

Position Description

Position	Consultant Psychiatrist (Senior Medical Officer)
Team / Service	Te Whare Ra Uta, Kenepuru
Directorate	Mental Health, Addictions & Intellectual Disability Service (MHAIDS)
District	Capital, Coast & Hutt Valley and Wairarapa Districts
Responsible to	Team Leader, Te Whare Ra Uta
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	Te Whare Ra Uta, Kenepuru Hospital, Porirua. However, you would be expected to work across the wider region if required

Health New Zealand

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. 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, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. 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:

- 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.

Mission

Working together for health and wellbeing.

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

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

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 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 Tahuu 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.

Team Perspective

The MHSOP is predominantly a community based service with a 16 bed specialist inpatient unit located on the Kenepuru Community Hospital campus. Our service sits under MHAIDS and works closely with other local and regional services within the 3DHB area. We work as a multi-disciplinary team including nursing, medical, occupational therapy, clinical psychology, social work and support staff.

MHSOP provides specialist assessment, treatment and rehabilitation interventions in partnership with clients, whanau, primary care and other agencies. The service primarily sees older adults presenting with mental health needs in later and older adults with complex behavioural and psychological needs secondary to a dementia process (BPSD).

Purpose of the role

The Consultant Psychiatrist is responsible for ensuring that all clinical steps necessary are taken to assist clients to achieve optimal health, wellbeing and safety through the provision of appropriate assessment, intervention and education. The Consultant Psychiatrist, as well as providing high quality diagnosis, treatment and follow-up of clients, is responsible for supporting clinical development of this service.

To work in a multidisciplinary team setting as a Consultant Psychiatrist, providing high quality diagnosis, treatment and follow up of mental health consumers and supporting the medical and psychiatric development of this service.

