

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Consultant Psychiatrist-Asian Mental Health Services		
Reports to	Clinical Team Leader		
Location	Cornwall House Greenlane Clinical Centre		
Department	Adult Community Mental Health Services		
Direct Reports	Clinical Team Leader	Total FTE	0.5 FTE
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date reviewed	November 2023		
Salary band (indicative)*			

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

- Asian Mental Health adopts a consultation and liaison service provision model offering time limited consultation advice, liaison with family and brief (goal specific) intervention for Asian Service Users and their families.
- To improve access to services and promote engagement
- Support mainstream clinicians to apply their clinical skills in a culturally appropriate manner.
- Work in conjunction with the Asian Mental Health service and multi-disciplinary mental health clinical teams to ensure Asian service users and their families are supported to appropriately access specialist mental health services and/or primary health care.
- Meet the needs of tangata whai i te ora (service user) and their family/whānau using contemporary care, which is safe, appropriate and effective. The care is based on comprehensive assessment, ensures continuity, and tangata whai i te ora centred, culturally sensitive and evidence based.
- Provide assessment, diagnosis and treatment in collaboration with the tangata whai i te ora, their family/whānau and carers and the multidisciplinary team to promote recovery

Key Result Area	Expected Outcomes / Performance Indicators
Clinical	<ul style="list-style-type: none"> • Assessment, formulation and treatment is planned, implemented and evaluated in collaboration with the tangata whai i te ora, their family/whānau and the MDT • Assume role of responsible clinician • Prescribe and oversee Medical interventions • Maintain accurate records ensuring timely and collaborative use of the electronic documentation system employed by Te Toka Tumai Auckland • Provide education and information to tangata whai i te ora and their families/whānau <p>Completes all required documentation including forms, letters and clinical notes</p>
Communication and Liaison	<ul style="list-style-type: none"> • Ensure active collaboration with tangata whai i te ora • Ensure continuity of care between treatment settings. • Engage in liaison with family/whānau and carers • Ensure effective communication with other treatment providers, particularly the General Practitioner <p>Document all communication and collaboration in the clinical record</p>
Teaching and Supervision	<ul style="list-style-type: none"> • Provide Registrar supervision in accordance with RANZCP requirements • Provide education and supervision of junior medical staff and students • Complete required written assessments for junior medical staff

Service Development	<ul style="list-style-type: none"> ● Identify opportunities for quality improvement ● Contribute to quality improvement project work ● Participate in auditing and evaluation ● Attend service development forums as necessary <p>Participate in research as negotiated</p>
Equity	<ul style="list-style-type: none"> ● Commits to helping all people achieve equitable health outcomes. ● Shows a willingness to personally take a stand for equity. ● Supports Māori-led and Pacific-led responses.
Cultural Safety	<ul style="list-style-type: none"> ● Maintain active knowledge related to responsibilities related to the Te Tiriti o Waitangi ● Collaborate with cultural advisors <ul style="list-style-type: none"> ● Practice according to Tikanga Best Practice Policy
Professional Development	<ul style="list-style-type: none"> ● Compliance with the RANZCP CPD programme or similar as approved by MCNZ ● Participation in an approved Peer Review group ● Participation in Grand Rounds and local CME ● Attendance at relevant national and international conferences ● Attendance at relevant service level training

Matters which must be referred to the Clinical Team Leader

- Performance and/or competence concerns
- Situations that place patients, staff or yourself at significant risk without support
- Professional issues
- Clinical standards failure
- Competence concerns
- Situations that place patients, staff or yourself at significant risk without support

Fitness to Practice Issues

Relationships

External

Internal

- Interpreters
- Referring clinicians/services
- Other relevant clinical services/NGOs
- GP's and other primary care providers
- Family and Whānau
- Training institutions
- Mental health Lawyers
- District Inspectors
- Other relevant community organisations e.g. Police, Justice, MSD
- Family Court
- Drug & Alcohol Services (CADS) • Clinical coordinator
- Inter disciplinary team
- Consumer advisors
- Admin clerical staff
- Other CMHC staff
- Consumer Representative
- Clinical team leader
- Lead clinician
- Medical Lead/Medical Director
- Whaiora (Service Users)
- Other Te Toka Tumai Mental Health Services, Service Clinical Directors, Operation Manager
- Consultants Group

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, able to register as a Vocational specialist with New Zealand Medical Council

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Desired:

- FRANZCP or equivalent

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
- Demonstrate experience and interest in treating and caring for tangata whai i te ora with serious mental illness in community

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Desired:

- Demonstrate experience/interest in working with tangata whaiora of diverse cultural origins
- Interest in service development and evaluation of service delivery.
- A forward-looking preparedness to explore new approaches to service delivery.

Critical competencies

Clinical Ability	<ul style="list-style-type: none"> • Demonstrated ability to practice within the profession guidelines of Psychiatry.
Tangata Whai I Te Ora Focus	<ul style="list-style-type: none"> • Develops positive working relationships with tangata whai identifies and seeks to meet their needs treating them res as a first priority. Able to understand and balance the nee whai i te ora and their families and whānau.
Teamwork	<ul style="list-style-type: none"> • Provides clinical input and support to the team to achieve the good of the whole. Works collaboratively and seeks ot to support others in achieving goals and recogni differences and needs.
Communication and Interpersonal Skills	<ul style="list-style-type: none"> • Expresses information effectively, orally and in writing, language and style to ensure it is appropriate for the auc engage effectively with Te Toka Tumai Auckland's population, demonstrates effective trans-cultural commun
Bi-Cultural Awareness	<ul style="list-style-type: none"> • Understands the significance of Te Tiriti o Waitangi. Disple sensitivity. Actively seeks cultural advice
Quality	<ul style="list-style-type: none"> • Pays attention to detail and initiates self-checking proce high levels of accuracy and consistent c procedure/guidelines recommended best practices. M

	<p>supports continuous improvement, reports errors and learns from mistakes to improve outcomes.</p>
Self-Management and Learning	<ul style="list-style-type: none"> • Sets high personal standards striving to achieve objectives. Copes effectively with stress and is receptive. Understands personal and professional limitations. Consistently builds knowledge and skills.
Innovation & Flexibility	<ul style="list-style-type: none"> • Actively questions old ways of doing things, thinks outside the box and develops creative, effective solutions to improve outcomes. Adapts to work effectively within a variety of situations for various individuals or groups.
Technology	<ul style="list-style-type: none"> • Is able to use a personal computer with standard software demonstrating an ability to move between and across applications relevant to whāiaora (patient) processes

