

Role Description

Role Position:	Maternal Mental Health clinician
Hours of work:	Part time – 16 hours per week
Location(s):	Based in Masterton , for the Wairarapa DHB region
Service / Directorate:	Specialist Maternal Mental Health Team, Mental Health, Addictions & Intellectual Disability Service (MHAIDS) 3DHB
Responsible to:	Team Leader - Specialist Maternal Mental Health Team

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

Our Mission:

- **Capital & Coast DHB:** *Together, Improve the Health and Independence of the People of the District.*
- **Hutt Valley DHB:** *'Can do' – leading, innovating and acting courageously; Working together with passion, energy and commitment; Trust through openness, honesty respect and integrity; Striving for excellence.*
- **Wairarapa DHB:** *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.*

Our Vision

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

Our Values:

- **Capital & Coast DHB:** *Manaakitanga - Respect, caring, kindness. Kotahitanga – Connection, unity, equity. Rangatiratanga - Autonomy, integrity, excellence.*
- **Hutt Valley DHB:** *'Can do' – leading, innovating and acting courageously; Working together with passion, energy and commitment; Trust through openness, honesty respect and integrity; Striving for excellence.*
- **Wairarapa DHB:** *Respect – whakamana tangata; integrity – mana tu; self-determination – rangatiratanga; co-operation – whakawhanaungatanga; and excellence – taumatatanga.*

Context

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.

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.

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 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.

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.

Team Perspective

The Specialist Maternal Mental Health Team provides services for women who develop moderate to severe mental health issues during their pregnancy, and/or in the postnatal period up to 12 months at the point of referral.

For women with a moderate to severe mood or psychotic disorder, living in the greater Wellington region (Greater Wellington and Hutt Valley areas), this is likely to involve direct care or consultation to other health professionals involved in their care. SMMH also has a regional education coordination role with the Central North Island DHBs perinatal network (Hawkes Bay, Manawatu, Whanganui and Wairarapa), to whom we provide a Consultation/Liaison service and professional support.

The Maternal Mental Health clinician consultation / liaison role based in the Wairarapa involves working alongside primary and secondary mental health services who support women experiencing mental health issues in the perinatal period.

Purpose of the role

The purpose of this role is to facilitate and develop working relationships with other services involved with the care of women in the perinatal period across the continuum of care including primary care services, community mental health and addiction services and the maternity care sector. Specialist mental health assessments with a perinatal focus, joint work, consult-liaison and training/education with other identified services will build confidence and competence in these services.

Philosophical assumptions

The position requires the applicant to understand that:

- The mother- infant dyad is the principal focus of care within an acute response that supports wellbeing through a managed plan of care; this needs to be considered in the context of the wider family/whānau.
- Utilizing strength-based approaches will meet the needs of the mother, the infant and the mother-infant relationship in treatment planning.
- Recovery principles underlie an acute response and that engaging services across the continuum of care appropriately will enable a wrap-around response to be provided. Ideally, the woman will be supported to remain at home.

Key accountabilities

The position requires the applicant to:

- Be able to identify common acute presentations including mood disorder, trauma, adjustment and related issues.
- Be able to complete a comprehensive mental health assessment within the context of the perinatal period and to make effective decisions that support women's wellbeing.
- To understand the varied aspects of a consultation-liaison role in order to provide the appropriate balance of direct care, co-work or training that will effectively support the best level of intervention and care required.
- Work alongside both the Primary Health care team and Community Mental Health and Addictions Service in order to support continuity of care for the women. Direct care, co-work and consult liaison will be offered as appropriate.
- Work alongside a range of other service providers in order to support continuity of care for the women. Direct care, co-work and consult liaison will be offered as appropriate.
- To develop co working relationships with Kaupapa services in order to best meet Maori women's needs. A Whānau Ora approach requires an emphasis on interventions and support that promote attachment within a wider whānau context.

- To liaise with the SMMHS - Central Regional Education coordinator about the provision of training and support to service providers.
 - General training may include information about perinatal mental health referral to services.
 - Packages of care may include promoting and supporting a focus on the mother-infant dyad relating to feeding, sleeping, soothing and parent/infant interactions.

Responsible to

- Specialist Maternal Mental Services, team leader for line management and clinical accountability.

The applicant must have:

- Current driver's license.
- Full registration with appropriate professional body.
- Extensive knowledge of and experience working with acute mental health presentations. Ideally, the candidate will have at least five years of mental health practice with a range of relevant experience.
- A proven ability to establish rapport and utilise therapeutic approaches that support and enhance womens' recovery from an acute deterioration in mental state.
- A proven ability to work autonomously and make critical decisions appropriately within the given frameworks (philosophical and functional) with confidence.
- Proven and successful demonstration of collaboration with other services in order to coordinate a coherent treatment plan and process for clients.
- A proven ability to communicate well in MDT environments and other service settings.
- Must be able to manage time effectively through providing specialist assessment and advice as opposed to direct care wherever possible.
- A willingness to engage in regular supervision

Desirable requirements

- Understanding of perinatal issues relating to acute deterioration in mental state for women who are pregnant or 12 months post partum.
- Understanding of the mother- infant dyad in the context of the mothers experience and the infant's emotional development within the attachment relationship.
- Knowledge of the local community and referral pathways across the continuum of care
- Ability to build relationships with Maori in order to develop enhanced service provision for Maori women and their whānau
- Ability to build relationships with providers across the entire sector
- An interest in working collaboratively with other providers to support skill development through co-work and training.

