

## Role Description

<b>Position:</b>	<b>PSYCHOLOGIST</b> <b>Te Whare Marie</b> Mental Health, Addictions & Intellectual Disability Service (MHAIDS) 3DHB
<b>Hours of Work:</b>	Monday - Friday 1 FTE
<b>Responsible to:</b>	<b>Team Leader</b> <b>Te Whare Marie</b> Mental Health, Addictions & Intellectual Disability (MHAID) Service 3DHB
<b>Location(s):</b>	<b>Te Whare Marie</b> <b>Kenepuru Campus</b> <b>Porirua</b> <b>Wellington</b>

The Vision, Mission Statements and Values of each of the three DHBs are highly congruent.

Wairarapa DHB Vision:	Well Wairarapa - Better health for all
Hutt Valley DHB 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.
Capital & Coast DHB Vision:	Better Health and Independence for People, Families and Communities.

Wairarapa DHB Mission:	To improve, promote, and protect the health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.
Hutt Valley DHB Mission:	Working together for health and wellbeing Our mission demonstrates the Hutt Valley DHB's commitment to a cooperative way of working. This includes staff working cooperatively, working in collaboration with the people and

	organisations we fund, working with organisations from other sectors and working within our community.
Capital & Coast DHB Mission:	Together, Improve the Health and Independence of the People of the District.
Wairarapa DHB Values:	Respect – whakamana tangata; integrity – mana tu; self-determination – rangatiratanga; co-operation – whakawhanaungatanga; and excellence – taumatatanga.
Hutt Valley DHB Values:	'Can do' – leading, innovating and acting courageously; Working together with passion, energy and commitment; Trust through openness, honesty respect and integrity; Striving for excellence.
Capital & Coast DHB Values:	Innovation, Action, A focus on People and Patients, Living the Treaty, Professionalism through Leadership, Honesty, Integrity and Collaboration, Excellence through Effectiveness and Efficiency.

## Context

### Wairarapa DHB

Wairarapa District Health Board (DHB) is located 1.5 hours north of Wellington and Hutt Valley. It covers a large mainly rural geographic area from Cape Palliser on the south coast, to Mount Bruce in the north. Secondary hospital services are provided from the new 90 bed Wairarapa Hospital (2006) in Masterton, serving a population of around 40,000. Wairarapa DHB has a unique relationship with primary and community services to meet the needs of their population.

### Hutt Valley DHB

The Hutt Valley District Health Board (DHB) is a hospital and health provider in the Hutt Valley, located 20 minutes from Wellington.

Hutt Valley DHB provides secondary and tertiary, medical and surgical hospital services along-side community based health care. The main facility is Hutt Hospital in Lower Hutt, which has 260 beds. Hutt Valley DHB funds local health providers and works collaboratively with the community to create and support multiple health education initiatives and projects within the region.

### Capital and Coast DHB

The Capital and Coast District Health Board (CCDHB) covers a region extending from Wellington to Otaki. It comprises delivery arms in primary, secondary and tertiary health. Hospital and Health Services (HHS) is primarily responsible for the hospital and health services delivered via a new Wellington Regional

Hospital; a secondary and community facility at Kenepuru; a Forensic, Rehabilitation and Intellectual Disability Hospital at Ratonga Rua-o- Porirua; and Kapiti Community Hospital.

Collectively, joint services provided across the three DHBs are referred to as 3DHB in this role description.

### **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 Tahuhu 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.

### **Child Adolescent Mental Health Service**

The Child Adolescent Mental Health Service (CAMHS) is a community mental health service, part of Local Mental Health Services within Capital and Coast District Health Board. The service covers the Wellington region, with three teams, one in Kapiti, Porirua and Wellington.

The CAMHS teams provide specialist mental health services for children and

adolescents between the ages of birth and 19 years (inclusive) with indicators of significant mental health problems, and consultation services for lead agencies working with children and youth with primary mental health disorders.

## **Team Perspective**

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KAUPAPA O TE WHARE MARIE  
Te Oranga Hinengaro Maori  
Kei raro I te korowai tuku iho  
o tatou Matua Tupuna

Our service is a marae based community mental health service of Capital & Coast District Health Board available to Maori of all ages. We strive to meet the needs of whanau by providing holistic services that respects, values and includes whanau beliefs, customs, language and culture.

