

## Position Description | Te whakaturanga ō mahi

<b>Title</b>	Consultant Psychiatrist
<b>Reporting manager</b>	Clinical Team Leader
<b>Department</b>	Kāhui o te Ihi; Mental Health & Addictions
<b>Location</b>	Adult Community Mental Health
<b>Full time equivalent (FTE)</b>	1.0 FTE
<b>Date reviewed</b>	November 2023

**Kia kotahi te oranga mo te iti me te rahi o te hāpori**  
**Healthy communities | World-class healthcare | Achieved together**

Te Toka Tumai recognises and respects Te Tiriti o Waitangi as the founding document which encapsulates the fundamental relationship between the Crown and Iwi. This established the New Zealand Government and defined Aotearoa as a bi-cultural nation. As a bi-cultural organisation, Te Toka Tumai understands that as Tangata Tiriti we have a Tiriti o Waitangi responsibility for Māori health improvement and a legislative responsibility to eliminate health inequities.

Our **vision** is to support our local population to achieve the outcomes determined for themselves, their whānau and their community, and to ensure high quality, safe and equitable services are accessible when needed. Our approach is patient and whānau-centred healthcare, which means people are at the heart of everything we do.

Our **purpose** is to support our population to be well and healthy, with special emphasis on accelerating health gain for Māori and achieving equitable health outcomes across our community. We commission health and disability services across the whole system from problem prevention to end of life care. We provide specialist healthcare services to patients and whānau from across districts, Aotearoa, and the Pacific.

### About our values

Our shared values are the foundation to how we do things at Te Toka Tumai. It is about how we treat people, and about how we make our patients, whānau and each other feel.

<div style="background-color: #00a0e3; color: white; padding: 10px; text-align: center;"> <b>Haere Mai Welcome</b>  <i>we see you, we welcome you as a person</i> </div> <div style="background-color: #76b82a; color: white; padding: 10px; text-align: center;"> <b>Manaaki Respect</b>  <i>we respect, nurture and care for each other</i> </div> <div style="background-color: #a6a6a6; color: white; padding: 10px; text-align: center;"> <b>Tūhono Together</b>  <i>we are a high performing team: colleagues, patients and families</i> </div> <div style="background-color: #e91e63; color: white; padding: 10px; text-align: center;"> <b>Angamua Aim High</b>  <i>we aspire to excellence and the safest care</i> </div>	<div style="display: flex; align-items: center;"> <div> <h3 style="margin: 0;">Our values in action</h3> <p><b>See me for who I am</b> When my team understands who I am, and where I come from, I feel accepted</p> <p><b>My voice counts</b> When I know my voice is heard I feel a valued part of the team</p> <p><b>Thank you goes a long way</b> When I'm thanked it motivates me to keep doing great work</p> <p><b>Be kind to each other</b> When I'm respected, I'm happier in the workplace</p> <p><b>I have your back</b> As a team we support each other and lend a helping hand when it's needed</p> <p><b>I am part of a team</b> I give more of myself when we work together as one big whānau</p> </div> </div>
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## Context for the role

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Te Whatu Ora's Te Toka Tumai has four Adult Community Mental Health Centres (CMHCs): Manaaki House (Panmure), Cornwall House (Greenlane), Taylor Centre (Ponsonby) and Kainga Tiaki (Mt Eden).

We provide a range of high-quality therapeutic programmes with a strong multi-disciplinary focus. The community mental health teams provide a comprehensive range of therapeutic treatment options in collaboration with whaiora (service users), their families/whānau, and local communities. This is achieved through the assessment and management of the complex health needs of whaiora with the provision of effectively planned, episodic care that supports them to manage their overall healthcare needs along with home-based treatment options available.

## About the role

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The primary purpose of the role is to:

- Meet the needs of tangata whai i te ora (service user) and their family/whānau using contemporary care, which is safe, appropriate and effective. The care is based on comprehensive assessment, ensures continuity, and tangata whai i te ora centred, culturally sensitive and evidence based.
- Provide assessment, diagnosis and treatment in collaboration with the tangata whai i te ora, their family/whānau and carers and the multidisciplinary team to promote recovery

