

WAIRARAPA DISTRICT HEALTH BOARD
Terms & Conditions for Senior Medical Staff

CONSULTANT PSYCHIATRIST
with a special interest in Psychiatry of Old Age
Adult Mental Health Services

VACANCY REF # 4783618

GENERAL

Applications are invited for the above positions which will be based at Wairarapa Hospital, Te Ore Ore Road, Masterton. The Wairarapa District Health Board has the role of planning and funding in addition to providing hospital and health services. Wairarapa District Health Board employs approximately 600 staff and manages \$162 million of Health Services funding.

AGREEMENT COVERAGE

This position comes under the coverage of the New Zealand District Health Boards Senior Medical and Dental Officers Collective Agreement 2017-2020.

SALARY

An attractive remuneration package will be negotiated with the successful applicant. Commencing salary will depend on qualifications and experience.

LEAVE

Leave shall be in accordance with the Holidays Act 2003, the New Zealand District Health Boards Senior Medical and Dental Officers Collective Agreement 2017-2020 and Wairarapa District Health Boards Leave Policy.

JOB DESCRIPTION

As attached.

HOURS OF WORK

This is a permanent part or full position, working 64-80 hours (0.8FTE-1.0FTE) with an on call requirement of 1 in 4. Actual hours will be agreed with the successful applicants. Applicants must be eligible for Vocational registration with the New Zealand Medical Council.

RESERVE

The Chief Executive reserves the right to negotiate changes to the conditions of appointment and job description as set out as circumstances may require.

TENURE

This appointment may be terminated by three months' notice in writing by either party. It is subject to immediate dismissal or suspension for serious misconduct or culpable neglect of duties

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NATURE OF APPOINTMENT

This appointment is governed by the conditions contained in this schedule, Wairarapa District Health Board policies and appropriate legislation. Acceptance of this position will be deemed to imply acceptance of all the various terms and conditions listed.

SMOKEFREE POLICY

The appointee must observe Wairarapa District Health Board's policy on no smoking on the Wairarapa District Health Board's premises and in their vehicles.

TREATY OF WAITANGI AND EEO PRACTICES

The appointee will be expected to incorporate the principles of the Treaty of Waitangi in their working practices. Wairarapa District Health Board practices an equal opportunity programme.

MEDICAL EXAMINATION

The appointee may be required to undertake a medical examination, the appointment being dependent on a favourable report.

INDEMNITY INSURANCE

The appointee must take out and keep in force an indemnity insurance policy.

TRAVEL EXPENSES

Assistance with removal expenses related to personal effects may be available. A bonding arrangement will then apply.

POLICE CHECK

The appointee will be required to complete a Police Vetting Service Request and Consent Form. The Wairarapa District Health Board reserves the right to withdraw any offer to the appointee, or if the appointee has commenced work terminate employment, if any adverse information arises out of this check.

APPLICATIONS

To apply for this role, please visit www.wairarapadhbjobs.co.nz where you can also obtain a copy of the job description for this role.

Referees reports obtained or provided are subject to Section 27(1)(c) of the Official Information Act 1982 and Section 29 (1) (b) of the Privacy Act 1993 and shall not be released or their contents disclosed to the applicant or to any person not directly involved in Wairarapa District Health Board's appointment and review procedures.

CLOSING DATE: OPEN (until successful applicant is appointed)

For further information please contact Lauren Swan - Operations Manager on (027) 886-0799.

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Role Description

Position:	Consultant Psychiatrist with a special interest in Psychiatry of Old Age
Hours of Work:	Part or Full time (0.8 to 1.0 FTE)
Reports to:	Manager / Team Leader Adult Mental Health Services
Location(s):	Wairarapa

The Vision, Mission Statements and Values of each of the three DHBs are highly congruent.

Wairarapa DHB Vision:	"Well Wairarapa - Better health for all"
Hutt Valley DHB Vision:	Whanau Ora ki te Awakairangi Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.
Capital & Coast DHB Vision:	Better Health and Independence for People, Families and Communities.

