

POSITION DESCRIPTION

| Position Details | |
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| Title: | Consultant Psychiatrist – Tupu Ora |
| Reports to: | Clinical Team Leader |
| Location: | Tupu Ora Community, Level 2, building 14 Greenlane Clinical Centre |
| Authorised by: | Service Clinical Director, Tupu Ora |
| Date: | May 2018 |
| Primary Function | |
| <ul style="list-style-type: none"> To meet the needs of service users and their family/whanau using contemporary models of intervention which are safe, appropriate and effective. The care is based on comprehensive range of skills for designated clients, within the context of a multi-disciplinary team approach. | |
| Key Accountabilities | |
| KEY RESULT AREA | EXPECTED OUTCOMES/PERFORMANCE INDICATORS |
| PROVISION OF CLINICAL SERVICES TO SERVICE USERS: | <ul style="list-style-type: none"> Service users are respected and empowered in their recovery Appropriate and evidenced based psychiatric assessment and treatment is delivered to each service user. Treatment plans are developed and followed in close collaboration with service-users, their family/ whanau and/or care givers, and health professionals otherwise involved in the service-users' care. |
| RESEARCH ACTIVITIES & SERVICE DEVELOPMENT | <ul style="list-style-type: none"> Participate in research and development activities as required in collaboration with Tupu Ora SMO group, Service Clinical Director, Clinical Team Leader and wider Tupu Ora team. There is active participation in the Planning and Quality activities of Tupu Ora with the aim of improving outcomes for service users |
| TEACHING AND SUPERVISION | <p>The consultant psychiatrist is expected to:</p> <ul style="list-style-type: none"> Contribute to the training, mentoring and support of medical and clinical colleagues. Contribute to tertiary functions of training, supervision and consultation for secondary and primary health providers. |

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| <p>PROFESSIONAL PRACTICE, TRAINING AND DEVELOPMENT</p> | <ul style="list-style-type: none"> • Undertake such training as is assessed as a developmental need with the approval of the Clinical Team Leader and Service Clinical Director. • Maintain a professional obligation to remain informed about clinical issues pertinent to work with eating disorders. • Maintain membership of appropriate professional body and uphold the standards of that body within the service. • Statutes, codes and other material related to professional practice are incorporated into service delivery. ADHB policies and procedures are followed |
| <p>COVER FOR COLLEAGUES</p> | <ul style="list-style-type: none"> • All medical and psychiatric staff are expected to contribute in providing service cover for absent colleagues to ensure that processes, systems and workflow are maintained and that support for other staff remains in place, when colleagues are away on leave. |

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| <p>Authorities – N/A</p> | |
| <p>Professional Reports (if applicable): N/A</p> | <p>Budget Accountability (if applicable): N/A</p> |

Relationships

| <p>Internal Relationships</p> | <p>External Relationships</p> |
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| <ul style="list-style-type: none"> • Multi-disciplinary team • Service Clinical Director • Clinical Team Leader • Clinical Coordinator • Team Coordinators • Consumer Advisor • Tupu Ora Starship team | <ul style="list-style-type: none"> • Clients of Tupu Ora • Referring clinicians/agencies • Other mental health services • Training organisations • Clinical supervisor • Government departments and NGOs • Community Organisations • WINZ • Northern Health Schools • EDANZ • Medical Wards in metro DHB area • Primary care providers • Relevant Professional Organisations • Other groups as negotiated/delegated by Service Manager/Clinical Team Leader |

Person Specification

| Education and Qualifications | Essential | Desired |
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| Professional | <ul style="list-style-type: none"> • Qualified health professional • Registered Medical Practitioner with MCNZ | <ul style="list-style-type: none"> • Post graduate study • Vocationally registered with Medical Council of NZ in the field of General Practice |
| Work Experience | <ul style="list-style-type: none"> • Experience in a multidisciplinary, multicultural environment • Five years experience in diagnostic medicine | <ul style="list-style-type: none"> • Knowledge of New Zealand health sector |

