

Position Description

Position	Principal Clinician, Intellectual Disability Service
Directorate	Mental Health, Addiction & Intellectual Disability Service
District	Capital, Coast, Hutt Valley & Wairarapa districts
Responsible to	Clinical Leader, Intellectual Disability Service
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	Porirua, with travel across the districts required from time to time

Health New Zealand | 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 with 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
- 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.

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

HEAD OFFICE - MHAIDS | Level 11, BNZ Tower, 14 Hartham Place,
PO Box 50 233, Porirua 5240 | 04 381 1656

*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

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. Kāpiti 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.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose-built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompasses community based primary Lead Maternity care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

Kenepuru Community Hospital and Kāpiti Health Centre provide secondary and community services based in Porirua and the Kāpiti 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. Our inpatient forensic, rehabilitation and intellectual disability units are located on the Rātonga Rua-o-Porirua campus.

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 and 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 Health NZ | Te Whatu Ora.

Hutt Valley

Vision

Whānau 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

Mahi Rangatira – Being our Best

Mission

Working together for health and wellbeing.

Capital & 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 Health NZ | Te Whatu Ora policy.

Health NZ | 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.

Sector Perspective

The hospital and health services of the districts provide a range of services, one such group of services includes the 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 have Central region and national services.

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 expertise, 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.

Group Perspective

The intellectual disability services offer inpatient and community services for adults and youth. We provide evidence-based treatment for care and rehabilitation that prepares people with an intellectual disability to live fulfilling, offence-free lives in the community.

The inpatient service operates 24 hours a day, 7 days a week, 365 days a year and provides assessment, treatment and rehabilitation of the above mentioned client group. The service is staffed with medical, nursing, allied health clinicians, mental health support workers, managers and administrators. The nursing and mental health support worker staff all work rostered and rotating shifts. Other staff work Monday to Friday.

The Community team provides two functions: as a Mental Health Intellectual Disability Team which provides assessment and treatment services in the Wellington region and consultation/liaison and training in the central

region; and as a Consultation Liaison team which provides assessment and support in the central region to patients whose behaviour has resulted in legal proceedings.

Our forensic intellectual disability services are for people who have a diagnosed intellectual disability and have committed offences. These clients are usually care recipients or special care recipients under the Intellectual Disability (Compulsory Care and Rehabilitation) Act 2003 (IDCC&R) who have been convicted or found unfit to stand trial. Some clients are also in service under the Mental Health (Compulsory Assessment and Treatment) Act 1992.

The work is person-centred, well-planned, monitored and responsive to each client's psychological formulation and individual risk profile. Care and rehabilitation is progressive and developmental. This includes teaching and learning new skills through therapeutic programmes, experiential learning and staff walking alongside clients. We work alongside whānau and community agencies to provide the best care we can.

The service's Philosophy of Care is Positive Behaviour Support (PBS). The evidence base for PBS show that the client group is less likely to engage in behaviours of concerns, and more likely to engage in prosocial behaviours and skill development activities, when their quality of life is maximised.

Purpose of the role

The Principal Clinician for the Intellectual Disability Service has a mandate to drive best practice across the clinical team and all disciplines with the multidisciplinary team (MDT). They provide strong day-to-day clinical leadership and are seen as a 'go to' person for clinical advice.

The role is positioned to work alongside the Clinical Nurse Specialists, Care Managers, Service Educator, Workforce Coordinator, Team Leaders, and relevant internal and external stakeholders to implement and maintain high quality and sustainable clinical services consistent with the ID Services Model of Care.

The Principal Clinician is an active member of the service's clinical team and a key contributor to the ID Service Clinical Governance Group. The role is part time and would sit alongside a clinical role to work either part time or in a full time capacity.

The Principal Clinician reports to the Clinical Leader for the Intellectual Disability Service and supports them to develop and implement high quality and sustainable clinical services within the Intellectual Disability Service.

The Principal Clinician is a key contributor to both the RIDSS/ NIDSS/ NISU leadership team and the ID Service Clinical Governance Group. Other key relationships include partnerships with primary care, NGOs, and other providers operating locally, as well as with the other related positions across MHAIDS.