Wairarapa DHB Mission:	To improve, promote, and protect the health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.
Hutt Valley DHB Mission:	Working together for health and wellbeing Our mission demonstrates the Hutt Valley DHB's commitment to a cooperative way of working. This includes staff working cooperatively, working in collaboration with the people and organisations we fund, working with organisations from other sectors and working within our community.
Capital & Coast DHB Mission:	Together, Improve the Health and Independence of the People of the District.
Wairarapa DHB Values:	Respect – whakamana tangata; integrity – mana tu; self-determination – rangatiratanga; co-operation – whakawhanaungatanga; and excellence – taumatatanga.

Hutt Valley DHB Values:	'Can do' – leading, innovating and acting courageously; Working together with passion, energy and commitment; Trust through openness, honesty respect and integrity; Striving for excellence.
Capital & Coast DHB Values:	Innovation, Action, A focus on People and Patients, Living the Treaty, Professionalism through Leadership, Honesty, Integrity and Collaboration, Excellence through Effectiveness and Efficiency.

Context

Wairarapa DHB

Wairarapa District Health Board (DHB) is located 1.5 hours north of Wellington and Hutt Valley. It covers a large mainly rural geographic area from Cape Palliser on the south coast, to Mount Bruce in the north. Secondary hospital services are provided from the new 90 bed Wairarapa Hospital in Masterton, serving a population of around 40,000. Wairarapa DHB has a unique relationship with primary and community services to meet the needs of their population.

Hutt Valley DHB

The Hutt Valley District Health Board (DHB) is a hospital and health provider in the Hutt Valley, located 20 minutes from Wellington.

Hutt Valley DHB provides secondary and tertiary, medical and surgical hospital services along-side community based health care. The main facility is Hutt Hospital in Lower Hutt, which has 260 beds. Hutt Valley DHB funds local health providers and works collaboratively with the community to create and support multiple health education initiatives and projects within the region.

Capital and Coast DHB

The Capital and Coast District Health Board (CCDHB) covers a region extending from Wellington to Otaki. It comprises delivery arms in primary, secondary and tertiary health. Hospital and Health Services (HHS) is primarily responsible for the hospital and health services delivered via a new Wellington Regional Hospital; a secondary and community facility at Kenepuru; a Forensic, Rehabilitation and Intellectual Disability Hospital at Ratonga Rua-o- Porirua; and Kapiti Community Hospital.

Collectively, joint services provided across the three DHBs are referred to as 3DHB in this role description.

Service Perspective

The hospital and health services of the DHBs provide a range of services, one such group of services includes Mental Health, Addictions and Intellectual Disability (MHAID) Service. The Service has over 1400 employees and annual revenue of \$135m.

MHAIDS spans three DHBs - Wairarapa, Hutt Valley and Capital and Coast DHB's and includes local, regional, and national services. The local MHAID services are provided from multiple sites within the 3DHB sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whariki services include regional forensic and rehabilitation services covering the Central region while the intellectual disability services extend the length and breadth of the country from six bases located in Whangarei, Auckland, Cambridge, Wellington, Christchurch, and Dunedin.

The core business of the Service is the provision of quality specialist services, integrated with primary and secondary providers in the communities we serve.

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The Service is committed to the underlying principles of:

- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga.
- Te Tahuhu and the Mental Health Blueprint for Mental Health Services in New Zealand to guide and direct service design, delivery, development, and review.
- Intellectual Disability High and Complex Framework
- Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand.

The Service has access to business support services including Human Resources and Finance. In addition, management and delivery of clinical services across the Service is underpinned by consultation, advice, and support from a range of cultural, consumer, and family advisors, and business, quality and organisational development personnel.

Role Perspective

This role sits in Adult Mental Health service of MHAIDS, located in Wairarapa.

