

Position:	TACT Clinical Psychologist Mental Health, Addictions & Intellectual Disability Service (MHAIDS) 3DHB
Hours of Work:	32 hours per week, Monday - Friday
Responsible to:	Team Leader Team for Assertive Community Treatment Capital & Coast Addiction Services Mental Health, Addictions & Intellectual Disability Service
Location(s):	Wellington

The Vision, Mission Statements and Values of each of the three DHBs are highly congruent.

Wairarapa DHB Vision:	"Well Wairarapa - Better health for all"
Hutt Valley DHB 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.
Capital & Coast DHB Vision:	Better Health and Independence for People, Families and Communities.

Wairarapa DHB Mission:	To improve, promote, and protect the health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.
Hutt Valley DHB Mission:	Working together for health and wellbeing Our mission demonstrates the Hutt Valley DHB's commitment to a cooperative way of working. This includes staff working cooperatively, working in collaboration with the people and organisations we fund, working with organisations from other sectors and working within our community.
Capital & Coast DHB Mission:	Together, Improve the Health and Independence of the People of the District.

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Wairarapa DHB Values:	Respect – whakamana tangata; integrity – mana tu; self-determination – rangatiratanga; co-operation – whakawhanaungatanga; and excellence – taumatatanga.
Hutt Valley DHB Values:	‘Can do’ – leading, innovating and acting courageously; Working together with passion, energy and commitment; Trust through openness, honesty respect and integrity; Striving for excellence.
Capital & Coast DHB Values:	Innovation, Action, A focus on People and Patients, Living the Treaty, Professionalism through Leadership, Honesty, Integrity and Collaboration, Excellence through Effectiveness and Efficiency.

Context

Wairarapa DHB

Wairarapa District Health Board (DHB) is located 1.5 hours north of Wellington and Hutt Valley. It covers a large mainly rural geographic area from Cape Palliser on the south coast, to Mount Bruce in the north. Secondary hospital services are provided from the new 90 bed Wairarapa Hospital in Masterton, serving a population of around 40,000. Wairarapa DHB has a unique relationship with primary and community services to meet the needs of their population.

Hutt Valley DHB

The Hutt Valley District Health Board (DHB) is a hospital and health provider in the Hutt Valley, located 20 minutes from Wellington.

Hutt Valley DHB provides secondary and tertiary, nursing and surgical hospital services along-side community based health care. The main facility is Hutt Hospital in Lower Hutt, which has 260 beds. Hutt Valley DHB funds local health providers and works collaboratively with the community to create and support multiple health education initiatives and projects within the region.

Capital and Coast DHB

The Capital and Coast District Health Board (CCDHB) covers a region extending from Wellington to Otaki. It comprises delivery arms in primary, secondary and tertiary health. Hospital and Health Services (HHS) is primarily responsible for the hospital and health services delivered via a new Wellington Regional Hospital; a secondary and community facility at Kenepuru; a Forensic, Rehabilitation and Intellectual Disability Hospital at Ratonga Rua-o-Porirua; and Kapiti Community Hospital.

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 Hutt Valley Hospital
 Pilmuir House
 High Street
 Lower Hutt



Collectively, joint services provided across the three DHBs are referred to as 3DHB in this role description.

Service Perspective

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

MHAIDS spans three DHBs - Wairarapa, Hutt Valley and Capital and Coast DHB's -and includes local, regional, and national services. The local MHAID services are provided from multiple sites within the 3DHB sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whariki 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:

- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga
- Te Tahuhu and the Mental Health Blueprint for Mental Health Services in New Zealand to guide and direct service design, delivery, development, and review
- Intellectual Disability High and Complex Framework
- Te Tiriti o Waitangi as the founding document of Aoteroa/New Zealand.

The Service has access to business support services including Human Resources 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.

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Team Perspective

The Team for Assertive Community Treatment Team is a multidisciplinary team comprising of psychiatrists, psychologists, nurses, social workers, occupational therapists and administration staff. We also have the support of a consumer consultant.

TACT provide services to residents of the geographical area from Wellington to Kapiti. The team is indicated for those people with severe and persistent psychiatric disorders who have major functional disability in adult role functioning e.g self care, social/interpersonal relationships and employment.

Team members have small caseloads and an ability to offer proactive, rehabilitative and lifestyle development approach to service delivery.

The Team for Assertive Community Treatment is contracted to meet the mental health needs of 3% of this population who have severe mental illness.

Purpose of the role

To provide high quality clinical psychology service in the assessment and treatment of clients, ensuring clients' needs are met in a culturally, clinically and legally safe manner. Clinical psychology is a discipline integrating psychological and associated science, theory and practice to understand and alleviate human suffering and disability as well as to promote individual and family/whanau development, adaptation and recovery. Clinical psychologists work as part of multidisciplinary teams to provide psychological assessments and interventions for clients 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.

