

**POSITION DESCRIPTION**

**Organisational Vision**:

South Canterbury District Health Board (SCDHB) is committed *“to enhance the health and independence of the people of South Canterbury”*

**Organisational Values:** **I CARE**

* **I**ntegrity
* **C**ollaboration
* **A**ccountability
* **R**espect
* **E**xcellence

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| **Position** Clinical Psychologist |
| **Department** Infant Child Adolescent Mental Health Services (ICAMHS) SCDHB  And across Mental Health and Addiction Services |
| **Reports to** Clinical Director/Service Manager  (Administrative supervision – Clinical Nurse Coordinator at ICAMHS) |
| **Hours** As per job offer agreement |

**PURPOSE STATEMENT**

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| * The Psychologist for Infant Child and Adolescent will provide specialist psychological assessment and treatment for children and young people with moderate to severe mental health difficulties, on an individual basis, ensuring involvement of their primary caregiver where appropriate, in conjunction with the multi disciplinary team. * The Psychologist will conduct themselves in all matters relating to their employment in accordance with best practice and relevant ethical and professional standards and guidelines as determined by the NZ Psychology Board, NZ College of Psychologists and the SCDHB Mental Health & Addiction Services. * The Clinical Psychologist is integral to assist the management team to support the ongoing maintenance and development of the Strengths Model Recovery Approach within the SCDHB Mental Health & Addiction Services. |