The Consultant Psychiatrist is responsible for ensuring that all clinical steps necessary are taken to assist patients to achieve optimal health, wellbeing and safety through the provision of appropriate assessment, intervention and education. The Consultant Psychiatrist, as well as providing high quality diagnosis, treatment and follow-up of patients, is responsible for supporting clinical development of this service.

Purpose of the Role

To work in a multidisciplinary team setting as a Consultant Psychiatrist, providing high quality diagnosis, treatment and follow up of mental health consumers and supporting the medical and psychiatric development of this service.

Key Accountabilities

Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
Clinical Responsibility	<ul style="list-style-type: none"> • Assess, diagnose and appropriately treat patients within the clinical setting that the psychiatrist is working in. • Advise, consult and liaise with the patient and relevant others about the likely outcomes of the illness, with or without treatment. • Work alongside other mental health professionals and provide psychiatric expertise within the multi-disciplinary approach to patient care. • Attend and actively participate in regular meetings for the purposes of assessment, for planning and implementing treatment and for reviewing progress with treatment. • Skills and experience in a broad range of recovery orientated treatment modalities • Practice in a manner consistent with established ethical and clinical practice standards as provided by the Medical 	<ul style="list-style-type: none"> • Assessment and management plans are clearly documented and implemented. • The patient understands the management of, or intervention with the illness. • Appropriate information is given ensuring patients are aware of and in agreement with proposed treatment. • The benefits to the patient from joint management of appropriate professionals are demonstrated. • The appropriate and established ethical standards of practice are met. • Patient case notes, documentation and diagnosis accuracy is of a high standard • All such protocols and practice standards are adhered to.

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Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
	<p>Council of New Zealand, the Royal Australian & New Zealand College of Psychiatrists and other relevant professional bodies.</p> <ul style="list-style-type: none"> • Be familiar with commonly applied clinical protocols, such as in prescribing and reviewing psychotropic medications, as well as with matters such as person administered self-medication, the Preferred Medicines List etc. • Supervise Registrars (if accredited) according to RANZCP requirements • Assume an active role in the training and development of medical students and other staff. 	
Research, Planning & Audit	<ul style="list-style-type: none"> • Initiate and participate, in clinical research, as negotiated and agreed. • Participate in audit activities which assist with the development of high quality service. • Contribute to service development activities, including policy and service planning and the evaluation and review of this service. • Assist with the provision of statistics, reports and service data. 	<ul style="list-style-type: none"> • Clinical research is completed and ethical guidelines followed. • Timely advice is provided to the Clinical Leader on trends in the specialty, predicted needs and future developments to provide input to strategic and operational plans.
Statutory/Legal Responsibilities	<ul style="list-style-type: none"> • Comply with relevant statutory requirements, such as the Mental Health (Compulsory Assessment and Treatment) Act, Criminal Procedure (Mentally Impaired Persons) Act, Intellectual Disability (Compulsory Care & Rehabilitation) Act, Protection of Personal & Property Rights Act and the Privacy Act, as well as the general requirements placed upon any medical practitioner. • Comply with the provisions of the Privacy Act in respect of patient confidentiality 	<ul style="list-style-type: none"> • All such legal and statutory duties are undertaken and performed appropriately e.g. Medical Practitioners Act, ACC, Coroners Act, Drugs Act.
Administration & Planning	<ul style="list-style-type: none"> • Works to DHB standards and complies with policies 	<ul style="list-style-type: none"> • Provide expert input to case conferences and to service education sessions. • Complete all appropriate patient documentation as specified by appropriate protocols and the Client Pathway. • General practitioners and other health workers are kept appropriately informed about a patient's treatment.
Cultural Awareness and Responsiveness	<ul style="list-style-type: none"> • Apply the principles of cultural safety in own practice. 	<ul style="list-style-type: none"> • Assist people to feel safe culturally and support them in the pursuit of cultural affirmation and cultural self determination