This role will include:

- Is the primary provider of services to its consumers.

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- Is responsible for supporting the consumers to meet all activities of daily living, including personal hygiene, medical care, dental care, nutrition, budgeting, bill payment and transport.
- Active involvement in the treatment and recovery of clients.
- Role modelling and providing sound clinical and cultural considerations in the multidisciplinary team process.
- Assisting the client and his/her family/whanau to achieve optimal health, wellbeing and safety through the provision of appropriate assessment, treatment, rehabilitation and education.
- Working closely with community agencies to achieve the outcomes agreed by the MDT process.
- Participation in and contribution to the professional development activities in psychology.

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Key Accountabilities

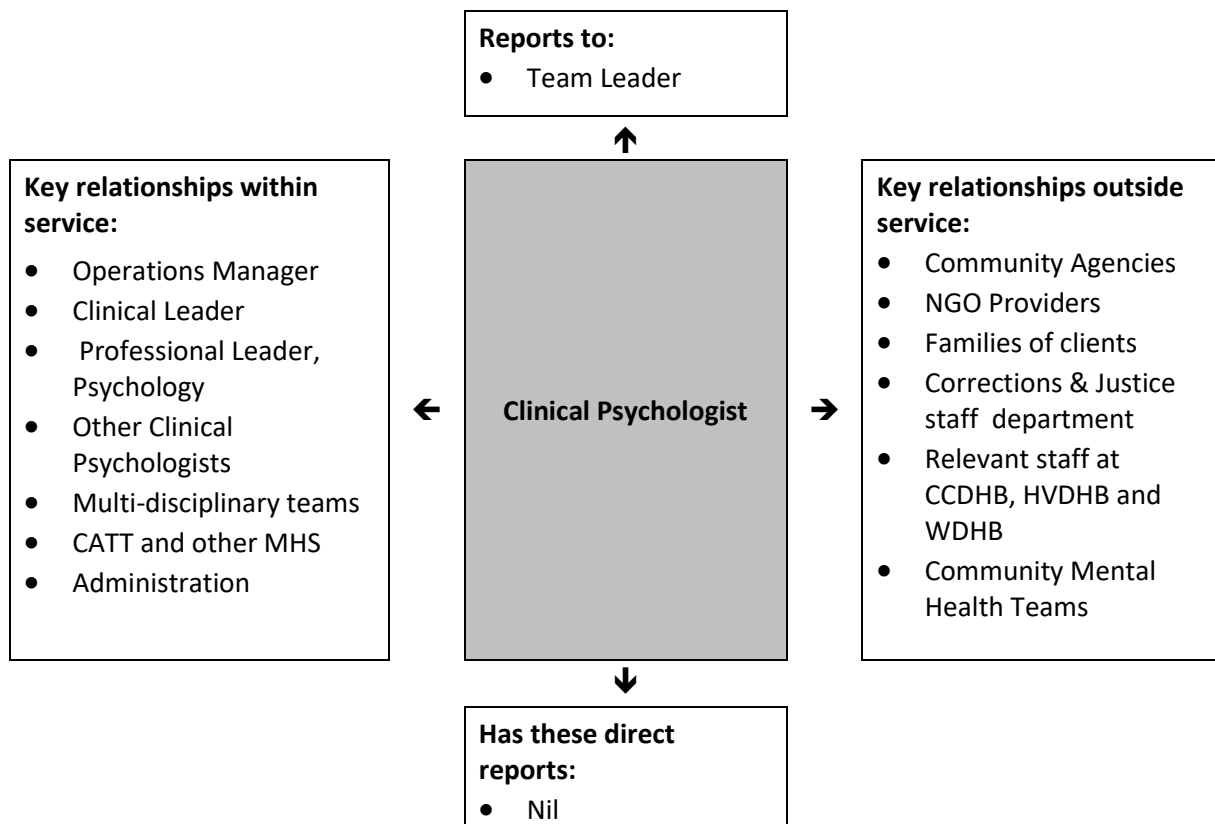
Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
1. Professional Practice	<ul style="list-style-type: none"> Maintains standards of professional practice and promotes and supports other's professional development 	<ul style="list-style-type: none"> Complies with statutory obligations, such as the Mental Health Act, the Privacy Act, the Children & Young Persons Act, the Alcohol & Drug Act and all other relevant Acts. Ensures continuing personal and professional development and training activities. Consults with relevant health professionals and advises accordingly. Maintains professional relationships.
2. Service Planning	<ul style="list-style-type: none"> Actively participate in the service planning and development 	<ul style="list-style-type: none"> Provides expert input to case conferences and in service education sessions, contributes to local and regional training. Also contributes to team development and planning, as appropriate. Client related documentation is developed and maintained. All documentation is complete and accurate. All parties are kept appropriately informed about a service user's treatment.
3. Cultural Effectiveness	<ul style="list-style-type: none"> Work with all service users in a manner relevant and appropriate to their culture. 	<ul style="list-style-type: none"> Demonstrate cultural sensitivity and provide culturally appropriate services through a range of cultural networks and according to team procedures. Ensure that the principles of the Treaty of Waitangi are adhered to in addressing work responsibilities. Attend training and workshops related to improving services for Maori and Pacific people.. Seek appropriate cultural supervision when necessary to provide a responsive service.