We provide both adult and children/adolescent services under one umbrella .Staff are usually employed into either our CAMHS team or our Pakeke team although some staff may work across both teams.

We seek to take a whanau ora approach to the provision of services that takes into account both the rates of illness amongst Maori and the known statistical data and research regarding the inequality of health access by Maori.

### **Partnership with Maori**

Te Whare Marie was set up to ensure specialist services to Maori who have severe mental health disorders within a kaupapa model of care which integrates cultural and clinical practices

The service actively seeks to employ Maori into its workforce and to promote Maori who have achieved the required skill base to ensure

- A holistic approach to Maori health.
- That plans and strategies are responsive to the health needs of Maori.

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## **Purpose of the role**

To provide high quality clinical psychology service in the assessment and treatment of clients in inpatient and community settings. Ensuring clients' needs are met in a culturally, clinically and legally safe manner.The psychologist functions as part of a multidisciplinary team.

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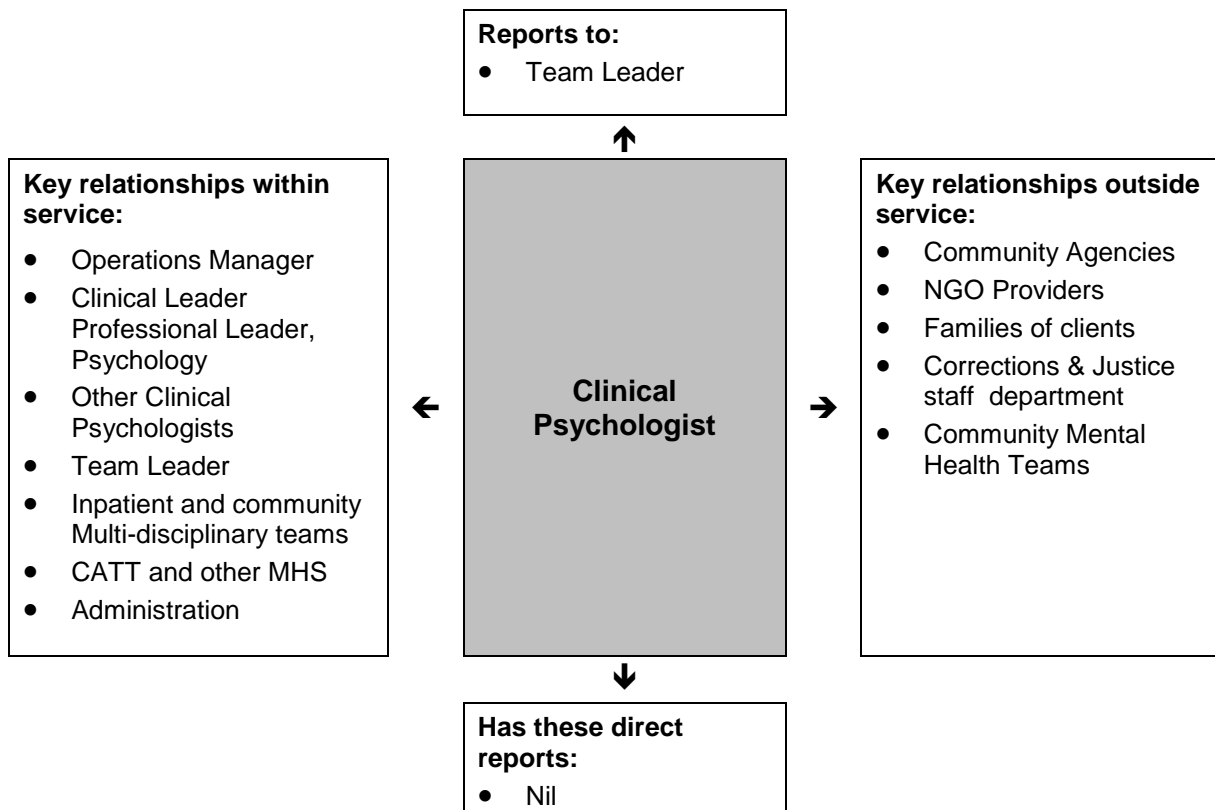
## Key Accountabilities

