



MENTAL HEALTH & ADDICTION SERVICES

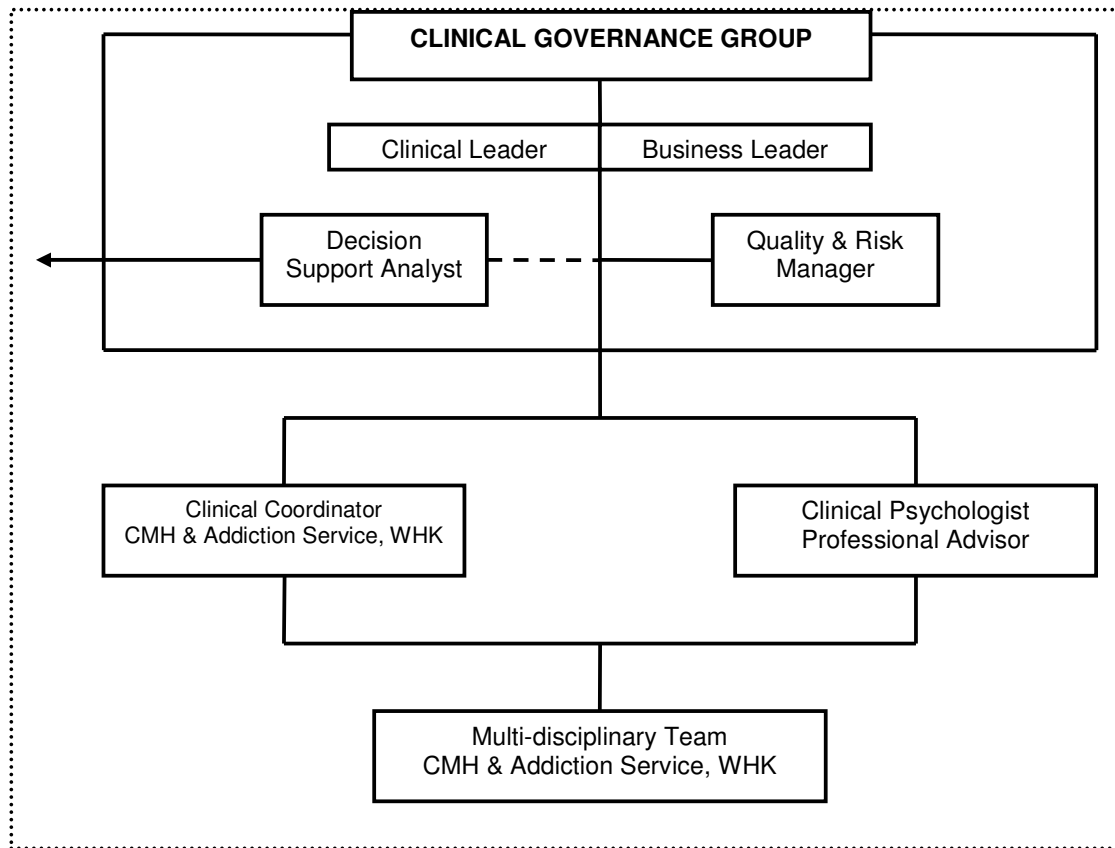
Position Description

Position No:	19904-049
Position:	Clinical Psychologist
Report To:	Clinical Co-ordinator Community Mental Health & Addiction Service, Whakatane
Responsible For:	Nil Staff
Location:	Community Mental Health & Addiction Service, Whakatane
Hours of Work:	80 hours per fortnight
Liaise With:	Multidisciplinary Team Adult Mental Health & Addiction Services Consumer Advisor and Family/Whanau Advisor Psychologist Professional Advisor Clients, family and caregivers Community and statutory agencies General practitioners and other health professionals General hospital departments and services Non-government organisations Maori Health Services
Date:	16 April 2009

ORGANISATIONAL ENVIRONMENT

The Bay of Plenty District Health Board has made a commitment to “healthy, thriving communities” and as such seeks the provision of effective, accessible and safe health and disability support services for the people of the district.

Reporting Relationships



PRIMARY FOCUS

The health professional is employed to provide safe, effective, high quality, client focused care in the community setting, using professional knowledge and skills in accordance with BOPDHB:

- ⇒ Policies and procedures
- ⇒ Scope of Practice
- ⇒ NZ Psychological Societies Standards of Practise
- ⇒ Professional Development and Recognition pathways.

Practice is in accordance with the partnership inherent in the Treaty of Waitangi.

A central focus of this position will be the delivery of high quality Mental Health & Addiction Services to clients within the community mental health setting who have serious mental health problems.

KEY TASKS AND RESPONSIBILITIES

Key Task 1: Clinical Practice

Maintains professional practice standards of clinical practice in accordance with ethical, professional and organisational guidelines.

Key Performance Measures

- » Will provide specialist mental health input effectively utilising evidence based psychological principles to assess, implement and evaluate interventions.
- » Provide high quality client assessment and treatment within multidisciplinary team that are culturally appropriate and in accordance with professional standards and ethics.
- » Provide appropriate, effective, objective and clear psychological formulations based on thorough assessment.
- » Appropriate use of a wide range of assessment tools including psychometric tests.
- » Therapeutic interventions to be formulated in consultation with the client and where appropriate with the family and or community agencies.
- » Provides a range of therapeutic interventions using individual, family and group techniques.
- » Client contacts, assessments, interventions and treatment plans are clearly and objectively documented in the clients clinical files.
- » All communication and correspondence is managed in an appropriate and professional manner.
- » Clients and their families are referred to other community based services as appropriate.
- » Documents psychology process fully in the multidisciplinary treatment plan.
- » Actively engages in and effectively utilises clinical supervision and offers/provides this to clinical staff within the Mental Health & Addiction Service as appropriate and as per the Mental Health & Addiction Service clinical supervision policy.
- » Participates in the development and formulation of practice guidelines, project work and other activities as required to maintain or improve the quality of services delivered, ensuring consumer representation and client/family focus.

