

## Position Description | Te whakaturanga ō mahi

<b>Title</b>	Consultant Psychiatrist
<b>Reporting manager</b>	Service Clinical Director – CAMHS
<b>Department</b>	Kari Centre Mental Health and Addictions Directorate
<b>Location</b>	Auckland DHB
<b>Full time Equivalent (FTE)</b>	1.0 FTE
<b>Date reviewed</b>	April 2025

### **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.

<b>Haere Mai Welcome</b> <i>we see you, we welcome you as a person</i>
<b>Manaaki Respect</b> <i>we respect, nurture and care for each other</i>
<b>Tūhono Together</b> <i>we are a high performing team: colleagues, patients and families</i>
<b>Angamua Aim High</b> <i>we aspire to excellence and the safest care</i>



### **Our values in action**

#### **See me for who I am**

When my team understands who I am, and where I come from, I feel accepted

#### **My voice counts**

When I know my voice is heard I feel a valued part of the team

#### **Thank you goes a long way**

When I'm thanked it motivates me to keep doing great work

#### **Be kind to each other**

When I'm respected, I'm happier in the workplace

#### **I have your back**

As a team we support each other and lend a helping hand when it's needed

#### **I am part of a team**

I give more of myself when we work together as one big whānau

## Context for the role

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The Kari Centre provides support for young people under the age of 18 and their whānau. The service provides assessment and treatment for children and adolescents (rangatahi) who are experiencing significant behavioural concerns, psychological concerns, and emotional distress, which can no longer be managed by the services within the community. The team covers the Central Auckland catchment area, Waiheke, and Great Barrier Islands. The Kari Centre is made up of experienced Mental Health professionals including Specialist Psychiatrists, Psychologists, Social Workers, Child Psychotherapists, Nurses and Occupational Therapists as well as Cultural Advisors. The Kari Centre utilises CAPA (Choice and Partnership Approach) as its current service delivery model.

## About the role

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To promote recovery by providing assessment, diagnosis and treatment in collaboration with the service user, their family/whanau and carers, and the multidisciplinary team.

Key result area	Expected outcomes / performance indicators – position specific
<b>Clinical Case Management</b>	<ul style="list-style-type: none"><li>• Assessment, formulation and treatment is planned, implemented and evaluated in collaboration with the service user, their family/whanau and the MDT</li><li>• Assume role of responsible clinician</li><li>• Prescribe and oversee Medical interventions</li><li>• Provide individual and group therapy as indicated</li><li>• Maintain accurate records ensuring timely and collaborative use of the electronic documentation system employed by ADHB.</li><li>• Provide education and information to service users and their families</li></ul>
<b>Communication and Liaison</b>	<ul style="list-style-type: none"><li>• Ensure continuity of care between treatment settings.</li><li>• Ensure active collaboration with service user</li><li>• Engage in liaison with family/whanau 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 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 FRANZCP 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 a relevant service level training</li></ul>

Key result area	Expected outcomes / performance indicators for all Te Toka Tumai employees
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 service user 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>

## Authorities

Delegated financial authority	N/A
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## Relationships

External	Internal
<ul style="list-style-type: none"> <li>• Other DHB Mental Health Services</li> <li>• Non Government Providers</li> <li>• Training institutions</li> <li>• Drug and Alcohol Services Interpreters</li> <li>• Family Court</li> <li>• District Inspectors Mental Health Lawyers</li> <li>• Primary Care</li> <li>• Oranga Tamariki</li> </ul>	<ul style="list-style-type: none"> <li>• Service Users Multidisciplinary Team</li> <li>• Other ADHB Community and</li> <li>• Inpatient Mental Health Services</li> <li>• PPM – Child and Youth Cultural Advisors</li> <li>• Administration staff</li> <li>• Mental Health Records Liaison psychiatry and ADHB General health services</li> </ul>

## About you – to succeed in this role

### You will have

### Essential:

- A commitment to biculturalism
- A commitment to achieving equitable outcomes for Māori
- Postgraduate qualification in Psychiatry, able to register as a Vocational Specialist with New Zealand Medical Council

- Experience and interest in treating and caring for service users with serious mental illness, in community settings.

**Desired:**

- FRANZCP.
- Experience/interest in working with service users of diverse cultural origins  
Interest in service development and evaluation of service delivery.
- A forward-looking preparedness to explore new approaches to service delivery.

**You will be able to**

**Essential:**

- 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
- Demonstrate alignment with Te Toka Tumai values

## Critical competencies

<b>Clinical Ability</b>	Demonstrated ability to practice within the professional and ethical guidelines of Psychiatry.
<b>Service User Focus</b>	Demonstrated ability to work collaboratively with service users integrating recovery principles into psychiatry
<b>Teamwork</b>	Provides clinical input and support to the team to achieve objectives for the good of the whole. Seeks out opportunities to support others in achieving goals and recognises individual differences and needs.
<b>Communication/ Interpersonal skills</b>	Expresses information effectively, both orally and in writing. Ability to provide and receive feedback. Negotiates and facilitates. Adjusts language and style to the recipient and considers their frame of reference.
<b>Bicultural Awareness</b>	Understands the significance of Te Tiriti o Waitangi. Displays cultural sensitivity. Actively seeks cultural advice.
<b>Quality Orientation</b>	Ability to identify, evaluate and monitor outcomes of interventions. Identifies areas for improvement and develops actions to progress these.
<b>Self-Management</b>	Sets high standards and strives to achieve stretching goals. Displays drive and energy and persists in overcoming obstacles. Copes with stress, is resilient to change and understands personal limitations. Displays initiative and is proactive. Plans and prioritises workload.