



## **MENTAL HEALTH & ADDICTION SERVICES**

### **Position Description**

#### **Clinical Psychologist Voyagers Child and Adolescent Mental Health Service**

**Position No:** 19804-033

**Report To:** Clinical Coordinator  
Voyagers  
Child and Adolescent Mental Health Service  
Whakatane Hospital

**Liaise with:** Voyagers, Multi Disciplinary Team  
Community Mental Health Service  
Inpatient Staff, Multi disciplinary Team  
Paediatric Services  
Hospital Staff, Clinical and Management  
GPs  
Government Agencies  
Iwi social and Health Trust  
Non-Government Organisations  
Referral Sources

**Date:** April 2008

### **PRIMARY FOCUS**

Mental Health & Addiction Services is committed to the provision of safe and accountable acute response services and dynamic ongoing care delivery. Interventions are predicated on robust assessment and collaborative planning using an holistic approach and authentic therapeutic engagement with the client and his/her family.

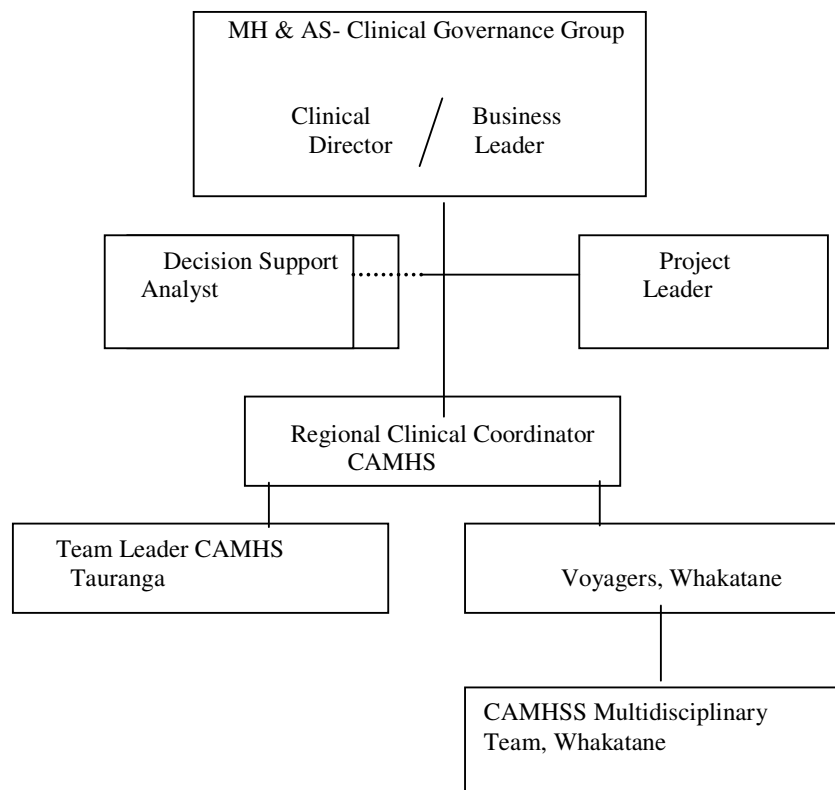
The Clinical Psychologist will work as a member of the Mental Health & Addiction Services to provide an effective community based assessment and treatment service to the target populations within existing legal frameworks.

Clinical Psychologists working with Mental Health & Addiction Services understand that staff will maintain skill-diversity by adhering to training requirements and taking opportunities to collaborate with various roles within the service. Acceptance of a position within this team signals a commitment to partnership and a willingness to provide assistance and collegial support on request.

The Clinical Psychologist will contribute to, and be guided by national strategic service directives such as the New Zealand Health Strategy. National Mental Health Sector Standards, Recovery and Strengths models, as well as local strategic directions outlined within policy and protocol. The mental health care environment is evolving to meet expectations, priorities and needs of the community and all staff are expected to creatively contribute to service changes to meet identified needs.

