

Position Description

Position	Clinical Director and Director of Area Mental Health Services (DAMHS) for Te Korowai Whāriki – the Central Region Forensic & Rehabilitation Mental Health Service
	1.0 FTE. Additional availability is required after hours and during weekends and statutory holidays.
Directorate	Mental Health, Addiction and Intellectual Disability Service (MHAIDS)
District	Capital, Coast and Hutt Valley & Wairarapa districts
Responsible to	Executive Clinical Director, MHAIDS. Statutory reporting responsibility to Director of Mental Health, Ministry of Health.
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 primarily based in Porirua but is expected to work from multiple locations across the Central Region.

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 and surgical 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.

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.

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. Inpatient forensic, rehabilitation and intellectual disability services are located on the Ratonga-Rua campus in Porirua.

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:

- 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.

Te Mauri o Rongo

Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

Wairuatanga

Working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga

As organisations we support our people to lead. We know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga

We are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. “Whiria te tangāta” – we will weave our people together.

Te Korowai Āhuru

A cloak which seeks to provide safety and comfort to the workforce.

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.

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.

The Mental Health, Addiction and Intellectual Disability Service (MHAIDS)

The Mental Health, Addiction and Intellectual Disability Service (MHAIDS) has over 1700 employees and spans two districts - Wairarapa, Capital, Coast and Hutt Valley. It delivers a range of local, regional and national services.

Local services are provided from multiple sites within the sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whāriki and the Intellectual Disability Service deliver local, regional and national community and inpatient forensic services.

MHAIDS' core business 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
- Whakamaua – 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 and staff development expertise, including People and Culture, Finance and Learning & Development. In addition, the management and delivery of clinical services is underpinned by consultation, advice, and support from a range of cultural, lived-experience and whānau advisors.

Service Perspective – Te Korowai Whāriki

Te Korowai Whāriki delivers services across the Central Region, as well as the Tairāwhiti district. It is responsible for the care and treatment of special patients and restricted patients within the legislative framework of the Mental Health (Compulsory Assessment and Treatment) Act 1992, the Criminal Procedure (Mentally Impaired Persons) Act 2003 and the Criminal Procedure Act 2011.

The service has a focus on recovery and rehabilitation alongside a responsibility to maintain safety and security for clients and the public.

Community forensic services provide follow-up and support to community forensic clients, in-reach services to youth justice facilities and prisons, and court liaison support to over twenty adult and youth courts across the Central Region.

Purpose of the Role

MHAIDS has three Clinical Directors who, in partnership with their service's Group Manager, are responsible and accountable for effective leadership across the 'three arms' of MHAIDS' operations.

- Intellectual Disability
- Forensic & Rehabilitation
- Mental Health & Addiction

The Clinical Directors are members of the MHAIDS Senior Leadership Team (SLT) and, as part of that team, share accountability for assisting the Executive Clinical Director and General Manager with strategic planning, service development and implementation initiatives across MHAIDS.

Clinical Directors lead clinical governance and provide leadership to all clinical staff within their operational group. This enables the design and delivery of sustainable, high-quality services to MHAIDS clients within revenue, budget and clinical quality parameters.

The Clinical Director for Te Korowai Whāriki holds the additional responsibility of Forensic DAMHS. MHAIDS has two DAMHS - the Forensic DAMHS is responsible for Te Korowai Whāriki and the General DAMHS is responsible for the Mental Health & Addiction Service and the Intellectual Disability Service.

DAMHS are statutory appointments made by the Director General of Health (s 92 Mental Health (Compulsory Assessment and Treatment) Act 2003, in consultation with the Director of Mental Health at the Ministry of Health and the Executive Clinical Director, MHAIDS.

Appointment by the Director-General of Health confers upon a DAMHS a set of powers and responsibilities related to administering the Act in a specified area. These responsibilities can be categorised as statutory administration, clinical management and oversight, and operational responsibilities.

Key priorities for the role of Clinical Director and DAMHS for Te Korowai Whāriki

- Lead Te Korowai Whāriki in partnership with the Group Manager
- Work with the Group Manager 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.
- Lead the design and implementation of a contemporary, evidence-based model of care for Te Korowai Whāriki.
- Deliver high quality, robust clinical governance
- Provide leadership on all clinical matters to staff within Te Korowai Whāriki
- Ensure all health professionals in Te Korowai Whāriki meet professional standards and audit requirements.
- Manage all District Inspector's and Coroner's Court matters involving clinicians
- Maintain already existing relationships and partnerships with community providers, colleagues and other relevant stakeholders including Justice, Corrections, the Ministry of Health, NGOs and the Police.
- Be an active member of MHAIDS' Senior Leadership Team and role model the service's values – manaakitanga, kotahitanga and rangatiratanga.

