

Position Description | Te whakaturanga ō mahi

Title	Consultant Psychiatrist
Reporting manager	Clinical Team Leader
Department	Awhi Mātua
Location	Building 14, Greenlane Clinical Centre
Full time equivalent (FTE)	1.0 FTE (negotiable)
Date reviewed	December 2024

Kia kotahi te oranga mo te iti me te rahi o te hāpori **Healthy communities | World-class healthcare | Achieved together**

Te Toka Tumai recognises and respects Te Tiriti o Waitangi as the founding document which encapsulates the fundamental relationship between the Crown and Iwi. This established the New Zealand Government and defined Aotearoa as a bi-cultural nation. As a bi-cultural organisation, Te Toka Tumai understands that as Tangata Tiriti we have a Tiriti o Waitangi responsibility for Māori health improvement and a legislative responsibility to eliminate health inequities.

Our **vision** is to support our local population to achieve the outcomes determined for themselves, their whānau and their community, and to ensure high quality, safe and equitable services are accessible when needed. Our approach is patient and whānau-centred healthcare, which means people are at the heart of everything we do.

Our **purpose** is to support our population to be well and healthy, with special emphasis on accelerating health gain for Māori and achieving equitable health outcomes across our community. We commission health and disability services across the whole system from problem prevention to end of life care. We provide specialist healthcare services to patients and whānau from across districts, Aotearoa, and the Pacific.

About our values

Our shared values are the foundation to how we do things at Te Toka Tumai. It is about how we treat people, and about how we make our patients, whānau and each other feel.

Haere Mai Welcome <i>we see you, we welcome you as a person</i>	 Our values in action See me for who I am When my team understands who I am, and where I come from, I feel accepted My voice counts When I know my voice is heard I feel a valued part of the team Thank you goes a long way When I'm thanked it motivates me to keep doing great work Be kind to each other When I'm respected, I'm happier in the workplace I have your back As a team we support each other and lend a helping hand when it's needed I am part of a team I give more of myself when we work together as one big whānau
Manaaki Respect <i>we respect, nurture and care for each other</i>	
Tūhono Together <i>we are a high performing team: colleagues, patients and families</i>	
Angamua Aim High <i>we aspire to excellence and the safest care</i>	

Context for the role

Awhi Mātua serves the central Auckland population of adults over 65 experiencing acute mental illness or behavioural difficulties associated with dementia. There are two distinct teams within Awhi Mātua with an integrated service delivery approach.

Awhi Mātua Fraser McDonald Unit is a 15-bed acute admission unit based on the Auckland City Hospital site.

Awhi Mātua (Community Mental Health Team) with people from acute crisis through to continuing care.

About the role

The primary purpose of the role is to provide a specialist psychiatric service to the Awhi Mātua community multidisciplinary team, including clinical leadership, for service users under the care of the team. This will include involvement in urgent and planned assessments, planning and delivering care and treatment to those service users, in the context of their family/whānau.

Key result area	Expected outcomes / performance indicators – position specific
Clinical	• Model expert bio-psycho-social assessments with relevance to older people and recovery orientation in all aspects of management with service users in a multidisciplinary team context. • Provide psychiatric consultation to multidisciplinary team members. • Provide psychiatric expertise in all aspects of the care provided to service users through the day to-day operations of the service, e.g., clinical reviews, daily planning, handovers etc. • Liaise with other medical services (including Physicians and GPs) • Participate in on-call roster for out-of-hours consultation. • Act as Responsible Clinician for people under the MH Act
Interpersonal Relationships	• Collaborates and communicates with multidisciplinary teams to co-ordinate care to achieve best health outcomes. • Promotes and participates in effective teamwork and collaborative relationships within the multi-disciplinary teams. • Maintains and supports others to develop, effective therapeutic relationships with service users and family/whānau.
Inter-professional health care and quality improvement	• Demonstrate a commitment to clinical leadership in co-operation with the Service Clinical Director and Operations Manager. • Positively contribute to a multidisciplinary service culture of respect, co- operation, best evidence-based practice, research and innovation. • Identifies situations of clinical risk and takes appropriate action to ensure a safe environment for service users, families/whānau and staff. • Demonstrates commitment to quality improvements, risk management and resource utilisation. • Provides input into clinical standards/protocols and policies and undertakes clinical audits as required. • Evaluates the effectiveness, efficiency and safety of clinical practice. • Assists in the implementation of initiatives to address differential access to healthcare services for Māori. • Acts to identify and minimise organisational risks. • Follows Te Toka Tumai policies and guidelines. • Contributes to and participates in Te Toka Tumai policy development for this specialty area. • Participates in case review and debriefing activities as required

Professional Responsibility	• Maintain membership of appropriate professional body and uphold the standards of that body within the service and whilst liaising with other agencies. • Maintain a professional obligation to remain informed about all clinical issues pertinent to service users of mental health rehabilitation and their families/whānau. • Attend local peer review group and/or clinical supervision. • Attend CME meetings and/or conferences. • Enroll in local Continuing Professional Development program or equivalent.
Teaching, Training, and Research	• Provide teaching/supervision of junior medical staff. • Contribute to the workforce development of mental health clinicians by providing support for multidisciplinary clinical training placements. • Provide opportunities for teaching, training and research. • Undertake such research as is negotiated and approved.