The Clinical Psychologist will provide safe, effective client care using professional knowledge and skills in accordance with DHB policies and protocols and the New Zealand Psychologists Board scopes of practice.

### Reporting Relationships



## Principal Accountabilities

### Clinical / Professional Practice

#### *Counselling / therapy*

##### **Key Tasks**

- » Is a resource to other team members regarding counselling/therapeutic methods and service

##### **Key Performance Measures**

- » Counselling/ Clients, family/whanau and significant others have access to
- » Appropriate therapy services

#### *Supervision and Clinical/ Professional Practice Management*

##### **Key Tasks**

##### **ASSESSMENT**

**To provide psychological assessments, utilising psychological interviewing, diagnostic, behavioural and appropriate psychometric assessment based on current literature (and availability) as required.**

##### Expected Result

- » A comprehensive assessment is completed and discussed with the Team.
- » Clear written assessment report
- » Appropriate and timely written reports (in accordance with Service Policy & Procedure requirements).
- » Reports will include a clear psychological formulation, diagnosis and appropriate treatment recommendations/plan.
- » Assessment is completed following principles of cultural safety.
- » Significant others/family involved as appropriate.

##### **Key Performance Measures**

- » Clinical file documents assessment.
- » Summary and Management Plan written immediately post assessment.
- » Letter to referring agent written in accordance with Service Policy & Procedure requirements.
- » Statistics completed.

## **Key Tasks**

### **INTERVENTION**

**To deliver a variety of empirically based interventions to individuals, couples, families or groups with complex needs as appropriate to the setting and presenting problems.**

#### **Expected Result**

- » Clients have documented Management/Treatment plans
- » Clients understand their Management Plan.
- » Uses appropriate, accepted models of intervention/therapy, based on current literature; and as per the Team's Philosophy & Service Provision Framework.
- » Able to devise behavioural or psychological programmes for other Mental Health disciplines, or clients significant others to implement.
- » Consultation with other health professionals in the Team regarding clients' needs/management.
- » Treatment/intervention is culturally safe and includes consultation with Maori Health Workers, as appropriate.
- » Involvement of significant others/family, as appropriate.
- » Provision of Case Management involving, co-ordination of ongoing assessment, treatment, review and discharge planning to assigned/negotiated caseload. Assigned caseload will depend on the level of other professional responsibilities, e.g., supervision, teaching, research, professional meetings.

#### **Key Performance Measures**

- » Progress notes completed in accordance with Unit/Service FPF requirements.
- » Regular audit as per Mental Health policy.
- » Clinical/Peer supervision.
- » Attendance at Clinical/Review Meetings and presentation of case material to these forums.

## **Key Tasks**

### **LIAISON AND CONSULTANCY**

**Close consultation with medical and other health professionals within the team/Mental Health Service and co-operation and co-ordination with other referring agencies to ensure the delivery of the best service and care possible.**

#### **Expected Results:**

- » Providing contribution to the treatment plans at assessment presentations and client review meetings.
- » Provision of psychometric assessment and psychological treatment within the Team or across teams, as required.
- » Provision of psychological knowledge and expertise for other professionals within the Team and across teams as required.
- » Consultation with Regional/National groups (e.g., professional bodies, Ministry of Health), as required.

#### **Key Performance Measures**

- » Documentation in clinical file, inclusive of Clinical Psychology perspective.
- » Team philosophy, standards and policies indicate multi-disciplinary perspectives.
- » Collection of feedback from persons liaised or consulted with.
- » Statistics completed.

## **Key Tasks**

### **POLICY**

**Participate in the formulation and initiation of Unit, Service or BOPDHB policy.**

#### Expected Results:

- » Contribute to Unit/Service philosophy and objectives from a psychological view
- » Contribute to local and national issues based on experience and area of speciality

### **Key Performance Measures**

- » Team philosophy, standards and policies reflect/acknowledge Clinical Psychology input.
- » Documentation of submissions, etc.

