

Position Description

Employment Agreement:	ASMS/DHB SMO Collective
Position Title:	Consultant Psychiatrist Child Adolescent and Family Service
Service & Directorate:	Mental Health, Addictions and Intellectual Disability Services (MHAID)
Location:	Southland
Reports to:	Medical Director/Clinical Leader
Number of direct reports:	Nil
Date:	February 2020

Our Vision

Better Health, Better Lives, Whānau Ora

We work in partnership with people and communities to achieve their optimum health and wellbeing
We seek excellence through a culture of learning, enquiry, service and caring

Our Shared Values and Behaviours

Kind <i>Manaakitanga</i>	Open <i>Pono</i>	Positive <i>Whaiwhakaaro</i>	Community <i>Whanaungatanga</i>
Looking after our people: We respect and support each other. Our hospitality and kindness foster better care.	Being sincere: We listen, hear and communicate openly and honestly. We treat people how they would like to be treated.	Best action: We are thoughtful, bring a positive attitude and are always looking to do things better.	As family: We are genuine, nurture and maintain relationships to promote and build on all the strengths in our community.

Our statutory purpose

To improve, promote and protect the health of our population.

- Promote the integration of health services across primary and secondary care services.
- Seek the optimum arrangement for the most effective and efficient delivery of health services.
- Promote effective care or support for those in need of personal health or disability support services.
- Promote the inclusion and participation in society and the independence of people with disabilities.
- Reduce health disparities by improving health outcomes for Māori and other population groups.
- Foster community participation in health improvement and in planning for the provision of and changes to the provision of services.
- Uphold the ethical and quality standards expected of use and to exhibit a sense of social and environmental responsibility.

PURPOSE OF ROLE

Be responsible for providing a comprehensive psychiatric service to a high standard throughout for the Southland region. The Consultant Psychiatrist will take a team member role in maintaining and enhancing the existing services and is expected to assist in developing new services.

Competencies

The following competencies apply to this position. The employee will be assessed against these as part of their annual performance and development review.

Organisational Competencies	
Customer Focus	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
Integrity and Trust	Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent him/herself for personal gain.
Drive For Results	Can be counted on to exceed goals successfully; Is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.
Role Specific Competencies	
Decision Quality	Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgment; most of his/her solutions and suggestions turn out to be correct and accurate when judged over time; sought out by others for advice and solutions.
Problem Solving	Uses rigorous logic and methods to solve difficult problems with effective solutions; probes all fruitful sources for answers; can see hidden problems; is excellent at honest analysis; looks beyond the obvious and doesn't stop at the first answers.
Interpersonal Savvy	Relates well to all kinds of people—up, down, and sideways, inside and outside the organization; builds appropriate rapport; builds constructive and effective relationships; uses diplomacy and tact; can defuse even high-tension situations comfortably

KEY RELATIONSHIPS	
Within Southern DHB	External to Southern DHB
General Manager MHAID Nursing Director MHAID Medical Director MHAID Allied Health Director MHAID Clinical Leader Psychiatrists Combined Services Manager, Southland Team Managers MHAID NGO's Community Mental Health Team Education and Training Co-ordinator (Mental Health) Clinical Nurse Educator Clinical Nurse Specialists Nursing Staff Non Clinical Support Staff Southern District Health Board Clinical Services Nursing Support Services Other DHB Mental Health Services	Consumers Families Community Groups GPs and other primary health care providers

PERSON SPECIFICATION

The expertise required for a person to be fully competent in the role. Position specific competencies:

	ESSENTIAL
Education and Qualifications (or equivalent level of learning)	<ul style="list-style-type: none"> Appointee will be a Special Medical Practitioner with the New Zealand Medical Council in the area of Specialist Psychiatry and Child and Adolescent and Family Service.
Knowledge and Skills	<ul style="list-style-type: none"> Appointee will have a personal commitment to high standards of medical practice and will have demonstrated capacity to work both autonomously and as a member of a multidisciplinary team. Appointee will have a strong commitment in continuing medical education, both in their role as a teacher and in their own professional development. Appointment will have a strong commitment to biculturalism.

KEY RESULT AREAS:

Key Accountabilities:	Example of successful delivery of duties and responsibilities
The Consultant Psychiatrist shall	<ul style="list-style-type: none"> Be responsible for the psychiatric assessment and care of clients/Tangata Whaiora at Southland Hospital, Kew on a regular basis, during average routine hours and on a rostered basis outside average routine hours during the week, at the weekends and on public holidays. Be familiar with appropriate modern techniques. Continue to keep client/Tangata Whaiora hospital stay to a minimum compatible with high standards of psychiatric care to be reviewed annually. Provide early advice for those clients/Tangata Whaiora referred for a Consultant Psychiatrist opinion by hospital specialist colleagues. He/She will also provide advice for General Practitioners and RMO's. Ensure that any lawful instructions of the Clinical Leader, and in their absence the Service Manager, MHAID Service, are carried out in a prompt manner. Keep informed of developments in the area pertinent to speciality and maintain own skills and knowledge of speciality to professional college guidelines.
Resource Responsibility	<ul style="list-style-type: none"> Be responsible for some clinical and educational management of the MHAID team and students. Provide some clinical supervision and training within the multidisciplinary team, and to monitor and advise those staff under the direct guidance of the Medical Director. Report promptly to the Clinical Leader any unusual incidents or occurrence, especially those which may give rise to complaints or legal action against Southern District Health Board. Ensure effective use of Southern District Health Board's resources of staff and facilities, by the application of effective efficient and economical client/Tangata Whaiora management techniques, including the use of technology. Ensure that the standard of service provided is commensurate with Southern District Health Board's duties and intentions and Southern District Health Board's business plan with cognisance of Southern District Health Board's By-Laws, and MHAID Service's mission statement. Provide speciality advice as requested by Southern District Health Board.