**KEY RESPONSIBILITIES MEASURES**

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| **Professional and Clinical Practice**  The clinical psychologist will   * Complete assessments (including psychometric data and develop clinical formulations. Advise on effective interventions. * Demonstrate sound knowledge of developmental issues when conducting assessments and delivering treatment * Adhere to a scientist-practitioner model – providing empirically supported therapies in order to safely and effectively treat a wide variety of mental health problems, on an individual/family basis. * Establish methods for evaluating the efficacy of treatment. * Educate and empower service users/family/whanau to improve knowledge of illness, self management, prevention of complications and promotion of recovery based strengths philosophy. * Facilitate effective referral processes to other health care providers and support agencies and/or shared care, to meet identified health needs. * Manage workload, complete tasks and meet responsibilities in a timely and goal directed manner | Complete all documentation, goal setting, reports and statistics within set timeframes ensuring appropriate verbal and written communication with health professionals, agencies and primary care givers.  The maintenance of secure records of raw data and protocols as per Professional Advisor guidelines.  Evidence of competent psychological formulations drawing upon multiple theoretical bases appropriate to the reason for referral.  Performance Review supports client centred, recovery orientated, effective, professional, safe and holistic practice  Evidence of investigations, referrals sent to other health care providers where appropriate.  Attends Administration Supervision and records activity on client service diary on a daily basis. | |
| **The Clinical Psychologist will act as a resource person and develop collaborative partnerships, facilitating and supporting teamwork through the**   * Provision of psychological, knowledge and expertise pertaining to psychometric assessment and psychological treatments for the client’s case managed by other professionals within the Team and across teams and agencies as required. * Understanding of the roles of team members and support staff actively participating in the Multi-Disciplinary Team. | Evidence of contribution at the MDT Review/Discharge Meetings, with documentation in clinical record, inclusive of Clinical Psychology perspective, as appropriate.  Feedback from persons supervised, liaised or consulted with, as appropriate.  Identifies and negotiates own role and function within the team. | |
| **Interpersonal Relationships**  **The clinical psychologist will:**   * consult with the patient/client and significant others to plan and implement effective, professional, safe and holistic care respecting self determination and choice, adapting style and method of communication to suit context * utilise therapeutic relationships with patients/clients/residents that are established, maintained and terminated appropriately * Develop effective and supportive interpersonal relationships with peers and other health workers | Performance review supports the maintenance of satisfactory interpersonal relationships  Feedback from team members re: accessibility for consultation and review of clients.  Provides supervision and education to other members of the team as appropriate. | |
| **Professional Development**  **The clinical psychologist will**   * Maintain appropriate competencies and registration requirements, e.g. APC * Maintain a current knowledge base of infant child and adolescent mental health and psychological research and literature * Access information and support to gain further education, skills and knowledge to ensure maintenance of competence * Participate in all compulsory and mandatory education and training as set out in the SCDHB MHS training and development requirements. * Participate in regular supervision (reflective practice) which adheres to Mental Health & Addiction Services policy and professional guidelines * Actively contribute to multi-disciplinary research and evidence based practice development within SCDHB and participate in appropriate local, regional, national and international forums | Annual Practicing certificate current at all times  Contemporary practice maintained  Participating in professional meetings, study days and course/conferences  Preferably will undertake or continue postgraduate study  CSD is updated regularly and evidences compliance.  Attends regular supervision.  Provide education and clinical supervision i.e. CBT for staff trained in and currently learning CBT and motivational interviewing  Number of training sessions delivered to the service related to areas of need. | |
| **Performance Review**  **The clinical psychologist will**   * Demonstrate active preparation and participation in own performance appraisal * Participate in performance appraisals and peer reviews of personnel as requested within a specified timeframe * Act on recommendations arising from performance management, enlisting support of appropriate personnel where appropriate | Performance review completed on a yearly basis.  Performance Management issues addressed within agreed timeframes | |
| **Legislation and Organisational Knowledge**  The clinical psychologist will   * Provide a professional psychological service in accordance with ethical, culturally safe and professional standards as outlined in relevant New Zealand Legislation * Comply with the Health Practitioners Competency Assurance Act 2003 * Comply with the Code of Ethics of New Zealand Psychologists Board * Be a member of a the NZ College of Clinical Psychologists * Understand and demonstrate the ability to apply the following legislation: Mental Health Act (1992), Privacy Act, Health and Disability Commissioners Act, Health & Safety in Employment Act, Health Practitioners Competency Assurance Act, MoH Regulations * Comply with Clinical Services /Organization- wide and service- specific rules, code of conduct, policies, protocols and procedures including documentation * Ensure the appropriate people/agencies are notified when unethical and/or unsafe practices are noted   Understand and demonstrate the ability to apply the   * Treaty of Waitangi Principles * Hospital Regulations / House Rules * Philosophy of SCDHB & Community Services | Legislative compliance  Provide clinical care in accordance with published policies within the SCDHB Mental Health & Addiction Service and the Clinical Services/Organisational framework. | |
| **Quality Improvement**  **The clinical psychologist will**   * Participate in quality improvement initiatives and/or planning within the Mental Health & Addiction Services, and SCDHB * Actively participate in team/service development days * Participate in service planning and development * Regularly obtain feedback from consumers and adapt practice accordingly | Quality improvement projects and improvements supported and documented as per organisational policies and procedures  80% level of client satisfaction is achieved in yearly client satisfaction survey within the respective areas surveyed. | |
| **Health & Safety**  The clinical psychologist will   * Ensure a safe, therapeutic environment is provided for consumer, staff and visitors to the service with particular attention to management of risk. * Understand and apply the principles of Health & Safety and Risk Management to enable staff to recognise and respond pro-actively to potential risk within the unit or work area * Work towards creating an atmosphere where staff support each other and workplace violence and bullying is not tolerated * Maintain personal safety when carrying out interventions in client’s homes, adhere to the Home Visit Policy | Feedback from Team reports strong clinical leadership, monitoring of clinical risk and promotion of clients recovery.  Risks are identified and responded to within the department with completion of incident reports | |
| **Perform such other duties as may be reasonably required by the Clinical Nurse Coordinator/Service Manager**   * Other duties are required from time to time by the Service Manager South Canterbury Mental Health & Addiction Services, SCDHB. |  | |
| PERSON SPECIFICATIONS **Skills and personal attributes**  **Essential**   * Be registered in New Zealand as a Psychologist in accordance with the Health Practitioners Competence Assurance Act 2003. * Possess or be eligible to hold a current Practising Certificate. * Possess a current driver’s licence * MRSA Clearance * Understanding of the Treaty of Waitangi and its implications for care of Tarmariki,   Rangitahi and Whanau.   * Understanding of the recovery framework as applied to Mental Health   **Experience and Knowledge**   * Preferably have had 3 or more year’s post-graduate experience in Mental Health working with infants, children,adolescents and families. * Possess good assessment skills, a sound knowledge of intervention options and an ability to implement these. * Have a demonstrated commitment to supervisory processes and audit. * Have a working knowledge of the Treaty of Waitangi and Maori cultural issues as they relate to mental health. * Demonstrate a readiness to consult colleagues and be able to recognise limits of own competence and experience.   **Mandatory Key behaviours/skills**   * Ability to work closely and harmoniously with others to achieve professional and service goals. * Attitudes and beliefs that support peoples recovery from a strengths based perspective * Able to work autonomously as an effective member of a team. * Good organisational skills – provide services (including clinical reports and other forms of documentation in a timely manner) * Ability to educate others informally, e.g. families. * Demonstrated commitment to ongoing professional development. * High degree of initiative and motivation. * Ability to communicate to a high standard, both orally and in writing. * Ability to recognise and address cultural differences. * Flexible approach to work, readily able to adapt to new challenges. * Ability to make difficult decisions under pressure. * Be able to respond in a professional manner, even in highly stressful situations. * Have strategies for dealing effectively with stress. | |

Employee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_

Name & Designation Signature Date

SCDHB \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_

Name & Designation Signature Date

Reviewed Jan 2014 Designation of Reviewer: Service Manager Review next due: 2015