## *Leadership and Professionalism*

## **Key Tasks**

### **PROFESSIONALISM**

**Practice is professional and ethical/medico-legal requirements are met.**

#### Expected Results:

- » Demonstrate a working knowledge of legal requirements of the Mental Health Act, Property and Welfare Acts and Privacy of Information code.
- » Complete all documentation concisely, accurately and objectively.
- » Demonstrate a working knowledge of all legal and ethical requirements pertaining to informed consent, seclusion, restraint and any other procedure likely to affect a patient's right and balance with public safety.
- » Practice is professionally competent in accordance with the Standards of Practice/Code of Ethics, as set down by the Psychologist Board and Psychologists' Act.

### **Key Performance Measures**

- » Statistics completed.
- » Performance review.

## *Professional Development and Research*

## **Key Tasks**

### **Personal and professional Development**

Set personal and professional goals and objectives to review work roles in order to maintain efficiency and morale. Regularly review them with appropriate management and/or professional advisor.

#### Expected Results:

Goals and objectives are set with Unit Manager and/or professional advisor to extend clinical practice.

Participates in supervision.

Keep up to date with current developments in the field and attend approved courses, seminars, and conferences.

Links are maintained with profession and professional body.

Participate in an annual performance appraisal and set goals (personal development plan) to extend clinical practice

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**Key Performance Measures**

Written objectives and goals are reviewed, at least annually.  
Attendance at courses, seminars, conferences is documented.

**Key Tasks****EDUCATION AND TRAINING**

Will present material to Unit/Service or other groups, in order to inform practice and convey a psychological perspective on clinical issues.

Will participate in peer group education review and participate in appropriate training and re-training workshops, conferences, and seminars incorporating study leave.

**Expected Results:**

Provision of psychological knowledge and expertise for other professionals within the Team and across teams as required.

May provide community groups and relevant organisations with appropriate psychological knowledge.  
Exchange of ideas and sharing of skills through consultation with colleagues.

Attend agreed study events and provide evidence of attendance.

**Key Performance Measures**

Documentation in clinical notes inclusive of Clinical Psychology perspective.

Mental Health philosophy, Standards and policies indicate multi-disciplinary perspective.

Feedback from training/teaching consumers.

Completion of statistics.

**Key Tasks****RESEARCH****Participate in or initiate research programmes****Expected Results:**

Contribute to the design, data collection, analysis and write up of research projects as appropriate.

Presentation of findings to Team/Unit and other appropriate forums.

Contribute to the publication of research.

**Key Performance Measures**

Written reports.

Active research programmes.

Feedback from participants at presentations.

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***Health and Safety***

### **Key Tasks**

- » Compliance with Health and Safety legislation and organisational policy and procedures are adhered to in the interest of patients, fellow employees and self. It is the objective of all employees to make our organisation a healthy and secure environment for all who work, visit or receive care from it.

### **Key Performance Measures**

- » Unit/Department meets the annual audit requirements set by the BOPDHB.

## Treaty of Waitangi

### **Key Tasks**

- » Demonstrate an understanding of and commitment to the Treaty of Waitangi and its principles of partnership and good faith, in the delivery of health care to Tangata Whaiora.
- » Consult and refer appropriately when working with Tangata Whaiora.
- » Attends relevant Treaty of Waitangi/Bicultural training opportunities as arranged through BOPDHB

### **Key Performance Measures**

- » Unit/Department meets the annual audit requirements set by the BOPDHB.

### **Key Tasks**

#### **ADDITIONAL FUNCTIONS**

**To perform delegated responsibilities additional to those in the job description, by negotiation.**

#### Expected Results:

- » Initiate negotiations on change in job description as appropriate.

### **Key Performance Measures**

- » Accurate monthly statistics.
- » Completed appointed tasks to the satisfaction of the Manager.

