

# Consultant Psychiatrist Adult Community Mental Health

## Position description

<b>Title</b>	<b>Consultant Psychiatrist</b>
<b>Department</b>	Adult Community Mental Health
<b>Location</b>	North Takapuna West Henderson Rodney Red Beach, Warkworth and Helensville
<b>Reports to (Title)</b>	Adult Operations Manager for operational issues Clinical Director for clinical issues
<b>Date</b>	October 2022
<b>Key Relationships</b>	<p><u>Internal</u>            Director, Specialist Mental Health and Addiction Services            Clinical Directors and Service Clinical Directors            Consultant Psychiatrist's, Registrars and House Officers            Team Manager, Clinical Coordinators and multidisciplinary Clinical Teams            Administrative &amp; ancillary staff within service areas            Consumers of services in service areas;            Whanau, family and caregivers of patients;            Consumer Advisor &amp; Advocate for services/service area            Cultural &amp; Professional Advisors</p> <p><u>External</u>            Relevant Specialist Mental and Addiction Health Service providers in other Districts            Non-Government Mental Health Service Providers            General Practitioners            National agencies as required from time to time            Statutory Authorities            Government Agencies            Education/Research Authorities and other professional bodies</p>

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### Our Purpose, Values and Standards

At the heart of Te Whatu Ora Waitematā is our promise of 'best care for everyone'. This promise statement is the articulation of our three-fold purpose to:

1. promote wellness,
2. prevent, cure and ameliorate ill health and
3. relieve the suffering of those entrusted to our care.

At the heart of our values is the need for all of us to reflect on the intrinsic dignity of every single person that enters our care. It is a privilege to be able to care for patients, Whānau and our community, a privilege that is sometimes overlooked in our day to day work. Our standards and behaviours serve as a reminder to us all about how we are with our patients and with each other.



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Routine work requirements for a Senior Medical Officer, Specialist Mental Health and Addictions Services include the following:

Key Tasks	Expected Outcomes
Assessment, including the ability to assemble quality information about a person's illness and strengths, the effects of the illness on general wellbeing and the strengths that minimize illness effects.	<ul style="list-style-type: none"> <li>An accurate summary of a patients' needs, strengths and a comprehensive individualized risk assessment that contributes to care planning</li> <li>Application of best available and current evidence to meet patients' needs</li> <li>The candidate maintains a comprehensive understanding of mental illness, signs and symptoms, side effects, psychotropic medication and contemporary treatment models</li> </ul>
Diagnosis, formulation and treatment with appropriate outcome measurements.	<ul style="list-style-type: none"> <li>Choices of actions for recovery are successfully imparted to patient and family / Whanau / caregiver / other healthcare professionals</li> <li>Patient, family / Whanau / caregiver / other healthcare professionals and clinical team agrees regarding progress and continuance or alteration of actions</li> <li>The patient and/or his/her family / Whanau / caregiver / other Healthcare Professionals understand a clear picture of current issues and likely future trends</li> <li>Provides accurate mental health information to patients and Whanau / family respecting their interpretation of the illness</li> <li>Clinical Practice is safe, responsive to changing needs, patient-centred and collaborative in respect of family and clinical team</li> <li>Patient and their Whanau / family are assisted to participate at all levels</li> <li>Safety of the physical environment is maximized</li> </ul>
Establish partnership as the basis for a therapeutic relationship with patients and their Whanau / family	<ul style="list-style-type: none"> <li>Patients are assisted to achieve maximum control over their own health needs and access accurate and relevant health knowledge</li> <li>Understands ethnic and cultural determinants of health</li> <li>Promotes relapse prevention strategies</li> <li>Collaboratively develop goals in partnership with the patient and Whanau / family / caregivers</li> <li>Relates effectively with patients and Whanau / family / caregivers using theories, principles and processes of interpersonal communication</li> <li>Practice illustrates clear understanding of the boundaries of the therapeutic relationship</li> <li>Assist patients and Whanau / family / caregivers in exercising their rights in relation to health care</li> </ul>
Provide effective clinical leadership in interaction, planning and collaboration with multi-disciplinary team	<ul style="list-style-type: none"> <li>Demonstrates effective leaderships skills within the multidisciplinary team</li> <li>Contributes as an effective team member to promote the best patient outcomes</li> <li>Establishes functional relationship with service clinical director, team consultants and team coordinators that facilitates the functioning and further development of the service</li> <li>Supervise assessment and treatment plans with emphasis on comprehensive risk assessment</li> <li>Participates in and provides leadership to team building and inter-team building activities</li> <li>Participates in and provides leadership to multi-disciplinary clinical decision making</li> <li>Explains the psychiatrist perspective and role to other team members</li> <li>Establishes positive relationships with colleagues</li> <li>Contributes as an effective team member in service planning and quality improvement</li> </ul>
Teaching, supervision and maintenance of professional standards	<ul style="list-style-type: none"> <li>Knowledge and skill enhancement for trainee doctors, trainees of other disciplines and co-workers</li> <li>Network with own discipline</li> <li>Professional standards of practice / supervision are accessed as defined by the RANZCP</li> <li>Maintains a comprehensive understanding of general pathophysiology and current medical management as they relate to clients in the general hospital</li> <li>Maintains an awareness of the developmental issues relating to client and Whanau / families</li> </ul>