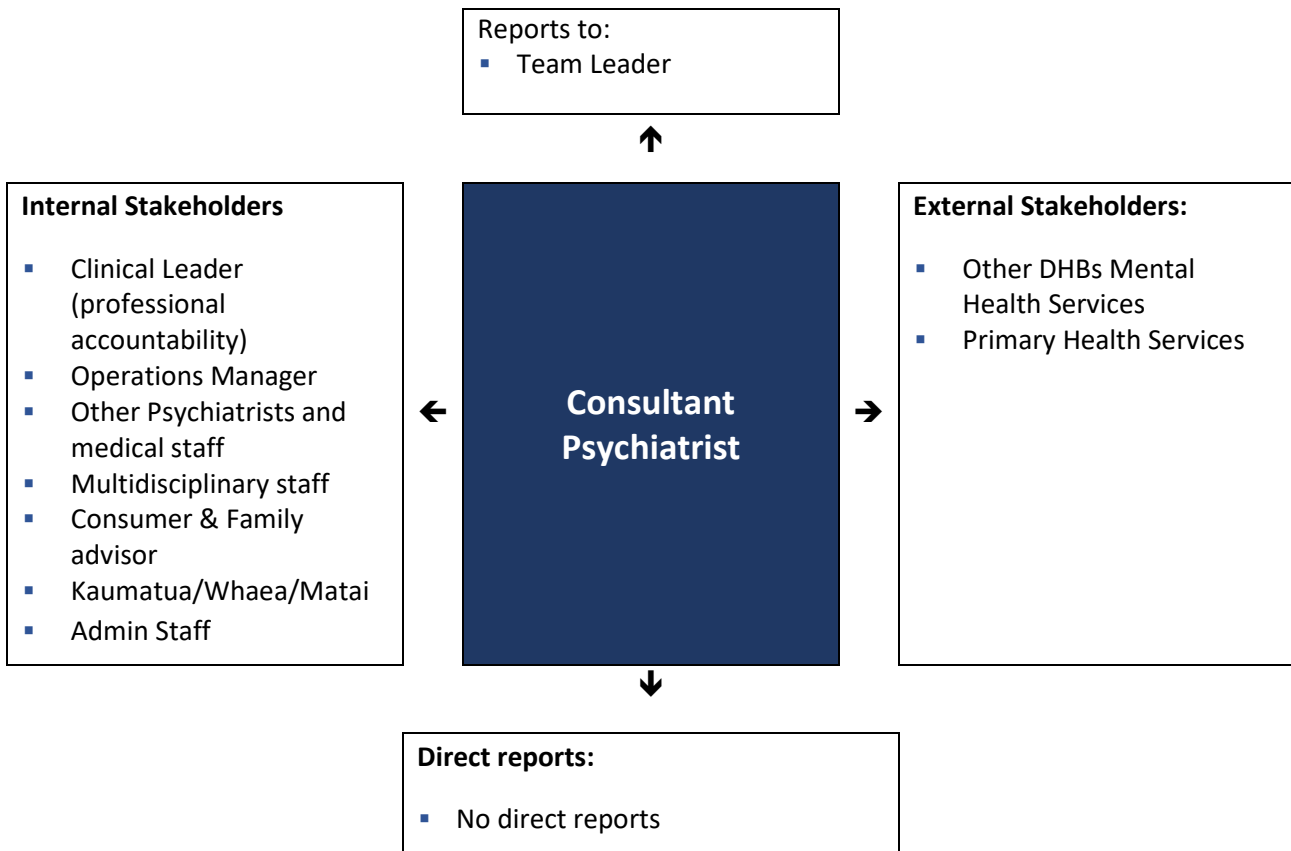
Key Accountabilities

Key accountabilities	Deliverables / Outcomes	Key Performance Indicators/Measures
Clinical Responsibility	<ul style="list-style-type: none"> ▪ Assess, diagnose and appropriately treat patients within the clinical setting that the psychiatrist is working in. ▪ Advise, consult and liaise with the patient and relevant others about the likely outcomes of the illness, with or without treatment. ▪ Work alongside other mental health professionals and provide psychiatric expertise within the multi-disciplinary approach to patient care. ▪ Attend and actively participate in regular meetings for the purposes of assessment, for planning and implementing treatment and for reviewing progress with treatment. ▪ Skills and experience in a broad range of recovery orientated treatment modalities ▪ Practice in a manner consistent with established ethical and clinical practice standards as provided by the Medical Council of New Zealand, the Royal Australian & New Zealand College of Psychiatrists and other relevant professional bodies. ▪ Be familiar with commonly applied clinical protocols, such as in prescribing and reviewing psychotropic medications, as well as with matters such as person administered self-medication, the Preferred Medicines List etc. ▪ Supervise Registrars (if accredited) according to RANZCP requirements ▪ Assume an active role in the training and development of medical students and other staff. 	<ul style="list-style-type: none"> ▪ Assessment and management plans are clearly documented and implemented. ▪ The patient understands the management of, or intervention with the illness. ▪ Appropriate information is given ensuring patients are aware of and in agreement with proposed treatment. ▪ The benefits to the patient from joint management of appropriate professionals are demonstrated. ▪ The appropriate and established ethical standards of practice are met. ▪ Patient case notes, documentation and diagnosis accuracy is of a high standard ▪ All such protocols and practice standards are adhered to.
Research, Planning & Audit	<ul style="list-style-type: none"> ▪ Initiate and participate, in clinical research, as negotiated and agreed. ▪ Participate in audit activities which assist with the development of high quality service. ▪ Contribute to service development activities, including policy and service planning and the evaluation and review of this service. ▪ Assist with the provision of statistics, reports and service data. 	<ul style="list-style-type: none"> ▪ Clinical research is completed and ethical guidelines followed. ▪ Timely advice is provided to the Clinical Leader on trends in the specialty, predicted needs and future developments to provide input to strategic and operational plans.