	<ul style="list-style-type: none"> • Be aware and able to apply the provisions of the MHCCAT Act and its amendments and any tribunal Section 55 requests. • Promote awareness in the community of health promotion activities and disease prevention. • Participate fully in service development initiatives. • Support/ training opportunities for psychiatry in Southland • Attend and support Senior Medical Staff activities, e.g. Weekly education sessions.
Direct Client/tangata whaiora Contact	<ul style="list-style-type: none"> • Be on call as rostered. • Carry out ward rounds with multi-disciplinary team. • Provide services which respond to the needs of general adult psychiatric clients/Tangata Whaiora, elderly clients/Tangata Whaiora with psychiatric conditions. • Respond promptly to referrals from General Practitioners and from other Consultants within Southern District Health Board. • Provide when necessary medical support in inpatient / community to any part of Mental Health Services.
Indirect Client/tangata whaiora Work	<ul style="list-style-type: none"> • Carry out committal procedures as necessary, in accordance with the Compulsory Assessment & Treatment Act 1992. • Be aware and able to apply the provisions of the MHCCAAT and its amendments, completed tribunal and Section 59 request. • Participate in in-service programme within MHAID Service and to the wider Southern District Health Board community • Respond appropriately to requests for reports from other agencies.
General Administration	<ul style="list-style-type: none"> • Liaise with the Clinical Leader and in their absence the Service Manager, MHAID. • Respond appropriately to complaints and other administrative tasks as requested, utilising established District Health Board process. • Liaise with Heads of Departments on common issues, attend and contribute to Southern District Health Board meetings as requested/approved by the Clinical Director.
Clinical Supervision	<ul style="list-style-type: none"> • Ensure junior staff are adequately supervised including providing guidelines for the medical management of clients/Tangata Whaiora to junior medical staff.
Self-Education	<ul style="list-style-type: none"> • Maintain up to date knowledge on international trends and developments relating to Psychiatric Medicine through appropriate journal reading. • Participate in regular clinical meetings with other members of both senior medical staff, and within case management Individual Treatment and Discharge/Transfer Plan. • Take part in Southern District Health Board's credentialing processes as set out in the Credentialing Policy for Senior Medical staff. • Undertake individual continuing education to ensure all credentialing requirements are met and maintained.

	<ul style="list-style-type: none"> Maintain records for the purpose of medical audit and attend audit meetings for the presentation of medical audit findings.
Research	<ul style="list-style-type: none"> Identify, develop and support research initiatives which have relevance to Mental Health Services and Southland.
Clinical Review and Quality Assurance	<ul style="list-style-type: none"> Review with Southern District Health Board Quality initiatives which may be pertinent to the Speciality. Take part in Southern District Health Board's credentialing processes as set out in the Credentialing Policy for Senior Medical staff. Undertake the duties of a consultant psychiatrist with particular emphasis on providing services within an integrated model of service delivery that includes inpatient, community and urgent services. Provide to clients/Tangata Whaiora a safe competent and respectful service in the management of their conditions according to their clinical priority, and carry a full case load of clients. Actively participate in processes regulating performance and accountability which will include accreditation, quality measures, medical audit and medical peer review. Develop and support quality initiatives around, for example, clinical audit, case review and outcome measurement. Assist with the establishment, maintenance and participate in quality initiatives, in consultation with the Combined Services Manager, Quality and Medical Director.
Other Duties	
<p>Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience.</p> <p>Act as a role model for the Southern DHB Organisational Values.</p>	<ul style="list-style-type: none"> You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness. You produce work that complies with SDHB processes and reflects best practice. Research undertaken is robust and well considered. Live and support the DHB values in everything you do.
Living Southern DHB Values	
Proactively demonstrating Southern DHB values in all aspects of the role.	<ul style="list-style-type: none"> Demonstrates behaviours that we want to see from each other, at our best. Contributes positively to a culture of appreciation, a learning culture, where people feel safe to speak up. Contributes positively to team and other initiatives that seek to improve patient and whanau experiences and/or staffs experience of working.
Professional Development – self	
Identifying areas for personal and professional development.	<ul style="list-style-type: none"> Training and development goals are identified/agreed with your manager. Performance objectives reviewed annually with your manager.

	<ul style="list-style-type: none"> You actively seek feedback and accept constructive criticism.
Health, Safety and Wellbeing	
Taking all practicable steps to ensure personal safety and the safety of others while at work, in accordance with the Southern DHB's Health, Safety and Wellbeing policies, procedures and systems.	<ul style="list-style-type: none"> You understand and consistently meet your obligations under Southern DHB's Health and Safety policy/procedures. You actively encourage and challenge your peers to work in a safe manner. Effort is made to strive for best practice in Health and Safety at all times.
Treaty of Waitangi	
Giving effect to the principles of the Treaty of Waitangi – Partnership, Participation and Protection through your interaction with others on a day to day basis.	<ul style="list-style-type: none"> <i>Partnership</i> – You interact in good faith and in the nature of a partnership. There is a sense of shared enterprise and mutual benefit where each partner takes account of the needs and interests of the other. <i>Participation</i> – You work in partnership with our treaty partners to enable our organisation to prosper. You are mindful of the varying socio-economic conditions that face our people and work hard to remove barriers of access to health and education. <i>Protection</i> – You work proactively to protect the rights and interests of Māori, including the need to proactively build the capacity and capability of Māori.

Note: the above example measures are provided as a guide only. The precise performance measures for this position will require further discussion between the job holder and manager.

CHANGES TO POSITION DESCRIPTION

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. This Position Description may be reviewed as part of the preparation for your annual performance and development review.

Acknowledged / Accepted:

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Employee

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Date

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Manager

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Date