DAMHS-specific priorities

- Ensure robust, holistic assessment and treatment planning to inform decisions on compulsory assessment/treatment and discharge.
- Meet all statutory requirements for special and restricted patients
- Monitor quality of clinical decision-making, lead panel reviews for special/restricted patients, and ensure accurate clinical documentation.
- Safeguard the rights of all compulsorily detained people and address any breaches.
- Authorise and designate sufficient Duly Authorised Officers and responsible clinicians, and oversee their legislative performance.
- Act as the primary liaison between the Director of Mental Health and Te Korowai Whāriki.

Key Accountabilities

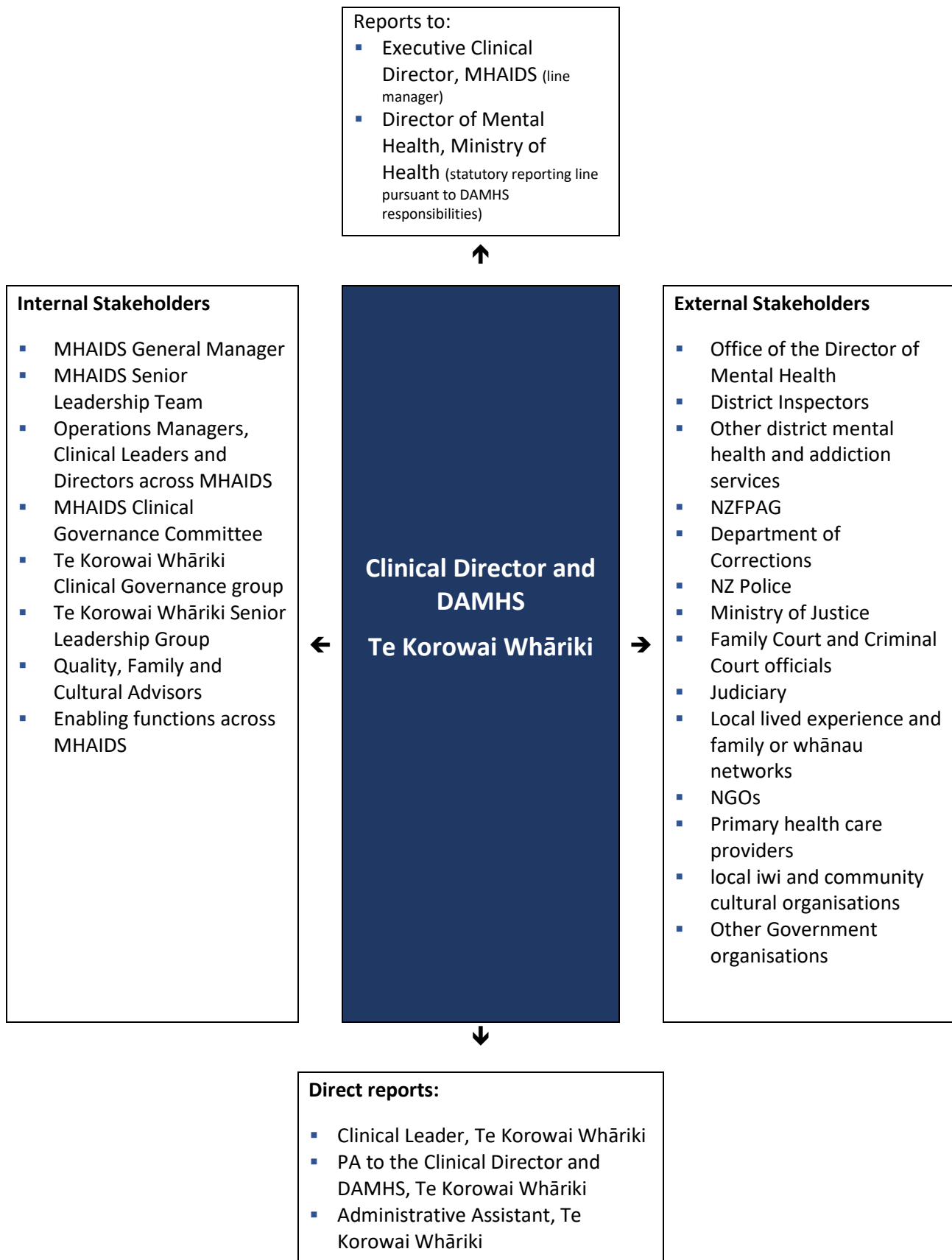
The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key Accountability	Deliverables/Outcomes	Key Performance Indications/Measures
1. Leadership	<ul style="list-style-type: none"> Provide leadership to Te Korowai Whāriki, in partnership with the service's Group Manager. Work alongside senior MHAIDS leaders to design and deliver services. Provide leadership, direction and support in policy development and governance. Be the chair of the Te Korowai Whāriki Clinical Governance Group and the co-chair of the Te Korowai Whāriki Senior Leadership Group. Lead by example to champion and drive clinical quality and safety initiatives. 	<ul style="list-style-type: none"> Active participation in MHAIDS SLT meetings, clinical governance and other forums. Role model and reinforce values and associated behaviours expected across MHAIDS. Provide timely advice and reports to the MHAIDS Executive Clinical Director and General Manager other relevant leaders. Offer strategic guidance to MHAIDS leadership and advisory groups on the implications of plans, policies and discussion documents. Maintain positive, regular engagement with staff, ensuring they receive relevant information and fostering an inclusive culture. Ensure Te Korowai Whāriki understands its strategic direction and its alignment with wider MHAIDS, regional and national priorities. Appropriate professional performance management of staff.
2. Relationship management	<ul style="list-style-type: none"> Develop and maintain strong and cooperative relationships across MHAIDS and the range of stakeholders Te Korowai Whāriki partners with. Manage and maintaining proactive and constructive relationships with colleagues. Act as the key link between the Director of Mental Health at a national level and local services. 	<p>Fosters strong relationships with a wide range of stakeholders, including:</p> <ul style="list-style-type: none"> MHAIDS senior leadership and regional leadership. Specialist mental health and addiction services. District Inspectors and Ministry of Health officials. New Zealand Forensic Psychiatry Advisory Group (NZFPAG) Non-governmental organisations (NGOs) and community mental health providers. Primary health care services and general hospital departments. Local police, iwi, marae committees, Pacific communities, and cultural organisations.