Key deliverables and competencies

- Working with the Clinical Leader and other clinical and operational leaders on the development and delivery of clinical services that enable better outcomes for all, particularly Māori and Pacific peoples.
- Working with the Clinical Leader to drive best practice across the clinical team and all disciplines within the MDT. This is also working collaboratively with the Clinical Nurse Specialists and Care Managers to foster innovation in the ID Services, consistent with the Model of Care and Philosophy of Care
- Collaborating meaningfully with the Clinical Nurse Specialists and Care Managers, and where appropriate the ID Services Educator, to design and implement clinical initiatives, and to contribute to quality improvement projects

- Alongside the Clinical Nurse Specialist, and appropriate operational equivalent, monitoring the integrity of clinical practices within the operational area
- Providing strong day-to-day professional clinical leadership, including being a 'go-to' person for clinical advice, and a support for Positive Behaviour Support Coaches
- Performing an active role in the development of practice competency frameworks
- Liaising with other services and stakeholders and other health professionals

Key Accountabilities

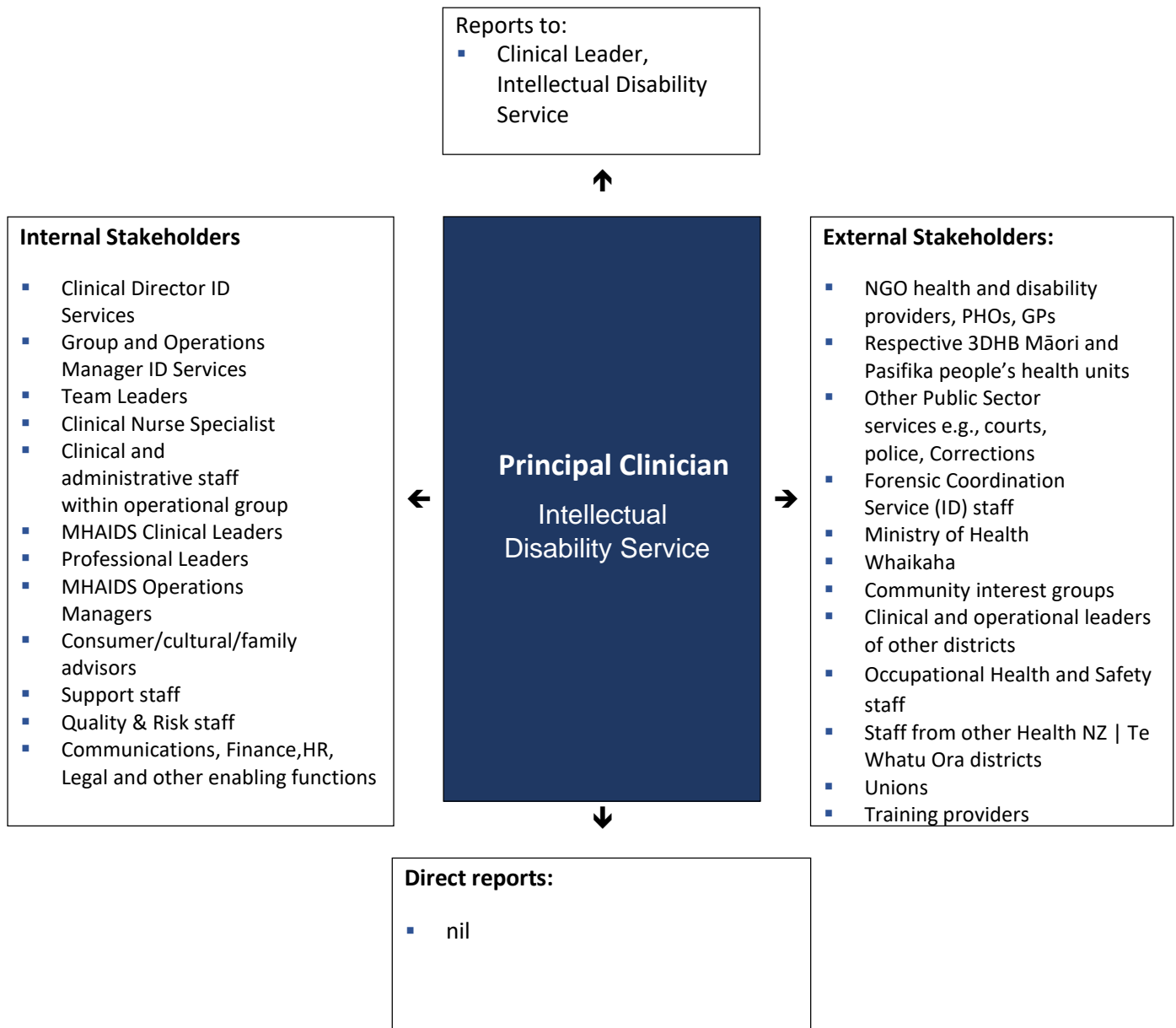
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key Accountability	Deliverables/Outcomes	Key Performance Indicators/Measures
1. Leadership	<ul style="list-style-type: none"> Lead by example to champion and drive clinical development initiatives Be a visible leader within the ID Service Build and foster a change culture and capability to achieve flexibility, resilience and the achievement of sustainable change outcomes Provide information, support, feedback and development to enhance organisational performance Encourage and support decision making at point of impact Initiate, monitor and implement clinical initiatives within the ID Service, ensuring alignment with broader MHAIDS organisational strategy and goals Represent the service at regional and national forums if required Identify systemic clinical issues and contribute to improving clinical practice Lead change in clinical practice 	<ul style="list-style-type: none"> Has positive and regular interaction with the operational area staff, ensuring provision of useful information and fostering an inclusive culture Clinical programmes and work streams are well led, facilitated and managed ensuring good staff and union engagement, delivery and embedding of change outcomes Ensures decisions are made in line with the ID Service plans and policies Active participation in ID Leadership Team, service committee and steering group meetings, as required Ensures all staff of the service understand the vision, direction and objectives of MHAIDS The vision and values of MHAIDS and Health NZ Te Whatu Ora are effectively modelled to operations staff and others at all times Clinical risk is identified and managed accordingly
2. Group Management	<ul style="list-style-type: none"> Ensures the effective and efficient management of resources supported by the organisation's systems Ensures there is sound financial management of budget and resources in the team Ongoing assessment of clinical performance occurs within teams and benchmarking is part of normal practice Financial and clinical information systems are part of decision making Establishment of quality clinical systems within service and a cycle of monitoring, reporting and improvement 	<ul style="list-style-type: none"> Clinicians are well versed in ID Service clinical goals and objectives and are committed to their delivery Clinical and operational plans are approved by the Clinical Leader Comprehensive reporting frameworks are in place Quality standards are clear, measurable and understood by all employees Resource decisions are made by clinicians that balance the service-user need against organisational capacity

