

Role Description

Position:	Registered Mental Health Professional Regional Personality Disorder Service Mental Health, Addictions & Intellectual Disability Service (MHAIDS) 3DHB
Responsible to:	Team Leader Regional Personality Disorder Service Mental Health, Addictions & Intellectual Disability (MHAID) Service 3DHB
Location(s):	Administration Building Mein Street Wellington

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 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, nursing 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.

Team Perspective

The Regional Personality Disorder Service (RPDS) is a tertiary level service that provides specialist advice and support to mental health services in the Central Region (Capital & Coast, Hutt Valley, Mid-Central, Wairarapa and Tairāwhiti DHBs) in their work with complex clients where personality dysfunction is a feature of presentation.

This includes specialist opinion; case consultation, formulation, treatment options and planning with clinicians and other community health providers; general individual or team supervision and client specific individual or team supervision; teaching on topics associated with personality dysfunction and management of same, and family education; individual and group therapy.

Purpose of the role

To provide high quality, liaison, support, and information to clinicians working with clients with BPD or significant distress intolerance or emotional dysregulation that impacts on valued living (across the lifespan). To provide client interventions which may include short term evidence based therapeutic interventions, second opinion assessments, group work.

Our aim is to also support significant others and whānau ensuring the service user and their family's needs are met in a culturally, clinically and legally safe manner. This includes and is not limited to assisting with the

development of Whole Service Response Plans (WSRP) integrating psycho-social and biomedical interventions for a client and providing education and support that enable the Mental Health Service to provide psychologically informed case management for this client group.

Priority is also given to life span and aspects of personality development to enable early identification and preventative opportunities for emerging personality dysfunction.

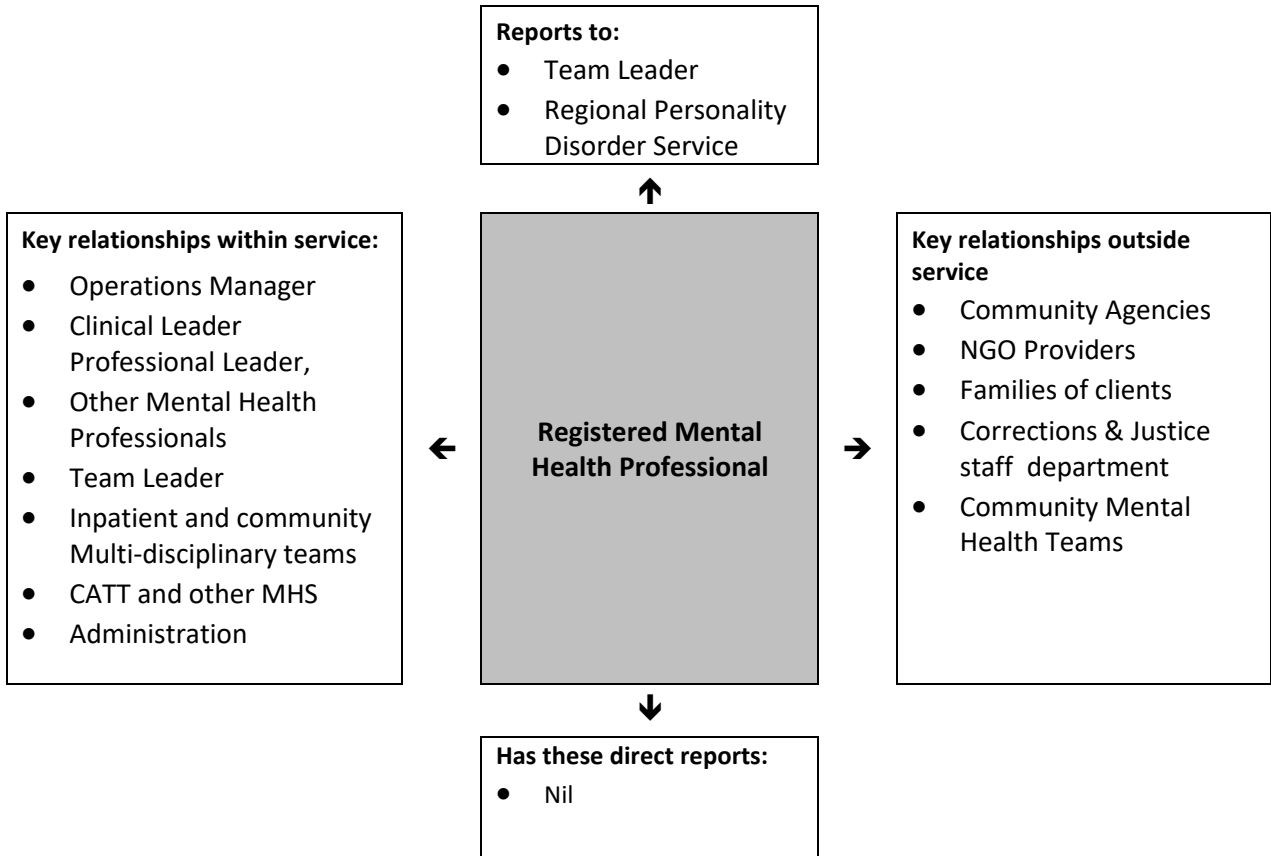
The role provides opportunity for group and individual client work to compliment case management.