Key accountabilities	Deliverables / Outcomes	Key Performance Indicators/Measures
Statutory/Legal Responsibilities	<ul style="list-style-type: none"> ▪ Comply with relevant statutory requirements, such as the Mental Health (Compulsory Assessment and Treatment) Act, Criminal Procedure (Mentally Impaired Persons) Act, Intellectual Disability (Compulsory Care & Rehabilitation) Act, Protection of Personal & Property Rights Act and the Privacy Act, as well as the general requirements placed upon any medical practitioner. ▪ Comply with the provisions of the Privacy Act in respect of patient confidentiality 	<ul style="list-style-type: none"> ▪ All such legal and statutory duties are undertaken and performed appropriately eg, Medical Practitioners Act, ACC, Coroners Act, Drugs Act.
Administration & Planning	<ul style="list-style-type: none"> ▪ Works to CCDHB standards and complies with policies 	<ul style="list-style-type: none"> ▪ Provide expert input to case conferences and to service education sessions. ▪ Complete all appropriate patient documentation as specified by appropriate protocols and the Client Pathway. ▪ General practitioners and other health workers are kept appropriately informed about a patient's treatment.
Cultural Awareness and Responsiveness	<ul style="list-style-type: none"> ▪ Apply the principles of cultural safety in own practice. 	<ul style="list-style-type: none"> ▪ Assist people to feel safe culturally and support them in the pursuit of cultural affirmation and cultural self determination ▪ Work in line with the principles of the Treaty of Waitangi – <ul style="list-style-type: none"> ▪ Partnership ▪ Protection ▪ Participation
Communication	<ul style="list-style-type: none"> ▪ Ensure that all communication respects the boundaries of ethics, confidentiality and sensitivity. ▪ Adopt a positive, professional and respectful attitude with a focus on team work. 	<ul style="list-style-type: none"> ▪ Communicate clearly, respectfully and simply, ensuring audience understands intent of communication. ▪ Use style of communication that takes account of different cultural communication styles and language.
Career Development & Continuing Education	<ul style="list-style-type: none"> ▪ Provides education and training services to Mental Health Staff, within the Central Regional Health Authority area ▪ Maintains a high level of professional practice 	<ul style="list-style-type: none"> ▪ Take responsibility to develop professional career as agreed in discussion with the Clinical Leader Forensic Service. ▪ Participate in DRAM and other in-service training activities.

Key accountabilities	Deliverables / Outcomes	Key Performance Indicators/Measures
	<ul style="list-style-type: none"> ▪ Displays a courteous and friendly demeanor at all times when dealing with internal and external contacts 	<ul style="list-style-type: none"> ▪ Participate with senior medical colleagues in DHB-wide business and professional development activities.
Continuous Quality Improvement	<ul style="list-style-type: none"> ▪ Actively contribute to Continuous Quality Improvement 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 good patient/client service and is responsive to patient/client requests or complaints. ▪ Complies with standards and works to improve patient/client satisfaction.
Risk Minimisation	<ul style="list-style-type: none"> ▪ Actively contributes to risk minimisation activities within the service. 	<ul style="list-style-type: none"> ▪ Identifies risks and notifies the manager of these. ▪ Participates in the service's risk minimisation activities. ▪ Complies with C&C DHB Reportable Events policy and other policies and procedures. ▪ Participates in audits.
Occupational Health and 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.
Other Tasks	<ul style="list-style-type: none"> ▪ Undertake any other projects or tasks as required within reasonable scope of the position description. 	<ul style="list-style-type: none"> ▪ Projects are undertaken and completed to a high standard as assigned.

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
Customer focus	<ul style="list-style-type: none"> Demonstrates commitment to understanding and providing what customers want Is dedicated to meeting the expectations and requirements of internal and external customers Gets first-hand customer information and uses it for improvements in products and services Acts with customers in mind Establishes and maintains effective relationships with customers and gains their trust and respect
Teamwork	<ul style="list-style-type: none"> Develops constructive working relationships with other team members. Has a friendly manner and a positive sense of humour Works cooperatively - willingly sharing knowledge and expertise with colleagues

Competency	Behaviours
	<ul style="list-style-type: none"> ▪ 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. ▪ Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community
Quality and Innovation	<ul style="list-style-type: none"> ▪ Provides quality service to those who rely on one's work ▪ Looks for ways to improve work processes - suggests new ideas and approaches ▪ Explores and trials ideas and suggestions for improvement made by others. ▪ Shows commitment to continuous learning and performance development
Cultural Skills	<ul style="list-style-type: none"> ▪ Words and actions show an understanding of the implications for one's work of Te Tiriti o Waitangi principles and Maori perspective as tangata whenua ▪ 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
Communication	<ul style="list-style-type: none"> ▪ Practices 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

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Experienced Consultant Psychiatrist
- Experience in working with Inpatient and Community MH Services
- Experience in providing clinical leadership to other psychiatrists in the team
- Experience in providing clinical leadership in a multi-disciplinary setting

B. Essential Professional Qualifications / Accreditations / Registrations:

- Vocationally registered psychiatrist with Medical Council of NZ to practise as a Consultant Psychiatrist

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

- Culturally sensitive
- Recovery model of care
- Interpersonal relationships and building trust
- Problem solving inclusively, but able to take lead when needed

D. Other

- Have a New Zealand current driver's license
- Prepared to work across the District at short notice

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

Health New Zealand 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.