Key Accountability	Deliverables/Outcomes	Key Performance Indicators/Measures
	<ul style="list-style-type: none"> ▪ Oversight of service specific guidelines, policies and protocols 	<ul style="list-style-type: none"> ▪ Evidence of quality activities for: <ul style="list-style-type: none"> - Reportable events - Complaints - Reviews - Clinical indicators
3. Strategic Planning	<ul style="list-style-type: none"> ▪ Contribute to establishing, maintaining and adjusting the strategic direction for the provision of intellectual disability services, as described currently in the Service and Annual Plans ▪ Foster innovation ▪ Develop appropriate KPIs and other performance measures of service delivery 	<ul style="list-style-type: none"> ▪ Planning is aligned to both MHAIDS policy direction, community expectations and organisational strategic goals and objectives ▪ Strategies and projects are regularly reviewed ▪ Operational clinical plan demonstrates an understanding of long term view
4. Strategic Relationship Management	<ul style="list-style-type: none"> ▪ Develop and maintain strong and cooperative relationships across Health NZ TeWhatu Ora, ensuring an integrated approach to ID Service operational planning and management ▪ Develop and maintain strong cooperative relationships with the ID Leadership Team to ensure critical operational imperatives are achieved ▪ Collaborate with community, providers, colleagues and other Health NZ Te Whatu Ora districts to strengthen services and improve health outcomes ▪ Managing and maintaining proactive and constructive relationships 	<ul style="list-style-type: none"> ▪ Constructive and effective relationships established with the Clinical Leader, Operations Manager and other clinical leaders in ID service ▪ Partnerships and relationships with other healthcare organisations are fostered, with a view to exchanging information and developing best practice ▪ Positively promotes Health NZ Te Whatu Ora's role and services and a positive working relationship with other service providers ▪ Partnership and relationships with other organisations are fostered with a view to exchanging information and developing best practice. ▪ Projects and services aligned to the work and policies of related organisations within and external to the health, government and local government sectors to advance health outcomes

Key Accountability	Deliverables/Outcomes	Key Performance Indicators/Measures
5. People Development	<ul style="list-style-type: none"> ▪ Annual plan objectives cascade through performance development plans and targets are achieved ▪ Staff are able to articulate the service's values and agreed behaviours are included within performance development plans ▪ Professional requirements are met and risks relating to professional misconduct or negligence mitigated and eliminated where possible ▪ There is a programme to enhance capability across the service, including skills development and workforce planning 	<ul style="list-style-type: none"> ▪ Appropriate professional performance management of staff ▪ All staff have agreed development plans ▪ Networks developed to learn from beyond the service and the learning is applied
6. Positive Workplaces	<ul style="list-style-type: none"> ▪ Proactive Health & Safety systems and management are in place ▪ There are good team processes for communication, constructive debate and joint problem solving ▪ Active participation by staff in improvement initiatives, with clear, evident leadership 	<ul style="list-style-type: none"> ▪ Appropriate health and safety systems, processes and controls are implemented within the service to ensure compliance with legislative and professional requirements ▪ Health & Safety targets are met ▪ Ensure all employees maintain adequate safety standards on the job through consultation, training and supervision ▪ Role model and reinforce values and associated behaviours expected across ID Services ▪ Staff within the service area feel inspired and motivated to work for ID Service

