Mental Health Services for Older Adults
Job Description

Surname    First names    Clinical Group
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Position    FTE
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Title    Consultant Psychiatrist    Reports to    Service Clinical Director for Clinical Issues and Manager for Operational Issues

Functional Relationships with:

Internal
Clinical Director, Medicine and Health of Older People
Clinical Director, Mental Health Services Group
Service Clinical Director
Consultant Psychiatrist’s, Registrars and House Officers
Team coordinators and multidisciplinary clinical teams;
Administrative & ancillary staff within service areas;
Consumers of services in service areas;
MHSOA West and North Community Teams
Ward 12 (KMU Inpatient Unit)
Whanau, family and caregivers of patients;
Consumer Advisor & Advocate for services/service area;
Cultural & Professional Advisors;

External
Relevant Medicine and Home and Older Adult and Mental Health Service providers in other DHB’s
Non-Government Mental Health Service Providers;
MHSOP Regional Services (A+, Middlemore, Northland)
Liaison Services A+, Middlemore
Rest Homes, Private Hospitals
General Practitioners;
National agencies as required from time to time
Statutory Authorities
Government Agencies
Education/Research Authorities and other professional bodies

Date
Mental Health Services for Older People

There is a general expectation that staff will have an interest in all aspects of aging and the aging process. Show knowledge and skill base in the biological, psychiatric, psychosocial, culture, medico-legal and environmental aspects of aging and the aging process.

Biological:
- Staff will have an interest and knowledge in cognitive impairment of aging, diagnosis, effect and management thereof.
- Pharmacology, both of general medical and psychopharmacology and its effect on the aging brain (depth of knowledge will vary according to professional groups)
- Medical conditions, multiple medical conditions, disability and their psychosocial effect on individuals and carers.
- Demonstrate clinical competency in such a way that the diagnostic needs to the patient are met, and appropriate and timely management plans are instituted.
- Improvement in outcome measures.

Psychiatric:
- Staff will have an interest and knowledge of psychiatric conditions of aging and their interaction with the aging process, disability and medical conditions and their effect on carers.

Psychosocial:
- Staff will have a knowledge and understanding with regard to the developmental stages of aging (Ericison’s Integration versus Despair), loss, grief, retirement and role change etc.
- An understanding of burden of care and carer stress and an ability to therapeutically manage this.
- An ability to work therapeutically with the aged person. It is hoped/expected that individuals will have an interest in and go on to develop competencies in specific therapies such as Cognitive Therapy, Grief Therapy, Couples work, Family Therapy

Cultural:
- A sensitivity and understanding of how different cultures view the aging person. As well as an ability to readily work with cultural advisors within that Culture.

Environment:
- Awareness of the effect of the environment and alterations that need to be made for the safety and wellbeing of the aged and the disabled aged person

Medico-legal:
- A working knowledge of the Mental Health Act and the Protection of Property and Personal Rights Act will be expected.
Families/Whanau:
- Demonstrates skills in support of and intervention with families/Whanau of people with severe mental illness – in particular psycho-education, problem solving and stress management approaches.
- Demonstrates skills in understanding carer stress and burden of care.
- Families/Whanau are engaged in care planning and support of their family/Whanau member with mental illness; are informed regarding that illness, care/treatment options available and community resources available; and have burden minimized.

Internal/External Relationships:
- Demonstrates ability to maintain collaborative relationships with other Medicine and Health of Older People and Mental Health Services/Non-government Organisations that provide primary care for clients. Ability to link up with relevant other service providers where applicable.
- Continuation of the concept of continuity of community cares, via explicit communication channels and clear boundaries of accountability

**Routine Activities**

Routine work requirements for a Senior Medical Officer, Medicine and Health of Older People include the following:

Assessment, including the ability to assemble quality information about a person’s illness and strengths, the effects of the illness on general wellbeing and the strengths that minimize illness effects.
- An accurate summary of a patients’ needs, strengths and a comprehensive individualized risk assessment that contributes to care planning
- Application of best available and current evidence to meet patients’ needs
- The candidate maintains a comprehensive understanding of mental illness, signs and symptoms, side effects, psychotropic medication and contemporary treatment models

Diagnosis, formulation and treatment with appropriate outcome measurements.
- Choices of actions for recovery are successfully imparted to patient and family / Whanau / caregiver / other healthcare professionals
- Patient, family / Whanau / caregiver / other healthcare professionals and clinical team agrees regarding progress and continuance or alteration of actions
- The patient and/or his/her family / Whanau / caregiver / other Healthcare Professionals understand a clear picture of current issues and likely future trends
- Provides accurate mental health information to patients and Whanau / family respecting their interpretation of the illness
- Clinical Practice is safe, responsive to changing needs, patient-centered and collaborative in respect of family and clinical team
- Patient and their Whanau / family are assisted to participate at all levels
- Safety of the physical environment is maximized
Establish partnership as the basis for a therapeutic relationship with patients and their Whanau / family

- Patients are assisted to achieve maximum control over their own health needs and access accurate and relevant health knowledge
- Understands ethnic and cultural determinants of health
- Promotes relapse prevention strategies
- Collaboratively develop goals in partnership with the patient and Whanau / family / caregivers
- Relates effectively with patients and Whanau / family / caregivers using theories, principles and processes of interpersonal communication
- Practice illustrates clear understanding of the boundaries of the therapeutic relationship
- Assist patients and Whanau / family / caregivers in exercising their rights in relation to health care