Critical ADHB Competencies

| Competency | Description |
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| 1. Professional/Operational Performance | <ul style="list-style-type: none"> • Understands the importance of the public health service and actively seeks service improvements • Clearly articulates rationale for service delivery justifies prescribed actions and facilitates understanding by relevant parties that hold key relationships. • Demonstrates accountability for actions and responsibilities. • Demonstrates excellent time management skills. • Able to develop health promotion/community development initiatives. • Ability to work independently as well as in collaboration with individuals from the same profession as well as other members of a multidisciplinary team. • Ability to critically review own performance and continually improve service delivery • Ability to work with equilibrium under pressure and effectively assess their own (and team members) stress levels and identify coping strategies. • Is results oriented |
| 2. People / Teamwork | <ul style="list-style-type: none"> • Collaborates with fellow team members and other work groups to achieve service objectives. • Actively contributes to and accepts consensus decisions. • Seeks opportunities to support others in achieving goals. • Recognises and respects individual differences. • Leads, communicates expectations, provides ongoing feedback and objectively evaluates performance • Demonstrated competence in performance management and conflict management • Ability to work as part of a team, participating actively and supportive of team objectives. • Active listener • Has the ability to manage and delegate tasks Demonstrates attributes of self motivation, flexibility and adaptability. |
| 3. Leadership | <ul style="list-style-type: none"> • Operates and facilitates change by constantly building knowledge and |

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| | <p>skills to improve outcomes.</p> <ul style="list-style-type: none"> • Demonstrates an aptitude and willingness to think and work at a strategic level, developing an understanding of current health issues as it affects their discipline/profession. • Utilises both innovation and analytical process to develop creative effective service delivery and workload action plans. • Supports and encourages staff to continually improve service delivery in line with operational and strategic goals. • Advocates and promotes the profession and professional practice. • Supports and encourages staff to continually improve service delivery in line with operational and strategic goals. |
| <p>4. Communication</p> | <ul style="list-style-type: none"> • Actively listens, drawing out information and checking understanding. • Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference. • Empathises with others and considers their needs and feelings. • Understands complex issues • Encourages others to develop and implement new ideas • Ability to work with a variety of ethnic groups, and with people under stress • Ability to communicate with speakers of English as a second language |
| <p>5. Organisation</p> | <ul style="list-style-type: none"> • Establishes a plan of action and achieves priority goals in conjunction with the Clinical Director. • Manages workload/flow/conflicting demands, recognises and addresses barriers and appropriately manages changing priorities. |
| <p>6. Value Diversity</p> | <ul style="list-style-type: none"> • Displays cultural sensitivity • Appreciates insights and ideas of all individuals and work effectively with these differences • Provider of opportunities where differences and diversity of individuals can be celebrated. • Ability to communicate with all people of different cultural groups in particular refugee and migrant populations • Understands significance of Treaty of Waitangi • Is able to demonstrate in practice the principles of the Treaty of Waitangi of partnership, protection and participation. • Displays cultural knowledge and respect. • Appreciates insights and ideas of all individuals and work effectively with these differences. |
| <p>7. Change / Business Management</p> | <ul style="list-style-type: none"> • Leads change and coaches staff to have ownership of the process • Coaches staff to adapt and move through changes • Demonstrated ability to translate strategic goals into service business plans • Ability to achieve service delivery objectives within the strategic guidelines |

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| | <ul style="list-style-type: none"> • Experience working at regional level |
| 8. Supervision and Coaching Skills | <ul style="list-style-type: none"> • Has the ability to implement supervision processes in line with the ADHB policy. • Communicates expectations and agreed goals. • Provides ongoing feedback, mentoring and/or coaching. • Objectively evaluates performance. • Actively recognises achievements. |

Working for ADHB – Expectations of Employees

CITIZENSHIP

All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation. This means:

- Using resources responsibly
- Models ADHB values in all interactions
- Maintaining standards of ethical behaviour and practice
- Meeting ADHB's performance standards
- Participating in organisation development and performance improvement initiatives
- Helping to develop and maintain Maori capability in ADHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
- Raising and addressing issues of concern promptly

THE EMPLOYER AND EMPLOYEE RELATIONSHIP

We have a shared responsibility for maintaining good employer/employee relationships. This means:

- Acting to ensure a safe and healthy working environment at all times
- Focusing our best efforts on achieving ADHB's objectives

A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.

CONSUMER/CUSTOMER/STAKEHOLDER COMMITMENT

All employees are responsible for striving to continuously improve service quality and performance. This means:

- Taking the initiative to meet the needs of the consumer/customer/stakeholder
- Addressing our obligations under the Treaty of Waitangi
- Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe
- Keeping the consumer/stakeholder informed of progress
- Following through on actions and queries
- Following up with the consumer/customer/stakeholder on their satisfaction with the services

PROFESSIONAL DEVELOPMENT

As the business of ADHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:

- Undertaking professional development
- Applying skills to a number of long and short term projects across different parts of the organisation
- Undertaking such development opportunities as ADHB may reasonably require