MENTAL HEALTH & ADDICTION SERVICES

Clinical Psychologist
Consultation Liaison Service – Tauranga Hospital
0.5 FTE

Position Description

Position: Clinical Psychologist
Consultation Liaison Service
Community Mental Health, Tauranga

Report To: Clinical Coordinator,
Mental Health Services for Older People/Consultation Liaison

Responsible for: Nil staff

Liaise with: Clients and their caregivers/family/whanau
General Hospital Clinical Staff and Allied Health
Consumer and Whanau representatives
Psychologist Professional Advisor
Mental Health Departments
Inpatient Psychiatric Unit’s
Community and Statutory Agencies

Date: 15 March 2016

ORGANISATIONAL ENVIRONMENT:

The Bay of Plenty District Health Board’s fundamental purpose is to work within the resources allocated to it to improve, promote and protect the health of the whole population within its district, and to promote the independence of people with disabilities.

Vision: Health, thriving communities
Mission: Enabling communities to achieve good health and independence and ensure access to high quality services

Values: C Compassion
A Attitude
R Responsiveness
E Excellence
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/whanau.

The Clinical Psychologist will work as a member of the Consultation Liaison Service to provide an effective hospital based assessment and treatment services to the target populations within existing legal frameworks, utilising psychological and behavioural therapy tools. This includes inpatient and outpatient patients of Tauranga Hospital, who are referred by health professionals. A primary focus of the role includes an education, consultation, and advice and liaison service to health professionals of the hospital and Mental Health and Addiction Services.

Clinical Psychologists working within Mental Health and 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 Health and Disability 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.

**KEY TASK 1: Clinical Practice**

» 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 a 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 when 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 plan are clearly and objectively documented in the clients’ clinical files.

» Provide availability for acute psychology therapy within the weekly clinic timetable

» All communication and correspondence is managed in an appropriate manner.

» Clients and their families are referred to other community based services as appropriate.

» Demonstrates a commitment to continual quality improvement activities and undertakes where appropriate

» Documents psychology process fully in the multidisciplinary treatment plan
KEY TASK 2: Communication and Teamwork

Expected Outcomes

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

» Works effectively as a member of the multidisciplinary team, demonstrating individual responsibility and accountability.

» Creates effective networks among colleagues and seeks advice as required.

» Identifies conflict and attempts to reach a positive conclusion.

» Works with other health care professionals in a collaborative manner to best meet clients’ needs.

» Clear lines of communication are effectively utilised and professional accountability for practice is demonstrated.

» Provides education and support to mental health staff to discuss clinical issues related to clients with the focus of provision for the teams nursing staff

» Demonstrate a positive attitude and constructive contribution to the team culture.

KEY TASK 3: Cultural Safety

Expected Outcomes

» Is aware of his or her own cultural background, attitudes and values.

» Able to demonstrate an understanding of the Treaty of Waitangi and the importance of being Tangata Whenua.

» Is aware of and upholds BOPDHB’s commitment to the Treaty of Waitangi and the improvement of Maori health.

» Cultural and spiritual needs are considered with sensitivity, including those of family/whanau and/or significant others.

» Consultation occurs with Te Puna Hauora in relation to client care as appropriate.

» Attends relevant Treaty of Waitangi/Bicultural training opportunities as arranged through BOPDHB.
KEY TASK 4: Professional Development

Expected Outcomes

» Maintains a professional obligation to remain informed about clinical issues pertinent to working with the adult clients.

» Competent practice is influenced and reinforced through membership of the New Zealand Psychological Society, the Institute of Clinical Psychology and/or College of Clinical Psychology.

» Participates in the formulation of practice guidelines, project work and other activities as required to maintain or improve the quality of services delivered.

» Peer, administrative and clinical supervision is actively engaged and effectively utilised.

» Maintains BOP DHB and Mental Health & Addiction Services mandatory certifications and additional clinical skills as relevant to area.

» Involvement in regular performance review/appraisals.

KEY TASK 5: Ethical and Legal Practice

Expected Outcomes

» Maintains the professional standards of the New Zealand Psychological Society’s Code of Ethics.

» Complies with relevant legislative, regulatory, Company, Service and professional requirements.

» Demonstrates knowledge of legal and ethical requirements pertaining to informed consent and other procedures that may impact upon the rights of clients.

» You are expected to meet the health and safety requirements set out in BOP DHB policies and protocols and any other requirements set out in the Health and Safety in Employment Act 1992.

» Client related information is managed according to the requirements of the Privacy Act 1993 (Health Information Privacy Code 1994)

» Statistical information and data are regularly recorded and reported as required.

» All documentation is completed concisely, accurately, objectively and in a timely manner.

» Company and Service strategic direction, values and policies are read, understood and consistently adhered to.
The case manager role outlined here should be regarded as an extension of the key tasks and responsibilities outlined above. For this role the expectation is on short term therapy with clear outcome goals.

A designated case manager for a client is the primary contact person [also for mental health crisis in business hours] and is responsible for coordination of the patient's mental health care as well as meeting organisational expectations such as relapse prevention planning, diagnosis updates, and completion of HoNos and KPP requirements.

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 prevention planning in a timely and congruent manner.

Case Manager functions include acute assessment and response and timely management of referrals, treatment planning, 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/patients
- 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)
HEALTH PRACTITIONERS COMPETENCE ASSURANCE ACT 2003
1. You are required to maintain your current competency based practicing certificate.
2. You must notify Manager of any changes to scope or conditions on practice (determined by Regulatory Authority).
3. You must complete the requirements of any competency programme.
4. You must notify employer of concerns relating to the risk of harm to the public of another health practitioner practicing below the required standard of competence.
5. Know the provisions of the HPCAA as the governing legislation.

HEALTH AND SAFETY
You are expected to meet the health and safety requirements set out in BOPDHB policies and protocols and any other requirements set out in the Health and Safety at Work Act 2015.

VULNERABLE CHILDREN ACT 2014
Due to this role having contact with children and BOPDHB’s commitment to child protection the incumbent will be subject to ‘safety checks’ under the Vulnerable Children Act 2014, at the time of hire and thereafter as per the relevant legislation. Those currently in the role are subject to periodic checks in accordance with the relevant legislation.

TREATY OF WAITANGI/CULTURAL COMPETENCIES
BOPDHB is committed to the principles of the Treaty of Waitangi

The Bay of Plenty District Health Board is a smokefree environment

This position description is not exhaustive and the incumbent may be requested to perform any reasonable task required by their Line Manager

PERSON SPECIFICATONS

Essential Criteria

» A Masters Degree in Psychology
» Registered as a Clinical Psychologist in New Zealand with a current practicing certificate
» New Zealand Post-graduate Clinical Diploma or overseas equivalent
» Demonstrated clinical competence
» Current clean motor vehicle driver’s licence

Desirable Criteria

» 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