Key Accountability	Deliverables/Outcomes	Key Performance Indications/Measures
		<ul style="list-style-type: none"> Ministry of Justice, Family Court, lived experience, family and whānau networks.
3. Strategic planning	<ul style="list-style-type: none"> Build effective strategic alliances and partnerships with stakeholders and governance groups to strengthen services and improve health outcomes. Lead the development of a comprehensive forensic mental health service. Advocate for the provision and resourcing of services where there are demonstrable gaps in access or quality. Participate in the planning, purchasing, and strategic development of services. Influence workforce planning to ensure adequate numbers of qualified mental health professionals. 	<ul style="list-style-type: none"> Planning is aligned to government policy direction, community expectations and organisational strategic goals and objectives. Strategies and projects are regularly reviewed. Te Korowai Whāriki has a well-developed sense of its role within MHAIDS. Ability to influence service delivery beyond clinical care. Provide regular written reports on service gaps and advocate for additional resources. Participate in strategic planning with operational leaders.
4. Clinical oversight and quality assurance	<ul style="list-style-type: none"> Ensure comprehensive and holistic assessment and treatment planning for individuals subject to compulsory care. Monitor the quality of clinical decisions and ensure accurate documentation is maintained. Review and address failures in service provision and lead service improvement initiatives. Authorise or refer clients for second opinions and override clinical decisions where necessary. 	<ul style="list-style-type: none"> Ability to undertake mental status examinations. Clinical skills in engagement, problem-solving, and conflict resolution. Ensure all clients undergoing compulsory assessment receive thorough and documented mental state examinations within required timeframes. Facilitate peer review of clinical decisions, especially where the DAMHS is also the responsible clinician.
5. Legal requirements	<ul style="list-style-type: none"> Oversee all legal and statutory requirements in accordance with the roles of a Director of Area Mental Health Services. 	<p>Is familiar with and can carry out all legal aspects relating to:</p> <ul style="list-style-type: none"> Mental Health (Compulsory Assessment and Treatment) Act 1992 (MHA) Criminal Procedure (Mentally Impaired Persons) Act 2003 (CP(MIP)A) Intellectual Disability (Compulsory Care & Rehabilitation) Act 2003 Land Transport Act 1998 (s19)