Key result area	Expected outcomes / performance indicators – position specific
<b>Clinical</b>	<ul style="list-style-type: none"><li>• Assessment, formulation and treatment is planned, implemented and evaluated in collaboration with the tangata whai i te ora, their family/whānau and the MDT</li><li>• Assume role of responsible clinician</li><li>• Prescribe and oversee Medical interventions</li><li>• Maintain accurate records ensuring timely and collaborative use of the electronic documentation system employed by Te Toka Tumai Auckland</li><li>• Provide education and information to tangata whai i te ora and their families/whānau</li><li>• Completes all required documentation including forms, letters and clinical notes</li></ul>
<b>Communication and Liaison</b>	<ul style="list-style-type: none"><li>• Ensure active collaboration with tangata whai i te ora</li><li>• Ensure continuity of care between treatment settings.</li><li>• Engage in liaison with family/whānau and carers</li><li>• Ensure effective communication with other treatment providers, particularly the General Practitioner</li><li>• Document all communication and collaboration in the clinical record</li></ul>
<b>Teaching and Supervision</b>	<ul style="list-style-type: none"><li>• Provide Registrar supervision in accordance with RANZCP requirements</li><li>• Provide education and supervision of junior medical staff and students</li><li>• Complete required written assessments for junior medical staff</li></ul>
<b>Service Development</b>	<ul style="list-style-type: none"><li>• Identify opportunities for quality improvement</li><li>• Contribute to quality improvement project work</li><li>• Participate in auditing and evaluation</li><li>• Attend service development forums as necessary</li><li>• Participate in research as negotiated</li></ul>
<b>Cultural Safety</b>	<ul style="list-style-type: none"><li>• Maintain active knowledge related to responsibilities related to the Te Tiriti o Waitangi</li><li>• Collaborate with cultural advisors</li><li>• Practice according to Tikanga Best Practice Policy</li></ul>

<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Compliance with the RANZCP CPD programme or similar as approved by MCNZ</li> <li>• Participation in an approved Peer Review group</li> <li>• Participation in Grand Rounds and local CME</li> <li>• Attendance at relevant national and international conferences</li> <li>• Attendance at relevant service level training</li> </ul>
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<b>Key result area</b>	<b>Expected outcomes / performance indicators for all Te Toka Tumai employees</b>
Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>• Supports the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori</li> <li>• Supports tangata whenua/mana whenua led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care</li> <li>• Supports Māori oversight and ownership of decision-making processes necessary to achieve Māori health equity</li> <li>• Support the expression of hauora Māori models of care and mātauranga Māori</li> </ul>
Equity	<ul style="list-style-type: none"> <li>• Commits to helping all of our residents achieve equitable health outcomes</li> <li>• Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery</li> <li>• Supports the dismantling of policies, procedures and practices that cause inequity</li> <li>• Supports Māori-led responses</li> <li>• Supports Pacific-led responses</li> </ul>
Digital	<ul style="list-style-type: none"> <li>• Supports digital tools that foster organisational effectiveness</li> </ul>
Whānau-centric	<ul style="list-style-type: none"> <li>• Supports improved service engagement with whānau</li> <li>• Supports people and whānau experience in the design, delivery and evaluation of services</li> </ul>
Resilient services	<ul style="list-style-type: none"> <li>• Demonstrates performance improvement and efficiency</li> <li>• Supports the implementation of agreed continuous improvement initiatives</li> </ul>
Health & Safety	<ul style="list-style-type: none"> <li>• Takes responsibility for keeping self and others free from harm at work</li> <li>• Complies with the requirements of the Health and Safety policy and procedures of Te Toka Tumai</li> </ul>
Risk	<ul style="list-style-type: none"> <li>• Actively participates in Te Toka Tumai's approach to risk management</li> </ul>
Digital	<ul style="list-style-type: none"> <li>• Supports digital tools that foster organisational effectiveness</li> </ul>
Recordkeeping	<ul style="list-style-type: none"> <li>• Creates accurate and appropriate records to support and evidence business activities and regularly files to ensure that corporate information is secure, unchanged and not removed until its compliant disposal date.</li> </ul>

#### **Matters which must be referred to the Clinical Team Leader**

- Performance and/or competence concerns
- Situations that place patients, staff or yourself at significant risk without support
- Professional issues
- Clinical standards failure
- Competence concerns
- Situations that place patients, staff or yourself at significant risk without support
- Fitness to Practice Issues

#### **Authorities**

Delegated financial authority	N/A
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## Relationships

