

Position description

Title	Consultant Psychiatrist
Department	Mental Health Services for Older Adults
Location	Waitemata DHB sites
Reports to (title)	Management: Operations Manager, Mental Health Services for Older Adults Professional: Clinical Director, Psychiatry of Old Age
Direct reports	Professional oversight and responsibility for Resident Medical Officers within the service
Date	<u>September 2022</u>
Key Relationships	<p><u>Internal</u></p> <p>Head of Division, Specialty Medicine and Health of Older People Consultant Psychiatrist colleagues in MHSOA Multi-disciplinary team members – North, Rodney, West and STAR teams Community Team Managers Charge Nurse Manager KMU (Ward 12) MHSOA Senior nurses – Educators, Nurse Specialists, Nurse Practitioners Duly Authorised Officers (DAOs) Director, Mental Health and Addiction Services Director of Area Mental Health Services (DAMHS) Psychiatric Liaison Team Geriatricians Consumer Advisor Cultural and professional advisors Kai Atawhai Administrators and mental health records personnel</p> <p><u>External</u></p> <p>Patients, whānau and caregivers District Inspectors/Court Personnel/Lawyers Other DHB Mental Health Services General Practitioners and primary care Residential Aged Care Facilities Non-Government Mental Health Service Providers Royal Australian and New Zealand College of Psychiatrists Non-Government Organisations Training institutes Drug and Alcohol Services</p>

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.

everyone matters

Every single person matters, whether patients, clients, family members or staff members.

- **Welcoming** and friendly
- **Respect** and value each individual
- Take time to **listen** and understand
- **Speak up** for others

with compassion

We see our work in health as a vocation and more than a job. We are aware of the suffering of those entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do every-thing we can to relieve suffering and promote wellness.

- **Compassionate** for your suffering
- Attentive, **helpful** and kind
- Protect your **dignity**
- **Reassuringly** professional

connected

We need to be connected with our community. We need to be connected within our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patients / clients and their families.

- **Communicate** and keep people informed
- **Explain** so people understand
- **Teamwork** with patients, whānau, and colleagues
- Give and receive **feedback**

better, best, brilliant

We seek continuous improvement in everything we do. We will become the national leader in health care delivery.

- **Positive** we can make a difference
- **Improve** our service and ourselves
- Clean and **safe** practice
- Timely, **efficient** and organised

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Purpose of the role:

- To provide assessment, treatment and ongoing care for Older Adults with mental health issues.
- To deliver high-quality care in collaboration with service users, family whānau, carers and the multidisciplinary team in line with the Te Whatu Ora Waitematā values
- To demonstrate knowledge and skill base in the biological, psychiatric, psychosocial, cultural, medico-legal and environmental aspects of ageing and the ageing process

Key Tasks	Expected Outcomes
Te Tiriti o Waitangi	<p>Supports the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori</p> <p>Supports tangata whenua/mana whenua led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care</p> <p>Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity</p> <p>Support the expression of hauora Māori models of care and mātauranga Māori</p>
Health and Safety (H&S)	<p>Contribute to a safe and healthy workplace at Te Whatu Ora Waitematā by:</p> <p>All Employees</p> <p>Following and complying with Health, Safety & Wellbeing policies and processes and applying them to their own work activities, including using/wearing Personal Protective Equipment as required</p> <p>Participating in activities directed at preventing and fostering inclusive, respectful and supportive relationships that promote wellbeing in the workplace</p> <p>Identifying, reporting and self-managing hazards where appropriate</p> <p>Early and accurate reporting of incidents at work and raising issues of concern when identified.</p>
Privacy	<p>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.</p>

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Recordkeeping	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.
Care delivery	<p>Assessment, Diagnosis, formulation and treatment with appropriate outcome measurements, which is planned, implemented and evaluated in conjunction with the service user and their family/whānau in collaboration with the multi-disciplinary team.</p> <p>Clinical competency in such a way that the diagnostic needs of the Tangata whai ora are met, with appropriate and timely management plans, including the formulation of An accurate summary of a patient's needs and strengths and a comprehensive individualised risk assessment that contributes to care planning using the best available and current evidence to meet patient's needs.</p> <p>Choices of actions for recovery are successfully imparted to patients and family / Whānau/caregiver / other healthcare professionals.</p> <p>The patient, family / Whānau/caregiver / other healthcare professionals and the clinical team agree regarding progress and continuance or alteration of actions.</p> <p>The Tangata whai ora and their family / Whānau/caregiver / other Healthcare Professionals understand a clear picture of current issues and likely future trends.</p> <p>Provides accurate mental health information to patients and Whānau/family respecting their interpretation of the illness</p> <p>Clinical Practice is safe, responsive to changing needs, patient-centred and collaborative in respect of family and clinical team.</p> <p>Tangata whai ora and their Whānau/family are assisted in participating at all levels.</p> <p>The safety of the physical environment is maximised.</p> <p>Maintain a comprehensive and current understanding of mental illness, signs and symptoms, side effects, psychotropic medication and contemporary treatment models</p> <p>Contributes to WDHB neuro-stimulation service, which delivers electroconvulsive therapy to our clients as indicated</p> <p>Assume the role of the responsible clinician as per the Mental Health Act.</p>