<b>Key Accountability</b>	<b>Deliverables / Outcomes</b>	<b>Key Performance Indicators / Measures</b>
<b>1 Professional Practice</b>	<ul style="list-style-type: none"> <li>Maintains standards of professional practice and promotes and supports other's professional development</li> </ul>	<ul style="list-style-type: none"> <li>Complies with statutory obligations, such as the Mental Health Act, the Privacy Act, the Children &amp; Young Persons Act and all other relevant Acts.</li> <li>Ensures continuing personal and professional development and training activities.</li> <li>Consults with relevant health professionals and advises accordingly.</li> <li>Maintains professional relationships.</li> </ul>
<b>2 Clinical Practice</b>	<ul style="list-style-type: none"> <li>Demonstrate a high level of clinical skill and knowledge in the provision of clinical psychology services.</li> </ul>	<ul style="list-style-type: none"> <li>Responsible for making sound clinical decisions regarding the planning and process of clinical psychology in the multidisciplinary team.</li> <li>Receive relevant clinical supervision/advice concerning professional and practice issues.</li> <li>Ensure that clinical psychology assessments and interventions are implemented according to the service procedures</li> </ul>
<b>3 Treatment Planning</b>	<ul style="list-style-type: none"> <li>Actively participate in the treatment planning for service users</li> </ul>	<ul style="list-style-type: none"> <li>Provide expert input to MDTS (case conferences) and service education sessions.</li> <li>Service user related documentation is developed and maintained.</li> <li>All documentation is complete and accurate.</li> <li>Ensure that all parties are kept appropriately informed about a service user's treatment.</li> </ul>
<b>4 Supports Cultural Practices of Te Whare Marie – Ki Puketiro.</b>	<ul style="list-style-type: none"> <li>Works to support staff and the team to find a balance between clinical and cultural demands.</li> </ul>	<ul style="list-style-type: none"> <li>Supports and enthusiastically attends to the Tikanga programme in collaboration with Kaumatua</li> <li>Supports Powhiri and Assumes role as necessary within the whanau for Powhiri , Hui and Tangi under the guidance of Kaumatua, Te Whare Marie*</li> <li>In MDT supports the process to allow for multi clinical ,cultural and consumer input</li> <li>Can evidence positive relationships with staff providing cultural input.</li> </ul>

<b>Key Accountability</b>	<b>Deliverables / Outcomes</b>	<b>Key Performance Indicators / Measures</b>
<b>5 Supports Kaupapa Maori Perspectives and Team processes.</b>	<ul style="list-style-type: none"> <li>Supports the need for kaupapa maori services to respond to service developments in ways in which support Maori processes and health needs.</li> </ul>	<ul style="list-style-type: none"> <li>Considers all policy and processes from the unique kaupapa Maori perspective.</li> <li>Is able to articulate to others the vision of management of Te Whare Marie ki Puketiro on issues that impact the kaupapa aspects of the service.</li> <li>Understands the need for the teams within Te Whare Marie to function as one within the service and the impact of this on team work and usual processes.</li> <li>Can articulate the unique nature of operating a service that provides both adult and child services and the impact of this on practices</li> </ul>
<b>6 Continuous Quality Improvement</b>	<ul style="list-style-type: none"> <li>Actively contribute to CQI activities within the service</li> </ul>	<ul style="list-style-type: none"> <li>Identifies improvement opportunities and notifies the manager of these.</li> <li>Participates in the service's quality improvement activities</li> <li>Provides professional service to service users and is responsive to service user requests or complaints.</li> <li>Complies with standards and works to improve service user satisfaction.</li> </ul>
<b>7 Risk Minimisation</b>	<ul style="list-style-type: none"> <li>Actively contributes to risk minimisation activities within the service.</li> </ul>	<ul style="list-style-type: none"> <li>Identifies risk and notifies team leader</li> <li>Participates in service's risk minimisation activities</li> <li>Complies with CCDHB Reportable Events policy and other policies and procedures</li> <li>Participates in audits and works to update service user files</li> </ul>
<b>8 Health and Safety</b>	<ul style="list-style-type: none"> <li>Complies with responsibilities under the Health &amp; Safety in Employment Act 1992</li> </ul>	<ul style="list-style-type: none"> <li>Has read and understood health and safety policy and procedures.</li> <li>Actively supports and complies with health and safety policy and procedures.</li> <li>Proactively reports and remedies any unsafe work condition, accident or injury.</li> </ul>