Professional development and support

Specialist Maternal Mental Health Services will:

- Provide direct support and supervision
- Be available for case consultation as required
- Facilitate the appropriate training relevant to the role
- Enable access to SMMHS MDT for peer support and case review

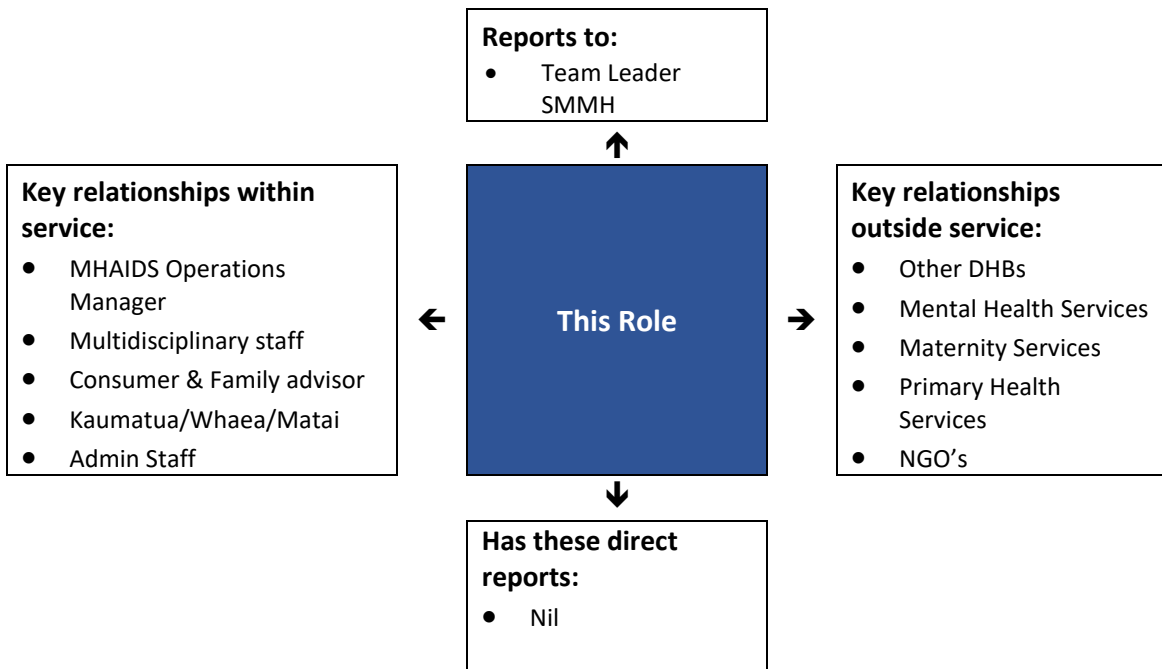
Key Accountabilities

Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
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Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
Administration & Planning	<ul style="list-style-type: none"> • Provide a consultation / liaison mental health service to women in the perinatal period. • Coordinate with other providers to offer a wrap around continuum of care. • Assist with the provision of statistics, reports and service data. • Works to CCDHB standards and complies with policies 	<ul style="list-style-type: none"> • Work alongside other primary care providers, community mental health and maternity services to facilitate good outcomes for pregnant and postnatal women with mental health needs. • Maintain collaborative relationships with other providers and develop where required. • Work with perinatal education coordinator around provision of training for the Wairarapa services.
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 – 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 • Displays a courteous and friendly demeanour at all times when dealing with internal and external contacts 	<ul style="list-style-type: none"> • Take responsibility for ongoing professional development. • Participate in professionally required in-service training activities. • Participate with Mental health 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

<i>Key Accountability</i>	<i>Deliverables / Outcomes</i>	<i>Key Performance Indicators / Measures</i>
		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	<p><i>Demonstrates commitment to understanding and providing what customers want.</i></p> <ul style="list-style-type: none">• 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.• 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.

Essential Experience and Capability

a. Knowledge and Experience:

This Role places a strong emphasis on the needs of women in the acute phase of illness and requires someone with clinical knowledge of perinatal mental health issues as well as issues related to parent/infant attachment.

Other relevant knowledge and experience includes:

- Experience in working in mental health. Knowledge of mental health diagnoses and how these present, and understanding of therapeutic processes and treatment.
- Confidence in presenting to groups, and facilitating education sessions with adults, including confidence/experience in coordinating large-scale training events
- Clear, confident and professional written and verbal communication skills
- Report writing skills, recording statistics
- Compute skills including confidence with creating visual training presentations
- Ability to use video conferencing and support others to do so
- Time management skills and ability to organise own and others' time
- Strong interpersonal skills, confidence in networking and relationship building
- Skills in planning and implementing and reviewing new service strategies
- Ability to engage with cultural diversity, people working in a diverse range of health settings associated with women's health
- In-depth knowledge and understanding of Te Ao Maori, Te Tiriti o Waitangi, Tikanga and Māori models of health and wellbeing

b. Essential Professional Qualifications / Accreditations / Registrations:

- Registered Mental Health Professional with current annual practising certificate

c. Valuing the work

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 clean and current Full Class 1 New Zealand driver's license.

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.

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

Capital and Coast District Health Board (CCDHB) 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.

CCDHB 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.

Date effective: June 2020