

Clinical Psychologist, Mental Health Service Older People (MHSOP)

1. PURPOSE OF POSITION

This position is responsible for providing psychology services to clients of the Mental Health Service Older People (MHSOP). As well as providing psychological assessment and intervention, including community-based groups, neuropsychological assessment is a component of this position.

2. ORGANISATIONAL VALUES

The Taranaki District Health Board's (DHB) our mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Taranaki DHB's values define who we are as an organisation, the way we work with each other, our patients, whanau and external partners. Our Te Ahu Taranaki DHB values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKA	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to:	Community Manager, Older People's Health
Number of people reporting to you	-
Financial limits authority	-
Operating Budget	-

4. WORKING RELATIONSHIPS

External	Internal
General Practitioners	Older Peoples Health and Rehabilitation Services (OPHRS)
GP Practice Nurses	Mental Health and Addiction Services
Other District Health Boards	Wards and Departments
Community Services and Providers	Psychology Professional Lead
Non-Government Organisations	Community Support Service (CSS)

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
<p>1. Clinical Duties Provision of specialist psychological consultation assessments and interventions/therapies including neuropsychological assessment.</p>	<ul style="list-style-type: none"> • Assessment, including neuropsychological assessment, psychological testing and treatment as appropriate. • Collaborative working with Service User/Tangata Whaiora • The management of a clinical caseload. • Report writing and the completion of the required documentation in a timely manner. • Provision of individual counselling or psychotherapy where indicated. • Facilitation of group treatment programmes as required • Education for families/whanau as required • Key working as appropriate. • Adherence to TDHB Mental Health and Addiction Policies and Procedures
<p>2. Multi-Disciplinary Teamwork Works collaboratively and liaises with colleagues</p>	<ul style="list-style-type: none"> • Active participation within the MDT • Ensures timely and effective communication and consults with the MDT • Shares specialist knowledge and skills with team members • Contributes to the operational and strategic development of MHSOP • Role models open direct, honest, and respectful communication and professional behaviours • Fosters a team environment that enhances partnership and co-operation.
<p>3. Health and Safety/Continuous Improvement</p>	<ul style="list-style-type: none"> • Ensures practice is based on nationally recognised standards • Ensures and maintains ethical and professional practice. • Ensures compliance of the Health and Safety in Employment Act (1992) and subsequent amendments • Ensures practice is monitored and standards consistently raised
<p>4 Service Development Participates in quality improvement initiatives</p>	<ul style="list-style-type: none"> • Involvement in teaching and training others. • Publication of research findings and conference presentations. • Participation in attaining/maintaining best practice and quality assurance standards.
<p>5 Professional development</p>	<ul style="list-style-type: none"> • Ensures ongoing professional development. • Ensures regular clinical supervision to address areas of difficulty and review quality of practice. • Practices in accordance with legal, ethical, culturally sensitive and professional standards.

	<ul style="list-style-type: none"> • Maintains and develops expertise and knowledge in health/clinical psychology. • Participates in the Psychology Boards CCP programme. • Provides supervision as appropriate
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Organisational Accountabilities	Expected Outcome for all Employees
Health Equity	<p>The TDHB strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all staff are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> • the Pae Ora Framework which requires: <ul style="list-style-type: none"> ○ Demonstrating the principles of Partnership, Participation and Protection under the Treaty of Waitangi; ○ improving understanding of the determinants of ethnic inequalities in health, in particular the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the TDHB Pae Ora Framework, Appendix 1; ○ Ensuring Health Equity assessment is embedded into your practise where services, policies or programmes are expected to improve outcomes for Māori; ○ Effectively implementing health equity approaches outlined for Health Professionals in “Equity of Health Care for Maori: A Framework” published by the Ministry of Health to support He Korowai Oranga Refresh 2014, national Maori Health Strategy; ○ Ensuring appropriate health literacy responses are used for effective engagement with Māori; • You must ensure accurate ethnicity data is collected or held for patients and clients you interact with by following the TDHB Ethnicity Data Collection Policy and procedures; • You must attend the Cultural Competency training provided by and for staff of the TDHB including Treaty of Waitangi workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff.
Health and Safety	<ul style="list-style-type: none"> • Maintains a safe and healthy environment • Complies with health & safety policies and procedures • Carries out work in a way that does not adversely affect their health and safety or that of other workers • Complies with procedures and correctly use personal protective equipment and safety devices provided • Contributes to hazard identification and management

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Organisational Accountabilities	Expected Outcome for all Employees
	process <ul style="list-style-type: none"> • Reports accurately near misses/incidents/accidents in a timely manner • Participates in health and safety matters
Personal Development	<ul style="list-style-type: none"> • Fully contributes to the individual's team performance and is committed to identify and pursue opportunities for developing new knowledge and skills. • Participates in the performance appraisal process where personal performance and development is reviewed. • Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. VARIATION TO DUTIES

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for the **MHSOP** team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Capability
Effective Communication Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making
Decision Making/Problem Solving Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.
Innovation/Initiative Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.
Resilience/Flexibility Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.

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Capability

Cultural Safety

Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.

Teamwork

Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success

8. EDUCATION

- Doctoral or Masters Degree in Psychology and Diploma in Clinical Psychology or equivalent
- Registered Clinical Psychologist, Clinical Psychology Scope of Practice.
- Complies with the requirements of the Continuing Competence programme outlined by the
- New Zealand Psychology Board.

9. SKILLS

- Excellent time management, documentation, clinical triaging and negotiating skills.
- Ability to manage a high and varied workload.
- Ability to work autonomously and as one of a multi-disciplinary team.
- Ability to maintain confidentiality and work ethically at all times.
- Demonstrates initiative and flexibility.
- Ability to support and implement change.
- Clinical role modelling with a high degree of maturity, stability and self confidence.
- Demonstrates a caring professional manner and is aware of and sensitive to all cultural issues.
- Knowledge of Quality Assurance and accreditation principles and a commitment to continuous quality improvement.
- Computer literate and proficiency in Outlook, MS work and Power Point.
- Current full NZ Drivers Licence.

10. EXPERIENCE

- Experience in working with individuals, families and groups in community settings preferably with older adults.
- An understanding of older adult mental health issues including dementia.