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## Key Relationships & Authorities



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## 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
<ul style="list-style-type: none"><li>• <b>Teamwork -</b></li></ul>	<ul style="list-style-type: none"><li>• Develops constructive working relationships with other team members</li><li>• Has a friendly manner and positive sense of humour</li><li>• Works co-operatively – willingly share knowledge and expertise</li><li>• Shows flexibility – is willing to change work arrangements or take on extra tasks in the short term to help the team meet its commitments</li><li>• Supports in word and actions decisions that have been made by the team</li><li>• Balances competing clinical and cultural demand from a position of giving equal value to both.</li></ul>
<ul style="list-style-type: none"><li>• <b>Integrity and Trust</b></li></ul>	<ul style="list-style-type: none"><li>• Is widely trusted</li><li>• Is seen as a truthful individual</li><li>• Keeps confidences</li><li>• Admits mistakes</li><li>• Doesn't misrepresent her/himself for personal gain</li></ul>
<ul style="list-style-type: none"><li>• <b>Composure</b></li></ul>	<ul style="list-style-type: none"><li>• Is cool under pressure</li><li>• Does not become defensive or irritated when times are tough</li><li>• Is considered mature</li><li>• Can be counted on to hold things together during tough times</li><li>• Is not knocked off balance by the unexpected</li><li>• Doesn't show frustration when resisted or blocked</li><li>• Is a settling influence in a crises</li></ul>
<ul style="list-style-type: none"><li>• <b>Interpersonal Savvy</b></li></ul>	<ul style="list-style-type: none"><li>• Relates to all kinds of people</li><li>• Build rapport</li><li>• Builds constructive and effective relationships</li><li>• Uses diplomacy and tact</li><li>• Can diffuse high tension situations comfortably</li></ul>
<ul style="list-style-type: none"><li>• <b>Communication</b></li></ul>	<ul style="list-style-type: none"><li>• Practices active and attentive listening</li><li>• Willingly answers questions and concerns raised by others</li><li>• Responds in a non defensive way when asked about errors or oversights.</li><li>• Is confident and assertive when dealing with others</li><li>• Deals effectively with conflict</li></ul>
<ul style="list-style-type: none"><li>• <b>Taking Responsibility</b></li></ul>	<ul style="list-style-type: none"><li>• Is results focused and committed to making a difference</li><li>• Plans and organises work allocating time to priority issues , meeting deadlines and coping with the unexpected</li><li>• Adjusts work style and approach to fit in with the requirements</li><li>• Perseveres with tasks and achieves objectives despite obstacles</li><li>• Is reliable – does what one says well</li></ul>



Competency	Behaviours
	<ul style="list-style-type: none"> <li>Consistently performs tasks correctly – following set procedures and protocols</li> </ul>

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**Other aspects of capability not covered by the above competencies**

**a) Knowledge and Experience:**

- Able to demonstrate a sound knowledge of psychological theory and practice.
- Able to use a range of relevant psychometric tests
- Has the skill to assess, plan, and implement interventions and deal with crises for allocated clients.
- Some experience of working with clients with mental illnesses would be desirable.
- Experience of working with maori with significant mental health concerns would be desirable.

**b) Essential Professional Qualifications / Accreditations / Registrations:**

- Has a postgraduate qualification in Clinical Psychology and Masters or Doctoral level degree in Psychology. Holds registration with NZ Psychologist Board, with Clinical Scope of Practice and current annual practising certificate.

**c) Someone well-suited to the role will place a high value on the following:**

- Understanding of mental health in infants, children, adolescents and their families or adults dependent on position .
- Effective oral and written communication.
- Recognising and managing risk in a clinical environment.
- Working in an emotionally challenging and changing environment.
- Responding to changing demands / priorities / workloads at short notice.
- Working in a multi-disciplinary environment.
- Showing patience and compassion to distressed people.

**d) Other:**

- Can use Microsoft Office suite (Word and Excel).
- Can keep detailed written file notes, complete client pathway documentation and provide formal assessment reports as required.

Capital and Coast District Health Board (C&CDHB) is 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.

C&C DHB 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 Maori cultural practices.

The role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance planning and development meeting.