External	Internal
<ul style="list-style-type: none"> <li>• Interpreters</li> <li>• Referring clinicians/services</li> <li>• Other relevant clinical services/NGOs</li> <li>• GP's and other primary care providers</li> <li>• Family and Whānau</li> <li>• Training institutions</li> <li>• Mental health Lawyers</li> <li>• District Inspectors</li> <li>• Other relevant community organisations e.g. Police, Justice, MSD</li> <li>• Family Court</li> <li>• Drug &amp; Alcohol Services (CADS)</li> </ul>	<ul style="list-style-type: none"> <li>• Clinical coordinator</li> <li>• Inter disciplinary team</li> <li>• Consumer advisors</li> <li>• Admin clerical staff</li> <li>• Other CMHC staff</li> <li>• Consumer Representative</li> <li>• Clinical team leader</li> <li>• Lead clinician</li> <li>• Medical Lead/Medical Director</li> <li>• Whaiora (Service Users)</li> <li>• Other Te Toka Tumai Mental Health Services, Service Clinical Directors, Operation Manager</li> <li>• Consultants Group</li> </ul>

## About you – to succeed in this role

<b>You will have</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• A commitment to biculturalism</li> <li>• A commitment to achieving equitable outcomes for Māori</li> <li>• Postgraduate qualification in psychiatry, able to register as a Vocational specialist with New Zealand Medical Council</li> </ul> <p><b>Desired:</b></p> <ul style="list-style-type: none"> <li>• FRANZCP or equivalent</li> </ul>
<b>You will be able to</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role</li> <li>• Demonstrate alignment with Te Toka Tumai values</li> <li>• Demonstrate experience and interest in treating and caring for tangata whai i te ora with serious mental illness in community</li> </ul> <p><b>Desired:</b></p> <ul style="list-style-type: none"> <li>• Demonstrate experience/interest in working with tangata whaiora of diverse cultural origins</li> <li>• Interest in service development and evaluation of service delivery.</li> <li>• A forward-looking preparedness to explore new approaches to service delivery.</li> </ul>

## Critical competencies

<b>Clinical Ability</b>	<ul style="list-style-type: none"> <li>• Demonstrated ability to practice within the professional and ethical guidelines of Psychiatry.</li> </ul>
<b>Tangata Whai i Te Ora Focus</b>	<ul style="list-style-type: none"> <li>• Develops positive working relationships with tangata whai i te ora, identifies and seeks to meet their needs treating them respectfully and as a first priority. Able to understand and balance the needs of tangata whai i te ora and their families and whānau.</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>• Provides clinical input and support to the team to achieve objectives for the good of the whole. Works collaboratively and seeks out opportunities to support others in achieving goals and recognises individual differences and needs.</li> </ul>

<b>Communication and Interpersonal Skills</b>	<ul style="list-style-type: none"> <li>Expresses information effectively, orally and in writing, and adjusting language and style to ensure it is appropriate for the audience. Able to engage effectively with Te Toka Tumai Auckland's multi-cultural population, demonstrates effective trans-cultural communication skills.</li> </ul>
<b>Bi-Cultural Awareness</b>	<ul style="list-style-type: none"> <li>Understands the significance of Te Tiriti o Waitangi. Displays cultural sensitivity. Actively seeks cultural advice</li> </ul>
<b>Quality</b>	<ul style="list-style-type: none"> <li>Pays attention to detail and initiates self-checking procedures; ensures high levels of accuracy and consistent quality. Uses procedure/guidelines recommended best practices. Monitors quality, supports continuous improvement, reports errors and omissions and learns from mistakes to improve outcomes.</li> </ul>
<b>Self-Management and Learning</b>	<ul style="list-style-type: none"> <li>Sets high personal standards striving to achieve performance objectives. Copes effectively with stress and is receptive to change. Understands personal and professional limitations. Constantly strives to build knowledge and skills.</li> </ul>
<b>Innovation &amp; Flexibility</b>	<ul style="list-style-type: none"> <li>Actively questions old ways of doing things, thinks outside the square and develops creative, effective solutions to improve outcomes. Ability to adapt and work effectively within a variety of situations, and with various individuals or groups.</li> </ul>
<b>Technology</b>	<ul style="list-style-type: none"> <li>Is able to use a personal computer with standard software applications demonstrating an ability to move between and access various applications relevant to whaiora (patient) processes</li> </ul>

**Document Control [remove this section if not required]**

<b>Issued by:</b>	Dr anand Muthur; Adult Community Lead Clinician
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<b>Date reviewed:</b>	