Key Task 2: Communication and Team Work

Interacts effectively with clients, family/whanau, community groups/agencies and other health professionals

Key Performance Measures

- » Works effectively as a member of a multi disciplinary team demonstrating individual responsibility and accountability.
- » Engages in a collaborative service delivery approach with colleagues from the team and other Mental Health & Addiction Services to best meet the clients needs.
- » Acknowledges, respects and utilises the skills and knowledge of colleagues from the team and other Mental Health & Addiction Services appropriately.
- » Effectively utilises clear lines of communication and professional and individual accountability for practice is demonstrated.
- » Demonstrates an ability to access information systems as appropriate/required.
- » Clinical consultation is co-ordinated as required to assure the highest standard of care.
- » Appropriate clinical services and referrals are provided for the client.
- » Demonstrates a flexible approach and ability to cope with changing situations.
- » Documentation meets professional and organisational standards. Accurate and current clinical records are maintained.
- » Identifies conflict and attempts to reach a positive conclusion.

Key Task 3: Cultural Safety

Care is client focused and planned in regard to ethnic, cultural, religious and other individual needs.

Key Performance Measures

- » Demonstrates an active understanding of the Treaty of Waitangi and its application within Mental Health and the importance of Tangata Whenua.
- » Is aware of and upholds BOPDHB's commitment to the Treaty of Waitangi and the improvement in Maori health.
- » Demonstrates awareness of own cultural background, attitudes and values

- » Cultural and spiritual needs of clients are met with sensitivity, including those of family/Whanau and significant others.
- » Consultation occurs with Te Puna Hauora/Maori Mental Health & Addiction Service in relation to client care as appropriate.
- » Attends relevant Treaty of Waitangi/Bicultural training as arranged via BOPDHB.

Key Task 4: Ethical and Legal Practise

Clinical practice adheres to the relevant legislative, company, service, NZ Psychological Societies Code of Conduct and Standards of Practice.

Key Performance Measures

- » Holds a current Practising Certificate.
- » Competent practice is influenced and reinforced through membership of the NZ Psychological Society, the Institute of Clinical Psychology and or College of Clinical Psychology.
- » Is aware of legislation that impacts on mental health care delivery and practices within legal boundaries. This is to include the Mental Health (Compulsory Assessment and Treatment) Act 1992, the Privacy Act 1993 (Health Information Privacy Code 1994) and the Health and Disability Act.
- » Demonstrates knowledge of legal and ethical requirements pertaining to informed consent and other procedures that may impact upon the rights of clients.
- » Considers ethical issues when involved in planning and contributing to decision making around client care.
- » Maintains currency of ethical trends, research and recommendations.
- » Regularly records and reports statistical information and data as required.
- » Takes responsibility for reading and consistently adhering to Service strategic directions, values, policies and procedures.

Key Task 5: Management of the Environment

Promotes an environment which maximizes client safety, independence, quality of life and health.

Key Performance Measures

- » Assesses risk factors and identifies strategies that maintain own, client and others safety.

- » Identifies and reports hazards.
- » Implements professional responses, procedures and protocols for managing threats to safety within the clinical environment.
- » Demonstrates an awareness and understanding of service standards, policies, procedures and universal precautions.

Key Task 6: Health Education

Assists clients and groups to achieve satisfying and productive patterns of living through health education.

Key Performance Measures

- » Recognises the potential for health teaching in psychological interventions.
- » Evaluates client learning needs and incorporates teaching into client treatment plans.
- » Ensures the client has adequate knowledge of the effects and consequences of treatment options.
- » Recognises own limitations and determines appropriate person to deliver health education sessions.

Key Task 7: Professional Development

Accepts responsibility for own professional development.

Key Performance Measures

- » Attends and participates in the Mental Health & Addiction Service in-service programme.
- » Undertakes additional courses to promote personal and professional development.
- » Maintains BOPDHB and Mental Health & Addiction Service mandatory certifications and additional clinical skills relevant to area.
- » Maintains an up-to-date knowledge of care/treatment/research in the area of community mental health.
- » Participates in performance review process.
- » Participates in service evaluation as required.
- » Identifies goals for personal learning and development of practice

This position description is not exhaustive and the incumbent may be requested to perform any reasonable task requested by their Clinical Co-ordinator.

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)

PERSON SPECIFICATION

Essential Criteria

- » A Masters Degree in Psychology and Post Graduate Diploma PGDIP Psych (Clin) or overseas equivalent.
- » Full registration within the NZ Psychologists Board.
- » Full member of either the NZ Psychological Society Institute of Clinical Psychology or the NZ College of Clinical Psychologists.
- » Demonstrates a sound knowledge and understanding of mental illness and risk assessment.
- » Current drivers licence.

Relevant Experience

- » One year experience in a mental health setting or accredited internship programme.

Desirable Experience

- » Experience of working within teams and knowledge of how teams work.
- » Computer literate.
- » Demonstrates a commitment to post-registration professional development.
- » Able to develop a role in response to client needs.

Personal

- » Demonstrates a commitment to quality.
- » Excellent communication skills.
- » Demonstrates flexibility and adaptability.
- » Able to prioritise work requirements.
- » Ability to work effectively as a team member.