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
Strategic Agility	<ul style="list-style-type: none"> Sees ahead clearly Can anticipate future consequences and trends accurately Has broad knowledge and perspective Is future orientated Can articulately paint credible pictures and visions of possibilities and likelihoods Can create competitive and breakthrough strategies and plans
Partnership with Māori	<ul style="list-style-type: none"> Understands the principles of Te Tiriti o Waitangi and how these apply within the context of health service provision Applies the notion of partnership and participation with Māori within the workplace and the wider community Promotes and participates in targeting Māori health initiatives by which Māori health gains can be achieved Implements strategies that are responsive to the health needs of Māori
Integrity and Trust	<ul style="list-style-type: none"> Is widely trusted Is seen as a direct, truthful individual Can present the unvarnished truth in an appropriate and helpful manner Keeps confidences and admits mistakes Doesn't misrepresent her/himself for personal gain
Problem Solving	<ul style="list-style-type: none"> Uses rigorous logic and methods to solve difficult problems with effective solutions Probes all fruitful sources for answers Can see hidden problems Is excellent at honest analysis Looks beyond the obvious and doesn't stop at first answers
Managing Vision & Purpose	<ul style="list-style-type: none"> Communicates a compelling and inspired vision or sense of core purpose Talks beyond today Talks about possibilities Is optimistic Creates milestones and symbols to rally support behind vision Makes the vision sharable by everyone Can inspire and motivate entire teams
Planning	<ul style="list-style-type: none"> Accurately scopes out length and difficulty of tasks and projects Sets objectives and goals Breaks down work into the process steps Develops schedules and task/people assignments Anticipates and adjusts for problems and roadblocks Measures performance against goals Evaluates results
Dealing with Ambiguity	<ul style="list-style-type: none"> Can effectively cope with change Can shift gears comfortably Can decide and act without having the total picture Isn't upset when things are up in the air Doesn't have to finish things before moving on

Competency	Behaviours
	<ul style="list-style-type: none"> Can comfortably handle risk and uncertainty
Intellectual Horsepower	<ul style="list-style-type: none"> Is bright and intelligent Deals with concepts and complexity comfortably Described as intellectually sharp, capable, and agile
Drive for Results	<ul style="list-style-type: none"> Can be counted on to exceed goals successfully Is constantly and consistently one of the top performers Steadfastly pushes self and others for results
Motivating Others	<ul style="list-style-type: none"> Creates a climate in which people want to do their best Can motivate colleagues and responds positively to new challenges Can assess each person's hot button and use it to get the best out of him/her Pushes tasks and decisions down
Interpersonal Savvy	<ul style="list-style-type: none"> Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation Builds appropriate rapport Builds constructive and effective relationships Uses diplomacy and tact Can diffuse even high-tension situations comfortably Uses supervision in a timely fashion in accordance with Health NZ Te Whatu Ora policy

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Has good knowledge of intellectual disability service delivery, with strengths in the following areas:
 - The application of psychological frameworks to the care and rehabilitation of offenders with an intellectual disability
 - Theories of behaviour change in neurotypical and neurodiverse populations
 - The Good Lives Model of Offender Rehabilitation and other forensic frameworks
 - Risk assessment and risk management within a forensic intellectual disability setting
 - Positive Behaviour Support
 - The delivery of forensic intellectual disability services in both inpatient and community settings
 - The legal and ethical frameworks that underpin forensic mental health and intellectual disability services
 - Equity issues in the delivery of health services
 - Te Ao Māori and, specifically, bicultural models of healthcare
- Adept at working across established networks and structures
- Possesses a strong mix of strategic and operational skills that include innovation in health services and prevention of illness and disability for targeted groups in society
- Successful experience in managing internal and external relationships with an assortment of stakeholders, with demonstrated success in building relationships and gaining the support and participation of key individuals and groups
- Successful experience in leading staff during times of change and change management
- Demonstrated ability to find common ground and solve problems for the good of all, represent his/her own interests and yet be fair to other groups, solve problems with peers with a minimum of

noise, gain trust easily and support peers and encourage collaboration

B. Essential Professional Qualifications / Accreditations / Registrations:

- A registered practising clinician

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

- Valuing the contribution of others
- Managing stakeholder relationships
- Pro-active management to achieve outcomes
- Devolution of decision making
- A commitment to contribute at a strategic level
- A commitment to promote primary and secondary clinical research in MHAIDS

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

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