Key Accountability	Deliverables/Outcomes	Key Performance Indications/Measures
		<ul style="list-style-type: none"> - Children Young Persons and their Families Act 1989 - Oranga Tamariki Act 1989 - New Zealand Bill of Rights Act 1990 - Human Rights Act 1993 - Criminal Procedure Act (s169) as well as the Privacy Act 2020 and the Health Information Privacy Code 2020 - Code of Health and Disability Services Consumers' Rights 1996 - Human Rights Act 1993 - Victims' Rights Act 2002 and the Rights for Victims of Insane Offenders 2021 Act. ▪ Ensures staff are appropriately skilled in the application of legislation their roles interface with. ▪ MHA and CP (MIP) Act are administered in a timely and statutory manner for all patients.
6. Cultural responsiveness	<ul style="list-style-type: none"> ▪ Use knowledge of Te Tiriti o Waitangi to advance Māori health and mana motuhake at a strategic and leadership level. ▪ Advance tino rangatiratanga, mana motuhake and partnership with Māori to the fullest extent to achieve equitable health outcomes for Māori. ▪ Take responsibility for personal cultural and Te Reo development. 	<ul style="list-style-type: none"> ▪ Understands Te Tiriti o Waitangi within the context of health and mental health service provision. ▪ Leads others to understand the MHAIDS Treaty of Waitangi approach and its application to mental health services. ▪ Challenges current processes and thinking, leading the development of new thinking that will deliver equitable health outcomes with, by and for Māori.
7. Occupational health and safety	<ul style="list-style-type: none"> ▪ Proactively manage health and safety, ensuring health and safety requirements are met. 	<ul style="list-style-type: none"> ▪ Has read and understood relevant health and safety policies and procedures. ▪ Actively supports and complies with health and safety policies and procedures. ▪ Actively participates in hazard management processes. ▪ Understands responsibilities for reporting and remedying unsafe work conditions.

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
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 and 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 mileposts and symbols to rally support behind vision Makes the vision sharable by everyone Can inspire and motivate entire units or organisations
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 Can comfortably handle risk and uncertainty
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 Very bottom-line oriented Steadfastly pushes self and others for results

Competency	Behaviours
Motivating others	<ul style="list-style-type: none"> Creates a climate in which people want to do their best Can motivate many kinds of direct reports and team or project members 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 New Zealand policy

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, skills and experience

- Has extensive clinical knowledge and understanding of forensic mental health services as an experienced mental health professional.
- Has operated within a complex environment, including meeting the needs of multiple competing demands at the same time.
- Successful experience in managing internal and external relationships with an assortment of stakeholders, with demonstrated leadership success in building relationships and gaining the support and participation of key individuals and groups.
- Is accustomed to presenting to groups and communicating a compelling message
- Successful experience in leading staff during times of change and change management
- Has the ability to facilitate/co-facilitate workshops for staff as well as groups of clients
- A demonstrated ability to negotiate consensus between different and competing points of view

B. Essential professional qualifications / accreditations / registrations

- A registered health professional with relevant tertiary qualifications
- Current driver's license

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

- A commitment to improving health equity for Māori and Pacific peoples
- Elevating the voices of marginalised, vulnerable communities and overlooked services into quality improvement initiatives.
- Participation in service and strategic development
- The rights of clients, whānau and families to a caring and quality recovery experience
- Learning and development focused on cutting edge thinking and outlook
- Effective management of stakeholder relationships
- Pro-active management to achieve outcomes
- A commitment to contribute at a strategic level
- A commitment to promote research and innovation
- Valuing the contribution of others' skills

D. Additional critical attributes

- Excellent oral and written communication skills
- Is respected and has respect for colleagues and other professionals

- Broad and lateral thinker who can articulate thinking well at all levels
- Adept at working across established networks and structures
- Excellent interpersonal effectiveness skills
- Flexible, adaptable and resilient
- Extremely well developed emotion regulation skills
- Works well with complexity and ambiguity
- Proactive and motivated – responds positively to new challenges
- Skilled in time and organisational management
- Works well under pressure – keeps a balanced perspective

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

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