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<p>Partnership with patients and their family/Whānau and Statutory & Treaty of Waitangi obligations</p>	<p>Assist patients and Whānau/family/caregivers in exercising their rights in relation to health care</p> <p>Demonstrates skills in support of and intervention with families/Whānau of people with severe mental illness – in particular psycho-education, problem-solving and stress management approaches.</p> <p>Demonstrates skills in understanding carer stress and burden of care.</p> <p>Families/Whānau are engaged in care planning and support of their family/Whānau member with mental illness; are informed regarding that illness, care/treatment options and community resources available, and have burden minimised.</p> <p>Choices of actions for recovery are successfully imparted to patients and family / Whānau/caregiver / other healthcare professionals.</p> <p>The patient, family / Whānau/caregiver / other healthcare professionals, and the clinical team agree regarding progress and continuance or alteration of actions.</p> <p>The Tangata whai ora and their family / Whānau / caregiver / other Healthcare Professionals understand a clear picture of current issues and likely future trends.</p> <p>Provides accurate mental health information to patients and Whānau / family respecting their interpretation of the illness</p> <p>Ensures the professional and political integrity of WDHB by carrying out all functions in compliance with the Treaty of Waitangi and demonstrating a serious commitment to keeping the treaty alive.</p> <p>Shows sensitivity to cultural complexity in the workforce and Tangata whai ora population</p>
<p>Effective clinical leadership</p>	<p>Provide effective clinical leadership in interaction, planning and collaboration with the multi-disciplinary team</p> <p>Demonstrates influential leadership skills within the multidisciplinary team</p> <p>Contributes as an effective team member to promote the best Tangata whai ora outcomes</p>

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	<p>Establishes functional relationship with the clinical director, team consultants and team coordinators that facilitates the functioning and further development of the service</p> <p>Supervise assessment and treatment plans with emphasis on comprehensive risk assessment</p> <p>Participates in and provides leadership to team building and inter-team building activities</p> <p>Participates in and provides leadership to multi-disciplinary clinical decision making</p> <p>Explains the psychiatrist's perspective and role to other team members</p> <p>Establishes positive relationships with colleagues</p> <p>Contributes as an effective team member in service planning and quality improvement</p>
Teaching and supervision	<p>Teaching, supervision and maintenance of professional standards</p> <p>Knowledge and skill enhancement for trainee doctors, trainees of other disciplines and co-workers</p> <p>Network with own discipline</p> <p>Professional standards of practice/supervision are accessed as defined by the RANZCP.</p> <p>Maintains a comprehensive understanding of general pathophysiology and current medical management as they relate to clients in the general hospital</p> <p>Maintains an awareness of the developmental issues relating to client and Whānau / families</p>
On call duties	<p>Contributes to the on-call roster across MHSOA covering North, West and Rodney community districts and the Kingsley Mortimer Unit (Ward 12) as per roster</p>
Professional practice and professional development	<p>Is responsible and accountable for all actions undertaken in the course of duties</p> <p>All documentation is legible, dated and signed with the name and designation clearly written.</p> <p>All documentation is in line with the New Zealand National Mental Health Standards.</p>

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Ensure confidentiality is maintained to provide a therapeutic and physically safe environment for patients.

Tangata whai ora rights and responsibilities are actively supported

All conduct is ethical and within the bounds of professional confidentiality

Safety standards are known and met

Demonstrate a commitment to personal and professional development.

Completes orientation and mandatory training as stipulated.

Regular professional supervision occurs to address areas of difficulty and review practice quality.

Professional development is actively pursued by active participation in appropriate in-service or outsourced education, reading relevant literature or seeking other resources.

Relevant meetings, conferences, and training are attended as required by RANZCP regulations and guidelines on continuing professional development.

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Person Specification

	Essential	Preferred
Qualification	<ul style="list-style-type: none"> Fellowship of the Royal Australasian and New Zealand College of Psychiatrists with completed training in Psychiatry of Old Age (or equivalent) Current vocational registration in Psychiatry with the NZMC (or eligibility to be so registered) Ongoing enrolment in the relevant Maintenance of Professional Standards Programme and evidence that the requirements of the programme are being met 	<ul style="list-style-type: none"> Ongoing research activities
Experience	<ul style="list-style-type: none"> Broad experience in psychiatry and working with older adults, including: Knowledge of psychiatric conditions of ageing and their interaction with the ageing process, disability and medical conditions and their effect on carers. Knowledge of the cognitive effects of ageing, disorders of cognition, and the management thereof An understanding of the burden of care and carer stress and an ability 	<ul style="list-style-type: none"> Experience in the provision of support, education and supervision to resident medical officers Experience in the NZ health sector

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	<p>to therapeutically manage this.</p> <ul style="list-style-type: none"> • An ability to work therapeutically with the older person. • Knowledge of pharmacology, both general and psychopharmacology and its effect on the ageing brain 	
Skills/Knowledge/Behaviour	<ul style="list-style-type: none"> • A working knowledge of the Mental Health Act and the Protection of Property and Personal Rights Act • A skilled leader who can guide the multidisciplinary team to make good care and treatment decisions in partnership with patients and families • An excellent communicator, highly articulate with strong listening skills • An ability to work well in a team, enhancing the capability and contribution of the team • A demonstrated belief in, and commitment to, promoting quality of life. • Understanding of what recovery means for an older adult. 	

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