Key result area	Expected outcomes/performance indicators for all Te Toka Tumai employees
Te Tiriti o Waitangi	• Supports the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori • Supports tangata whenua/mana whenua led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care • Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity • Support the expression of hauora Māori models of care and mātauranga Māori
Equity	• Commits to helping all of our residents achieve equitable health outcomes • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Supports the dismantling of policies, procedures and practices that cause inequity • Supports Māori-led responses • Supports Pacific-led responses
Digital	• Supports digital tools that foster organisational effectiveness
Whānau-centric	• Supports improved service engagement with whānau • Supports people and service user experience in the design, delivery and evaluation of services
Resilient services	• Demonstrates performance improvement and efficiency • Supports the implementation of agreed continuous improvement initiatives
Health & Safety	• Takes responsibility for keeping self and others free from harm at work • Complies with the requirements of the Health and Safety policy and procedures of Te Toka Tumai
Risk	• Actively participates in Te Toka Tumai's approach to risk management
Digital	• Supports digital tools that foster organisational effectiveness
Record keeping	• 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.

Matters which must be referred to the Service Clinical Director and/or Operations Manager

- Any significant clinical or other risk requiring further advice and/or notification

Authorities

Delegated financial authority	N/A
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Relationships

External	Internal	Committees/Groups
• Referrers/GP's • Other mental health and health service teams • Other relevant clinical services/NGOs • Māori and other cultural groups providing services • Families/whānau and friends of service users • Cultural services • Primary Health Care providers. • Government agencies, E.g., Kainga Ora, MSD	• Operations Manager • Service Clinical Director • Lead Clinician • Clinical Team Leader • Clinical Coordinator • Other team members • Service Users • Consumer Advisor • Family/Whānau • Māori and Culturally specific services • Medical Director • Other Te Toka Tumai services.	• Referrals meeting • MDT meetings • Handovers • Te Toka Tumai Psychiatrist meetings • Grand Round • Other meetings/groups as agreed.

About you – to succeed in this role

You will have

Essential:

- A commitment to biculturalism
- A commitment to achieving equitable outcomes for Māori
- Postgraduate qualification in Psychiatry
- Vocationally registered by the Medical Council of New Zealand as a Specialist
- Current MCNZ practising certificate
- Full Drivers Licence
- Clinical expertise in one or more assessment and therapeutic intervention techniques in the medical, social, occupational, behavioural and emotional needs of a client group
- Communication skills in consultation, networking and liaison
- Ability to work collaboratively within a multidisciplinary team
- A commitment to Taha Māori and Te Reo Me Ona tikanga (biculturalism) and cross-cultural clinical practice
- A commitment to achieving equitable outcomes for Māori
- Demonstrable clinical assessment skills
- Ability to establish therapeutic relationships with clients and their whānau/families
- Organisational and time management skills
- Ability to work under pressure

Desired:

- Experience in working in a older people's mental health
- Up to date knowledge of local health and social services
- A passion for working in the field of mental health for older adults

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role
- Demonstrate alignment with Te Toka Tumai values

Critical competencies

Clinical Ability	• Demonstrates sound and up to date awareness of diagnosis, assessment and treatment of patients who meet the criteria for Awhi Mātua
Teamwork	• Collaborates with fellow team members and other work groups to achieve effective service user outcomes. • Actively contributes to and accepts consensus decisions. • Seeks out opportunities to support others. • Recognises and respects individual difference.
Service User Orientation	• Develops positive working relationships with service users, identifies and seeks to meet their needs treating them respectfully and as a first priority. • Able to understand and balance the needs of service users and their families/whānau.
Bicultural Approach	• Understands the significance of te Tiriti o Waitangi. • Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve Māori health and opportunities for Māori. • Knowledge of the diverse Auckland population and able to successfully interact with a broad range of ethnic groups in order to facilitate access to mental health services
Flexibility	• Ability to adapt and work effectively within a variety of situations, and with various individuals or groups.
Communication and Interpersonal Skills	• Actively listens, drawing out information and checking understanding. • Expresses information effectively orally and in writing, and adjusting language and style to ensure it is appropriate for the audience. • Empathises with others and considers their needs and feelings. • Able to engage effectively with a multi-cultural population, demonstrates effective trans-cultural communication skills.
Quality Improvement	• Pays attention to detail and initiates self-checking procedures; ensures high levels of accuracy and consistent quality. • Uses procedure/guidelines recommended best practices. • Monitors quality, support continuous improvement, reports errors and omissions and learns from mistakes to improve outcomes.
Self-Management and Learning	• Sets high personal standards striving to achieve performance objectives. • Copes effectively with stress and is receptive to change. • Understands personal and professional limitations. • Constantly strives to build knowledge and skills.
Computer and Clinical Applications	• Is able to use standard computer software applications and clinical patient record systems used by Te Toka Tumai.