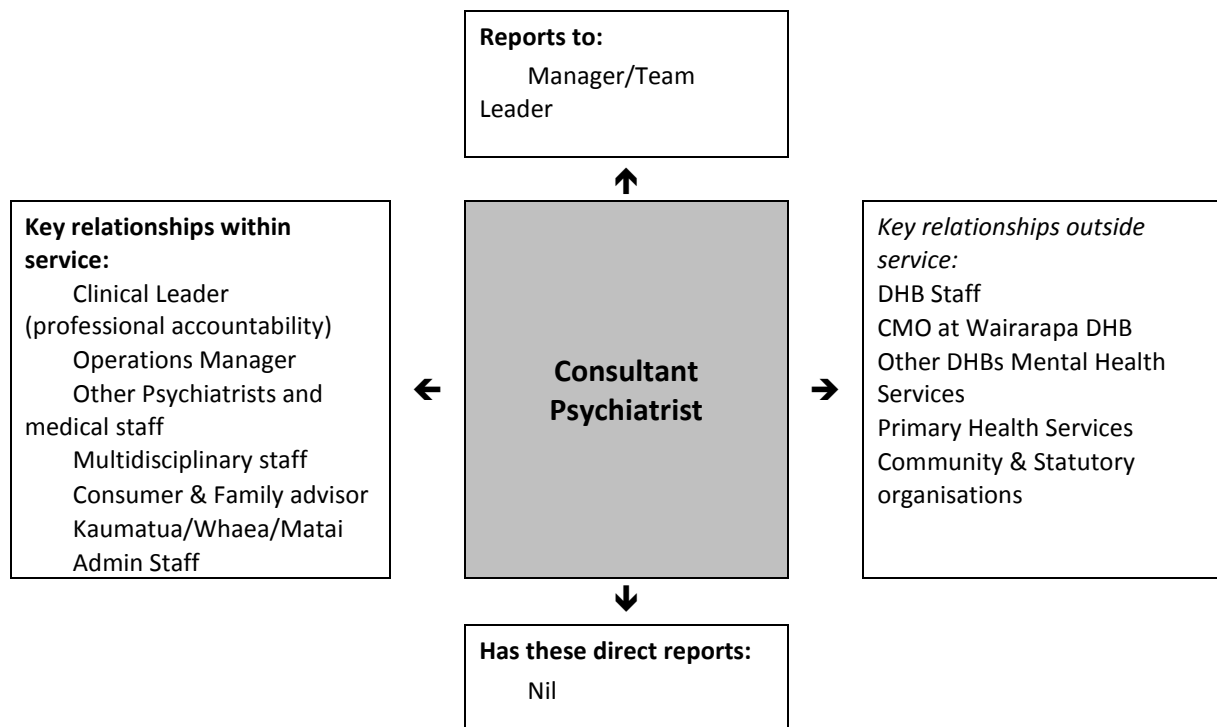
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Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
		<ul style="list-style-type: none"> • Work in line with the principles of the Treaty of Waitangi - Partnership Protection Participation
Communication	<ul style="list-style-type: none"> • Ensure that all communication respects the boundaries of ethics, confidentiality and sensitivity. • Adopt a positive, professional and respectful attitude with a focus on team work. 	<ul style="list-style-type: none"> • Communicate clearly, respectfully and simply, ensuring audience understands intent of communication. • Use style of communication that takes account of different cultural communication styles and language.
Career Development & Continuing Education	<ul style="list-style-type: none"> • Provides education and training services to Mental Health Staff, within the Central Regional Health Authority area • Maintains a high level of professional practice • Displays a courteous and friendly demeanor at all times when dealing with internal and external contacts 	<ul style="list-style-type: none"> • Take responsibility to develop professional career as agreed in discussion with the Manager and/or Clinical Leader • Participate in DRAM and other in-service training activities. • Participate with senior medical colleagues in DHB-wide business and professional development activities.
Continuous Quality Improvement	<ul style="list-style-type: none"> • Actively contribute to Continuous Quality Improvement activities within the service. 	<ul style="list-style-type: none"> • Identifies improvement opportunities and notifies the manager of these. • Participates in the service's quality improvement activities. • Provides good patient/client service and is responsive to patient/client requests or complaints. • Complies with standards and works to improve patient/client satisfaction.
Risk Minimisation	<ul style="list-style-type: none"> • Actively contributes to risk minimisation activities within the service. 	<ul style="list-style-type: none"> • Identifies risks and notifies the manager of these. • Participates in the service's risk minimisation activities. • Complies with the DHBs Reportable Events policy and other policies and procedures. • Participates in audits.
Occupational Health and Safety	<ul style="list-style-type: none"> • Complies with responsibilities under the Health & Safety in Employment Act 1992 	<ul style="list-style-type: none"> • Has read and understood the Health & Safety policy and procedures. • Actively supports and complies with Health & Safety policy and procedures. • Evidence of support and compliance with health and safety policy and procedures including use of protective clothing and equipment as required, active participation in hazard management and identification process, and proactive reporting and remedying of any unsafe work condition, accident or injury.

