ Supports Equity led responses for achievable equitable health outcomes. ▪ Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery.
Professionalism	▪ Maintain a strict sense of professional ethics, confidentiality and privacy and abide by the District Code of Conduct. ▪ Is aware of professional boundaries ▪ Shows courtesy, respect, caring for people and their whānau in all aspects of nursing practice
Flexibility	▪ Ability to flex within the scope of Registered Psychotherapist practice to meet the changing needs of people and their whānau and the population. ▪ Responds positively and collegially, to requests for help from other team members.

Experience and Capability

Essential Professional Qualifications / Accreditations / Registrations skills and experience:

Essential Professional Qualifications / Accreditations / Registrations:

- A relevant graduate qualification in Child Psychotherapy or overseas equivalent.
- Registration with the Psychotherapists Board of Aotearoa New Zealand (PBANZ)
- A current Annual Practicing Certificate (APC) and scope appropriate to place of work
- Full drivers licence

Knowledge, Skills & Experience:

- Has experience with assessment and treatment within mental health with infants, children, young people and their families working within a psycho-dynamic framework.
- Has experience working with community agencies, working with parents around child, adolescent issues and behaviours, and knowledge of parenting skills.
- Knowledge of the DSM IV and diagnostic categories appropriate to infants, children young people and their families.
- Skills in Risk management and formulation.
- Strong psychotherapy skills and knowledge and a readiness to promote Psychotherapy role whilst working as part of an MDT.
- Evidence of experience working with acute mental health presentations.
- Demonstrates evidence of advanced clinical reasoning.

Someone well-suited to the role will place a high value on the following:

- Respect and collaboration in practice
- Providing high quality care for the consumer and their whānau
- A commitment and understanding of the te Tiriti o Waitangi (and application to health) and a willingness to work positively in improving outcomes for Māori
- Delivering an exemplary standard of care
- Practice informed by research evidence
- Innovation and critical thinking
- Resilience in working in an emotionally challenging and changing environment
- Commitment to sustainable practice
- Responding to changing demands/priorities and workloads at short notice
- Recognising and managing risk across environments
- Delivering on identified outcomes
- Working in a multi-disciplinary team

Other:

- Uses Microsoft Office Suite (Word & Excel)
- Flexible with new introduced IT work resources
- Will keep detailed written file notes, complete client pathway documentation and provide formal assessment reports as required.

**Ma tini, ma mano, ka rapa te whai
By joining together we will succeed**

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.