## CLINICAL PSYCHOLOGIST

## CASE MANAGER

- » The case manager role outlined here should be regarded as an extension of the key tasks and responsibilities outlined above.
- » The Clinical Psychologist case manager will work within an integrated and eclectic model of care predicated on crisis resolution, strengths and Recovery philosophies that aims to
  - promote the service-user's strengths in managing mental disorder and psycho-social sequelae and
  - decrease the destructive potential of mental disorder and
  - utilise person-specific risk management and relapse planning in a timely and congruent manner.
- » Case Manager functions include acute assessment and response and timely management of referrals, ongoing care, review and discharge planning. The case load may include clients experiencing acute mental disorder as well as specific therapeutic engagement and includes facilitating:
  - access to care and ensuring smooth transitions along the care pathway for clients and their families
  - resolution of distress and effective management of mental health issues
  - re-integration with family and primary care networks
- » Clinical Psychologists will be expected to utilise extensive psychological knowledge and a broad range of skills and therapeutic strategies to achieve these aims. The mix of skills that are required include:
  - Knowledge of mental disorder
  - Competence in comprehensive assessment, risk assessment, the use of the mental status examination and problem formulation
  - Clinical skills in engagement, de-escalation, conflict resolution, and problem solving
  - Ability to discuss and negotiate management plans with clinicians
  - Ability to prioritise
  - Excellent interpersonal skills
  - Good written and oral presentation skills
  - Strong client focus
  - Sensitivity to the context and experience of to others
  - Cultural awareness and safe practice
  - Respect for privacy and confidentiality
  - A professionally based attitude to mental health care
  - Competence in the implementation of discrete therapeutic frameworks
  - Knowledge of relevant legislation including Mental Health (Compulsory Assessment and Treatment) Act 1992, Privacy Act 1993, Health and Disability Act, Health Practitioners Competency Assurance Act, and the NZ Health Strategy (Te Tahahu; Te Kokiri)

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## **The Person**

### **Essential**

The successful applicant must have:

- » A Masters Degree in Psychology
- » Registered as a Psychologist in New Zealand with a current practicing certificate
- » New Zealand Post-graduate Clinical Diploma or overseas equivalent
- » Demonstrated clinical competence
- » Be able to work well as part of a multidisciplinary team.
- » Well developed interpersonal skills.
- » Able to communicate (oral and written) in a language and style appropriate to the intended audience.
- » Sensitivity to the particular issues of bi-culturalism and multi-culturalism in health care.
- » Ability to identify customer needs and provide appropriate assistance.
- » Knowledge and understanding of the Mental Health Act 1992 and the Children, Young persons and Their Families Act 1989.
- » Experience in delivering mental health services to children, youth and their families.
- » Ability to utilise a range of assessment tools as appropriate.
- » To provide input and assessment information at Multi Disciplinary Meeting.
- » Proven ability in liaison skills and enthusiasm to work along side other agencies.
- » A current clean motor vehicle drivers licence.
- » Experience in working with children and families.

### **Desirable**

- » Minimum two years post graduate clinical experience in Mental Health
- » Previous experience within community based mental health settings
- » Affiliation to an appropriate professional organisation
- » Experience of working within a multi-disciplinary team and knowledge of how teams work
- » A willingness/ability to teach and/or share expertise within the team
- » Stress management skills
- » Conflict management skills
- » Problem solving skills
- » Has experience with a variety of psychotherapeutic models
- » Understanding of how to engage local resources

### **Personal Attributes**

- » Excellent communication skills, listening, verbal and written
- » Able to maintain confidentiality and use discretion
- » Cultural knowledge and empathy with the situation and aspirations of Maori
- » Flexibility to work extra hours if required
- » Able to work independently and prioritise workloads
- » Be able to work as part of a team
- » Accountability
- » Be able to produce well-written correspondence when required
- » A high level of self-presentation