Key Accountability	Deliverables / Outcomes	Key Performance Indicators / Measures
Other Tasks	<ul style="list-style-type: none"> Undertake any other projects or tasks as required within reasonable scope of the position description. 	<ul style="list-style-type: none"> Projects are undertaken and completed to a high standard as assigned.

Key Relationships & Authorities



Capability Profile

Competencies

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviors
Customer focus	<ul style="list-style-type: none">• Demonstrates commitment to understanding and providing what customers want.• Is dedicated to meeting the expectations and requirements of internal and external customers• Gets first-hand customer information and uses it for improvements in products and services• Acts with customers in mind• Establishes and maintains effective relationships with customers and gains their trust and respect
Teamwork	<ul style="list-style-type: none">• Develops constructive working relationships with other team members.• Has a friendly manner and a positive sense of humour.• Works cooperatively - willingly sharing knowledge and expertise with colleagues.• Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments.• Supports in word and action decisions that have been made by the team.• Shows an understanding of how one's own role directly or indirectly supports the health and independence of the community.
Quality and Innovation	<ul style="list-style-type: none">• Provides quality service to those who rely on one's work.• Looks for ways to improve work processes - suggests new ideas and approaches.• Explores and trials ideas and suggestions for improvement made by others.• Shows commitment to continuous learning and performance development.
Cultural Skills	<ul style="list-style-type: none">• Words and actions show an understanding of the implications for one's work of Te Tiriti o Waitangi principles and Maori perspective as tangata whenua.• Values and celebrates diversity - showing respect for other cultures and people's different needs and ways of living.• Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work.• Accesses resources to make sure culturally appropriate and language appropriate services are provided.• Draws on a client's own cultural resources and support frameworks.
Communication	<ul style="list-style-type: none">• Practices active and attentive listening.• Explains information and gives instructions in clear and simple terms.• Willingly answers questions and concerns raised by others.• Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged.• Is confident and appropriately assertive in dealing with others.• Deals effectively with conflict.

Other aspects of capability not covered by the above competencies

a) Knowledge and Experience:

- Experienced Consultant Psychiatrist
- Experience in working with Inpatient and Community MH Services, with a particular interest in Psychogeriatrics
- Experience in providing clinical leadership to other psychiatrists in the team
- Experience in providing clinical leadership in a multi-disciplinary setting

b) Essential Professional Qualifications / Accreditations / Registrations:

- Vocationally registered psychiatrist with Medical Council of NZ to practise as a Consultant Psychiatrist.

c) Valuing the work

Someone well-suited to the role will place a high value on the following:

- Culturally sensitive
- Recovery model of care
- Interpersonal relationships and building trust
- Problem solving inclusively, but able to take lead when needed.

d) Other

- Have a current drivers license

The DHBs are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

The DHBs are committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Maori cultural practices.

The role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance planning and development meeting.

Date Effective:

**Manager's
Signature:**

**Employee's
Signature:**

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