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Services are delivered in accordance with Specialist Mental Health and Addiction Service and the Teams' philosophies, priorities and objectives	<ul style="list-style-type: none"> <li>• Completes orientations and mandatory training as stipulated in the Training and Development and team policies</li> <li>• Philosophies and values are known and supported</li> <li>• Patient rights and responsibilities are actively supported</li> <li>• All conduct is ethical and within the bounds of professional confidentiality</li> <li>• Safety standards are known and met</li> </ul>
To be responsible and accountable for all actions undertaken in the course of duties	<ul style="list-style-type: none"> <li>• All documentation is legible, dated and signed with name and designation clearly written</li> <li>• All documentation is in line with the New Zealand National Mental Health Standards</li> <li>• To provide a therapeutic and physically safe environment for patients, ensuring that confidentiality is maintained</li> </ul>
Demonstrate a commitment to personal and professional development.	<ul style="list-style-type: none"> <li>• Regular professional supervision occurs to address areas of difficulty and review quality of practice.</li> <li>• Professional development is actively pursued by active</li> <li>• Participation in appropriate in-service or outsourced education, reading relevant literature or seeking other resources.</li> <li>• Relevant meetings, conferences, training is attended as required by RANZCP regulations and guidelines on continuing professional development</li> </ul>
After Hours On Call Duties	<ul style="list-style-type: none"> <li>• After Hours On Call Roster across Te Whatu Ora covering North, West and Rodney districts community and inpatient acute services and ECC departments.</li> </ul>
To work as an effective team member	<ul style="list-style-type: none"> <li>• Observe and identify roles, functions and philosophies of the multidisciplinary team</li> <li>• Maintain active communication within the team and relevant agencies</li> <li>• Progressively make contributions to the multidisciplinary team by taking on responsibilities, roles and functions within the team</li> <li>• Exchange and share resources</li> </ul>
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>
Health and Safety (H&S)	<p><b>Contribute to a safe and healthy workplace at Te Whatu Ora Waitematā by:</b></p> <ul style="list-style-type: none"> <li>• Following and complying with H&amp;S policies and processes and applying them to their own work activities, including using/wearing Personal Protective Equipment as required.</li> <li>• Participating in activities directed at preventing harm and promoting well-being in the workplace</li> <li>• Identifying, reporting and self-managing hazards where appropriate</li> <li>• Early and accurate reporting of incidents at work and raising issues of concern when identified.</li> </ul>
Privacy	<ul style="list-style-type: none"> <li>• Ensure that personal and health information (patient, staff, corporate) is managed in accordance with Te Whatu Ora Waitematā's privacy policies and relevant privacy laws and regulations, and that privacy breaches are investigated, reported and corrective action implemented in line with Te Whatu Ora Waitematā policy.</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>

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Clinical Activities	Non-Clinical Activities
<b>Managerial/Leadership</b> Direct patient contact Notes/reports on patients Communication with patients Contact with patients' families Multi-Disciplinary Team meeting – patient focus, handover Peer review re specific patient/case conference Reading re a specific patient – impacts on interventions in particular case Obtaining files/results Referrals and transfer of care matters Assisting with clinical research studies	<b>Managerial/Leadership</b> Service planning/admin/meetings Service interface Supervision – in Multi-Disciplinary Team of all others outside of apprenticeship model Personal supervision
<b>Quality Activities</b> Supervision: <ul style="list-style-type: none"> <li>• as apprenticeship model – RMO training</li> <li>• provision of individual supervision (college / training requirements)</li> </ul>	<b>Quality Activities</b> Quality processes: <ul style="list-style-type: none"> <li>• Service audit</li> <li>• Health services research studies</li> <li>• Audits, Quality Reviews and SIRPS</li> <li>• Recertification requirements (that is, MOPS)</li> <li>•</li> </ul>
	<b>Professional Development and Activities</b> General work-related reading Teaching Journal club/grand rounds (Community) health promotion activities

Unless specifically negotiated with your Service Clinical Director, all Non-Clinical duties, including reading and research, will be undertaken within the workplace.

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#### Person Specification

Essential	
<b>Qualification</b>	<ul style="list-style-type: none"> <li>• Vocational or Provisional Vocational Registration with the Medical Council of New Zealand</li> <li>• Fellowship (or equivalent) of a relevant Medical (Psychiatric) College</li> <li>• Current Annual Practising Certificate</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Adult Mental Health Service provision experience.</li> <li>• Demonstrated experience in Quality Systems.</li> <li>• Demonstrated ability to provide leadership</li> <li>• Demonstrated ability to perform effective working relationships with clinical and managerial colleagues</li> </ul>
<b>Skills/Knowledge/Behaviour</b>	<ul style="list-style-type: none"> <li>• A demonstrated belief in, and commitment to, promoting quality of life for people with mental health problems and their family / Whanau</li> <li>• Leadership skills</li> <li>• Ability to work as an integral member of a multidisciplinary team.</li> <li>• Able to build and maintain good professional relationships and be respectful of other team members' skills</li> <li>• Excellent interpersonal skills</li> <li>• Demonstrated ability to secure and maintain relevant networks with professional groups and other stakeholders</li> <li>• High standard of articulate written and verbal communication</li> <li>• Computer Skills – Office Suite and the ability to new learn new programmes</li> <li>• Commitment to clinical governance, quality and improvement</li> <li>• Ability to be empathetic, energetic, enthusiastic and innovative</li> <li>• Ability to think strategically and consider a wider systems approach</li> <li>• Willingness to motivate and accept change</li> <li>• Self-motivated</li> <li>• Positive attitude</li> <li>• Goal orientated and able to work autonomously</li> <li>• Resilience</li> <li>• Willingness to learn new skills</li> <li>• Able to complete all mandatory training</li> <li>• Current and clean driver's licence</li> </ul>