Provide effective clinical leadership in interaction, planning and collaboration with multi-disciplinary team

- Demonstrates effective leaderships skills within the multidisciplinary team
- Contributes as an effective team member to promote the best patient outcomes
- Establishes functional relationship with service clinical director, team consultants and team coordinators that facilitates the functioning and further development of the service
- Supervise assessment and treatment plans with emphasis on comprehensive risk assessment
- Participates in and provides leadership to team building and inter-team building activities
- Participates in and provides leadership to multi-disciplinary clinical decision making
- Explains the psychiatrist perspective and role to other team members
- Establishes positive relationships with colleagues
- Contributes as an effective team member in service planning and quality improvement

Teaching, supervision and maintenance of professional standards

- Knowledge and skill enhancement for trainee doctors, trainees of other disciplines and co-workers
- Network with own discipline
- Professional standards of practice / supervision are accessed as defined by the RANZCP
- Maintains a comprehensive understanding of general pathophysiology and current medical management as they relate to clients in the general hospital
- Maintains an awareness of the developmental issues relating to client and Whanau / families

MHSOA On Call Duties

- On call roster across WDHB covering North, West and Rodney community districts, the Kingsley Mortimer Unit and ECC departments.
Services are delivered in accordance with the Teams’ philosophies, priorities and objectives
- Completes orientations and mandatory training as stipulated in the Training and Development and team policies
- Philosophies and values are known and supported
- Patient rights and responsibilities are actively supported
- All conduct is ethical and within the bounds of professional confidentiality
- Safety standards are known and met

To recognize the principles of the Treaty of Waitangi while acknowledging cultural and social difference of all groups
- Waitemata District Health Board’s commitment to biculturism is honoured
- An understanding of the Tiriti O Waitangi is demonstrated and applied in practice
- Cultural advice is sought
- Work co-operatively with culturally appropriate staff
- Attend “Tuu Ngaatahi” Standing Together Workshop

To be responsible and accountable for all actions undertaken in the course of duties
- All documentation is legible, dated and signed with name and designation clearly written
- All documentation is in line with the New Zealand National Mental Health Standards
- To provide a therapeutic and physically safe environment for patients, ensuring that confidentiality is maintained

Demonstrate a commitment to personal and professional development.
- Regular professional supervision occurs to address areas of difficulty and review quality of practice.
- Professional development is actively pursued by active participation in appropriate in-service or outsourced education, reading relevant literature or seeking other resources.
- Relevant meetings, conferences, training is attended as required by RANZCP regulations and guidelines on continuing professional development

To work as an effective team member
- Observe and identify roles, functions and philosophies of the multidisciplinary team
- Maintain active communication within the team and relevant agencies
- Progressively make contributions to the multidisciplinary team by taking on responsibilities, roles and functions within the team
- Exchange and share resources

To recognize individual responsibility for workplace Health and Safety under Health and Safety Act 1992
- Waitemata District Health Board’s Health and Safety Policies are read and understood and relevant procedures applied to own work activities
- Workplace hazards are identified and reported including self-management of hazards where appropriate.
- Can identify Health and Safety Representative for area
## Waitemata District Health Board’s Promise and Values

### best care for everyone

This is our promise to the Waitemata community and the standard for how we work together.

Regardless of whether you work directly with patients/clients, or you support the work of the organisation in other ways, each of us makes an essential contribution to ensuring Waitemata DHB delivers the best care for every single patient/client using our services.

### everyone matters

Every single person matters, whether patient/clients, family members or staff members.

### connected

We need to be connected with our community. We need to be connected within our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patient/clients and their families.

### with compassion

We see our work in health as a vocation and more than a job. We are aware of the suffering of those entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do everything we can to relieve suffering and promote wellness.

### better, best, brilliant...

We seek continuous improvement in everything we do. We will become the national leader in health care delivery.

## Behavioural Competencies

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<tr>
<th>Behavioural Competencies</th>
<th>Behaviour Demonstrated</th>
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<tbody>
<tr>
<td>Adheres to Waitemata District Health Boards 4 organisational Values of: Everyone Matters With Compassion Connected Better, Best, Brilliant…..</td>
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<tr>
<td><strong>Communicates and Works Co-operatively</strong></td>
<td>• Actively looks for ways to collaborate with and assist others to improve the experience of the healthcare workforce, patients &amp; their families and the community &amp; Iwi.</td>
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<td><strong>Is Committed to Learning</strong></td>
<td>• Proactively follows up development needs and learning opportunities for oneself and direct reports.</td>
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| **Is Transparent** | • Communicates openly and engages widely across the organisation.  
• Enacts agreed decisions with integrity. |
| **Is Customer Focused** | • Responds to peoples needs appropriately and with effective results  
• Identifies opportunities for innovation and improvement |
| **Works in Partnership to Reduce Inequality in Outcomes** | Works in a way that:  
• Demonstrates awareness of partnership obligations under the Treaty of Waitangi.  
• Shows sensitivity to cultural complexity in the workforce and patient population.  
• Ensures service provision that does not vary because of peoples’ personal characteristics. |
| **Improves health** | • Work practices show a concern for the promotion of health and well-being for self and others. |
| **Prevents Harm** | • Follows policies and guidelines designed to prevent harm.  
• Acts to ensure the safety of themselves and others |