MENTAL HEALTH PROFESSIONAL
Registered Comprehensive Nurse, Social Worker, Occupational Therapist

Position Description

Date: March 2009

Job Title : Mental Health Professional
MHOSA Sub acute Treatment and Rehabilitation (STaR) Team

Department : Mental Health Services for Older Adults

Location : Snelgar Building, Waitakere Hospital
(But requirement to work across all WDHB sites)

Reporting To : Team Manager

Direct Reports : Nil

Functional Relationships with :
Internal
• Portfolio Manager and Clinical Service Director
• Multi-disciplinary team
• MHOSA Community Teams (North/Rodney/West)
• Ward 12 (KMU Inpatient Unit)
• Adult Mental Health Services
• Home and Older Adults Services (Geriatric Services)
• Professional Advisors
• Consumer Advisors
• Whitiki Maurea
• Takanga A Fohe
• NASC
• Local Co-ordination Service (LCS)

External
• Rest Homes, Private Hospitals
• Family/Whanau/Care Givers
• NGO’s
• General Practitioners

Purpose : To provide an intensive, flexible, time- limited and community based alternative to inpatient care for people 65 years and over with mental health needs. This will involve:
• Assessment, treatment, and rehabilitation to support recovery.
• Collaboration with families, whanau and significant others.
• Collaboration with residential care sector and other agencies.
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<td>▪ Clinical services are delivered from a knowledge of the psychiatric, biological, psychosocial, cultural, environmental and medico-legal aspects of ageing</td>
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| To provide flexible, intensive and time limited clinical services in a variety of community settings across the WDHB region | ▪ Clinical assessments, care planning (including risk assessment and risk management plans) and interventions are safely managed and documented according to specified standards
▪ Crisis interventions are safely managed and documented
▪ Evidence-based interventions are utilized
▪ The service delivery model/service user pathway is adhered to
▪ Referrals are reviewed and prioritized according to service user pathway
▪ Care is delivered in collaboration with service user, family, whanau other significant care givers and/or agencies.
▪ Multidisciplinary input and consultation is sought and utilized
▪ Clinical services are delivered in a patient-centred and flexible manner
▪ Some flexibility in hours of work may be required |
| To undertake and manage effective working relationships with all stakeholders | ▪ Community agency, support networks and other social services are involved as appropriate
▪ Relationships are actively managed through regular interface meetings, presentations and effective communication
▪ Handover to other services/agencies is completed in a planned, timely and considered way
▪ Case conferences will be facilitated and documented to a high standard |
| Contribute to the ongoing development and quality improvement of the service | ▪ Participate in the ongoing evaluation and development of the service
▪ Present clinical and/or service information as required
▪ Participate in regular policy, quality and clinical meetings
▪ Attend team planning days
▪ Complete delegated tasks, and with progress and outcomes reported, as required |
### KEY TASKS

Services are delivered in accordance with Waitemata District Health Board, District Mental Health Services and MHSOA policies, standard operating procedures, philosophies and objectives.

### EXPECTED OUTCOMES

- Orientation and mandatory training is completed in a timely manner.
- Philosophies and values are known and supported.
- Consumer rights and responsibilities are actively supported.
- All conduct is ethical and confidential.
- Community agencies and resources will be known and utilised.

Recognize and uphold the principles of the Treaty of Waitangi while acknowledging the cultural and social difference of all groups.

### EXPECTED OUTCOMES

- Waitemata District Health Board’s commitment to biculturalism is honoured.
- Cultural advice is sought.
- Co-operatively work with culturally appropriate staff and services.
- Attend culturally appropriate workshops and training.
- Cultural aspects and safety is recognised, acknowledged and incorporated into assessment, treatment and follow-up.

Demonstrate a commitment to personal and professional development.

### EXPECTED OUTCOMES

- Tasks are completed to ensure that practice meets the requirements of the HPCA Act (2003) and of the professional body.
- Supervision occurs in accordance with Waitemata District Health Board Policy.
- Professional development is actively pursued by the use of relevant journals, conferences and training courses.
- Networks are established and maintained to share and exchange knowledge with mental health professionals.
- Professional Advisor and Senior Professional staff are liaised with regarding professional issues.
- Current evidenced based practice is identified and implemented.
- Profession specific standards and code of ethics are adhered to.

To work as an effective team member.

### EXPECTED OUTCOMES

- 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.
- Consistently attend team meetings and clinical reviews.
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| 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 Sector Standards.  
• Provide a therapeutic and physically safe environment for clients, ensuring that confidentiality is maintained.  
• Complete all required data collection and outcome measurements in a timely and accurate manner  
• Relevant legislation is understood and is applied in practice |

To recognise Individual Responsibility for Workplace Health and Safety under the Health and Safety in Employment Act 1992

| • Company health and safety policies are read and understood and relevant procedures applied to their own work activities  
• Workplace hazards are identified and reported, including self management of hazards where appropriate  
• Can identify health and safety representative for area |

VERIFICATION:

Employee: _________________________________

Locality Manager: _________________________________

Date: _________________________________
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| Qualification            | • Comprehensive Nurse, Occupational Therapist or Social Worker with current registration and practicing certificate  
                          | • Tertiary qualification in health and/or related field  
                          | • Full Drivers License | • Post-graduate qualification in older adult health  
                          | • Specific therapeutic training in evidence based modality |
| Experience               | • Proven skills and expertise in working with older adults and their family/whanau who come from a range of cultural backgrounds and have complex needs  
                          | • Risk assessment and management skills  
                          | • Proven skills of effectively working within a MDT  
                          | • Knowledge of evidence-based mental health models  
                          | • Proven experience of working within an inter-sectoral environment  
                          | • Ability to deliver training material effectively to a wide range of audiences | • Experience of delivering mental health assessment and interventions in a wide range of settings, especially the community  
                          | • Crisis intervention and triage experience  
                          | • Proven skills and expertise in contributing a mental health perspective to diagnosis  
                          | • Ability to provide interventions in an autonomous, creative and flexible way in a variety of settings  
                          | • Experience of administering and interpreting psychometric assessments  
                          | • Knowledge of restorative based models |
| Skills and attributes    | • Ability to engage and relate to older adults and their family/whanau  
                          | • Excellent oral and written communication skills  
                          | • Time management skills  
                          | • Diplomacy & conflict resolution skills  
                          | • Respectful of the skills and knowledge of other disciplines and agencies  
                          | • Community orientation  
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