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Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
4. Continuous Quality Improvement	<ul style="list-style-type: none"> Actively contribute to CQI activities within the service 	<ul style="list-style-type: none"> Identifies improvement opportunities and notifies the manager of these. Participates in the service's quality improvement activities Provides professional service to service users and is responsive to service user requests or complaints. Complies with standards and works to improve service user satisfaction.
5. Risk Minimisation	<ul style="list-style-type: none"> Actively contributes to risk minimisation activities within the service. 	<ul style="list-style-type: none"> Identifies risk and notifies team leader Participates in service's risk minimisation activities Complies with DHB Reportable Events policy and other policies and procedures Participates in audits and works to update service user files
6. Occupational Health & Safety	<ul style="list-style-type: none"> Complies with responsibilities under the Health & Safety in Employment Act 1992 	<ul style="list-style-type: none"> 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.

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Key Relationships & Authorities



Capability Profile

Competencies

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

Competency	Behaviours
Commitment to Health and Independence Improvement Goals	<ul style="list-style-type: none"> • Is committed to the values and goals of DHBs • Is committed to continuous learning and performance development. • Encourages the development of all team members.
Teamwork	<ul style="list-style-type: none"> • Develops and maintains positive relationships and works in partnership with other team members. • Develops rapport and builds networks of constructive working relationships with key people.

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Competency	Behaviours
	<ul style="list-style-type: none"> Effectively uses team dynamics and individual operating styles to build team processes and strengths. Shares knowledge and works cohesively with the team. Attends relevant meetings.
Innovation	<ul style="list-style-type: none"> Is innovative in the development of business initiatives and projects. Is proactive and motivated and responds positively to new challenges and opportunities. Develops new and/or more effective work processes and systems through lateral thinking and creativity.
Work Approach	<ul style="list-style-type: none"> Is results focussed and committed to making a difference. Plan and organise own workload, allocating time to priority issues, meeting deadlines and coping with the unexpected. Adjusts work style and approach to fit in with requirements. Focuses on quality improvement and customer satisfaction. Perseveres with tasks and achieves objectives despite obstacles.
Communication	<ul style="list-style-type: none"> Listens with a preparedness to understand. Is confident and appropriately assertive in dealing with others. Deals effectively with conflict.
Cultural skills	<ul style="list-style-type: none"> Words and actions show an understanding of the implications of Te Tiriti o Waitangi principles and Maori perspective Values and celebrates diversity, showing respect for other cultures and people's different needs and ways of living Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work Accesses resources to make sure culturally appropriate and language appropriate services are provided Draws on a client's own cultural resources and support frameworks

Other aspects of capability not covered by the above competencies

a) Knowledge and Experience:

- A sound knowledge of psychopathology, and psychological theories is essential
- A sound knowledge of ICD10 diagnoses and at least one therapy model is essential.
- Ability to assess, diagnose and treat people experiencing coexisting mental health and addiction.

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- Sound knowledge of psychometrics and experience with psychological testing is essential.
- Ability to develop sound psychological formulations based on thorough assessments.
- Ability to provide interventions for clients with trauma
- Ability to advise, consult and educate the client and relevant others about treatment options.
- Ability to work alongside other mental health staff to provide psychological expertise within the CCDHB integrated care approach.
- Ability to attend and actively participate in regular meetings for the purposes of assessment, planning and implementing treatment. Experience in facilitating groups would be advantageous, as would experience of working with families.
- Ability to practice in a manner consistent with established ethical and clinical practices standards as provided by the HPCAA, the Psychologists Board and other professional bodies.

b) Essential Professional Qualifications / Accreditations / Registrations:

- Minimum of a Masters Degree in Psychology and Post graduate Diploma in Clinical Psychology or equivalent.
- Registration with NZ Psychologist Board, with Clinical Psychology Vocational Scope of Practice
- Current annual practising certificate

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

- Understanding of mental health and axis-1 problems in adults and the impact of these issues on clients, their families and community.
- A non- judgemental approach to addiction and the lifestyle choices of our client group.
- Effective oral and written communication.
- Recognising and managing risk in a clinical environment.
- Working in an emotionally challenging and changing environment.
- Responding to changing demands / priorities / workloads at short notice.
- Working in a multi-disciplinary environment.

d) Other:

- Can use Microsoft Office suite (Word and Excel).
- Can keep detailed written file notes, complete client pathway documentation and provide formal assessment reports as required.

The DHBs 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.

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The DHBs are 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 Maori cultural practices.

The role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance planning and development.

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