Key Accountabilities

Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
1. Professional Practice	<ul style="list-style-type: none"> Maintains standards of professional practice and promotes and supports other's professional development 	<ul style="list-style-type: none"> Complies with statutory obligations, such as the Mental Health Act, the Privacy Act, the Children & Young Persons Act and all other relevant Acts. Ensures continuing personal and professional development and training activities. Consults with relevant health professionals and advises accordingly. Maintains professional relationships.
2. Service Planning	<ul style="list-style-type: none"> Actively participate in the service planning and development 	<ul style="list-style-type: none"> Provides expert input to case conferences and service education sessions, as well as with local and regional service training. Also contributes to team development and planning, as appropriate. Client related documentation is developed and maintained. All documentation is complete and accurate. Ensure that all parties are kept appropriately informed about a service user's treatment.
3. Cultural Effectiveness	<ul style="list-style-type: none"> Work with all service users in a manner relevant and appropriate to their culture. 	<ul style="list-style-type: none"> Demonstrate cultural sensitivity and provide culturally appropriate services through a range of cultural networks and according to team procedures. Ensure that the principles of the Treaty of Waitangi are adhered to in addressing work responsibilities. Attend training and workshops related to improving services for Maori and Pacific Islanders.

Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
		<ul style="list-style-type: none"> • Seek appropriate cultural supervision when necessary to provide a responsive service.
4. Continuous Quality Improvement	<ul style="list-style-type: none"> • Actively contribute to CQI 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 professional service to service users and is responsive to service user requests or complaints. • Complies with standards and works to improve service user satisfaction.
5. Risk Minimisation	<ul style="list-style-type: none"> • Actively contributes to risk minimisation activities within the service. 	<ul style="list-style-type: none"> • Identifies risk and notifies team leader • Participates in service's risk minimisation activities • Complies with CCDHB Reportable Events policy and other policies and procedures • Participates in audits and works to update service user files
6. Occupational Health & 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.

Key Relationships & Authorities



Capability Profile

a) **Knowledge and Experience:**

- Is a practising Registered Mental Health Professional in a large health service delivery organisation
- Has a high level of knowledge, understanding and experience working with, treating and assessing personality disorders
- Has attained sufficient work experience and clinical competence and confidence to work independently as a clinician interacting with consumers and other service providers (internal and external)
- Has knowledge and understanding of the relevant legislation, standards and guidelines. These include but are not limited to:

Health and Disability Services Consumers' Code of Rights <http://www.hdc.org.nz/the-act--code/the-code-of-rights>

New Zealand Nursing Council's (NCNZ) Nurse Practitioner/Registered Nurse/Enrolled Nurse Competencies <http://nursingcouncil.org.nz/Nurses/Scopes-of-practice>

Social Work Registration Board <http://www.swrb.govt.nz/competence-assessment>

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

- Registration with the relevant professional registration body (e.g., Nursing Council of New Zealand as a Registered Nurse, Registered Social Worker, Registered Clinical Psychologist, Registered Occupational Therapist).
- A current practising certificate at all times.

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

- Effective oral and written communication
- Recognising and managing risk in a clinical environment
- Working in an emotionally challenging and changing environment
- Working in a multi-disciplinary environment
- Sharing information and working collaboratively with the team at RPDS as well as other Service Providers
- Being forward thinking and resourceful for Service Development
- Awareness of general principles of care for people with BPD and specific effective BPD treatments
- Helping clinicians develop and provide appropriate care and specific treatments for clients with complex needs where personality dysfunction is a feature of presentation
- Undertaking professional development to maintain and enhance their skills

d)

- 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.

The MHAID 3DHB Services are 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.

The MHAID 3DHB Services are 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.