

## Position Description

May 2016

**The Canterbury District Health Board is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.**

<b>Position Title:</b>	Clinical Psychologist, SMHS
<b>Reports to:</b>	Clinical Manager / Charge Nurse Manager Professionally Accountable to Clinical Leader (Psychology)
<b>Key Relationships:</b>	<div> <div> <b>Internal:</b> <ul style="list-style-type: none"> <li>• Multi-disciplinary Team Members</li> <li>• Clinical Manager / Charge Nurse Manager</li> <li>• Service Leadership Team</li> <li>• Supervisor</li> <li>• Professional Leadership Team</li> <li>• Clinical Leader (Psychology)</li> <li>• Director of Allied Health, SMHS</li> <li>• Other SMHS Teams</li> </ul> </div> <div> <b>External:</b> <ul style="list-style-type: none"> <li>• Consumers, Family / Whanau, Carers</li> <li>• Peers from other DHB's / organisations</li> <li>• Psychology tertiary education providers and students</li> <li>• Psychology regulatory body</li> <li>• Other CDHB Services</li> <li>• Relevant government agencies and non-governmental organisations</li> <li>• General practitioners and primary health providers</li> <li>• Other relevant stakeholders e.g. suppliers</li> </ul> </div> </div>
<b>Organisational Vision:</b>	The Canterbury District Health Board's vision is to promote, enhance and facilitate the health and wellbeing of the people of the Canterbury District.
<b>Organisational Values &amp; Philosophy:</b>	<p>The Canterbury DHB is committed to being an excellent and caring funder / provider of health and hospital services. Integral to the achieving our vision, goals and objectives of the DHB are the values of the organisation:</p> <ul style="list-style-type: none"> <li>• Care &amp; respect for others</li> <li>• Integrity in all we do</li> <li>• Responsibility for outcomes</li> </ul>
<b>Role Purpose:</b>	To provide psychological services to the assigned team(s) within Mental Health Service. This will include assessment and treatment of consumers, and associated team work, to ensure that high quality, consumer centred services are being delivered in accordance with the Psychology competency document for this position level.

## **KEY ACCOUNTABILITIES:**

### **Clinical Duties**

- Completes comprehensive intake assessments in accordance with Unit / Service SPF guidelines, involving significant others / family as appropriate.
- Performs diagnostic assessments and arrives at a diagnosis according to established diagnostic criteria (e.g. DSM-IV or ICD 10), under supervision.
- Administers and interprets a range of specialist psychological tests relevant to various assessment areas, such as intellectual functioning, neuropsychological status, personality functioning, cognitive schemas and behavioural functioning as required.
- Integrates assessment data with knowledge of relevant literature to develop a working hypothesis / model of the person's problems / strengths to guide interventions.
- Discusses assessments with the Multi-disciplinary team.
- Provides case formulation and diagnosis based on full assessment and generates appropriate treatment recommendations / plans.
- Provides appropriate feedback to consumers and family members regarding the meaning of psychological test results, as required.
- Utilises accepted models of intervention / therapy appropriate to the presenting problems in a range of clinical treatment areas.
- Devises behavioural or psychological programmes for other Mental Health workers, as required.
- Evaluates therapeutic treatment programmes utilising psychological test measures, as appropriate, and adjusts intervention as necessary based on data, in conjunction with supervisor.
- Provides Case Management to cases assigned based on the need for psychological intervention, as required.
- Co-ordinates ongoing assessment, treatment, referrals, crisis management, regular reviews and discharge planning for assigned cases as per unit / service SPF guidelines.
- Acts as a Duly Authorised Officer if required by the Director of Area Mental Health having first been given appropriate training and authorisations.

### **Professional Practice**

- Writes appropriate, timely and competent assessment reports as per current accepted standards of practice.
- Performs independently in psychological assessments bringing multiple theoretical basis as per Level 3 MAS document.
- Reaches conclusions quickly and comprehensively based on developing experience.
- Maintains secure records of raw test data and protocols as per Clinical Leader guidelines, professional and contractual requirements.
- Records planning for psychological treatment in consumer notes.
- Applies the Scientist – Practitioner model of psychology practice on an individual patient-by-patient basis.
- Practices in a professionally competent manner in accordance with:
  - the Standards of Practice / Code of Ethics, as set down by the Psychologist Board and HPCA Act
  - legislation and standards relevant to the area of practice
  - requirements of the work area / organisation (SPF, Policies and Procedures)

### **Teamwork & Communication**

- Provides appropriate feedback to relevant team members regarding the meaning of psychological test results, as required.
- Consults with other health professionals involved in the consumers management.
- Provides psychological perspective, knowledge and expertise for other professionals within and across teams as required.
- Uses team communication skills such as co-operation, leadership, guidance and listening.

### **Professional Development**

- Works within limits of competence, seeking further training / supervision and undertaking appropriate research before utilising new techniques and models.
- Attends appropriate training / educational workshops, seminars, conferences or other educational activities.
- Provides education and training to psychologists and other mental health professionals regarding psychological interventions, at unit / service level, conferences.
- Maintains professional portfolio according to CDHB standards and participates in review of own professional practice through an annual performance appraisal.
- Sets goals for ongoing personal and professional development with Unit Manager, Clinical Leader and / or Supervisor to extend clinical practice.
- Receives regular supervision from experienced Clinical Psychologist as per requirements of professional bodies.
- Seeks and accepts guidance in planning workload where appropriate.
- Identifies and seeks assistance with ethical dilemmas and consults as required with appropriate expert opinion.

### **Leadership & Professionalism**

- Exchanges ideas and sharing of skills through consultation with Psychology colleagues.
- Assists with development, co-ordination or facilitation of professional training and education programmes.
- Participates in peer review.
- Seeks to influence existing professional standards and practices.
- Following appropriate training and experience, supervises Psychology staff as negotiated with Clinical Leader and Clinical Manager.
- Supervises Psychology Students / Interns as negotiated with Clinical Leader and Clinical Manager.
- As appropriate, supervises the clinical practice of workers from some other mental health disciplines and in particular their use of psychological assessment and intervention techniques.
- Identifies, initiates and facilitates changes to structures and systems to reduce power imbalances between staff and consumer and other groups within mental health services.

### **Quality and Improvement**

- Critically analyses relevant research literature and applies to clinical work.
- Contributes to the team / unit in areas of treatment research and service provision, including the design, data collection, analysis and write up of research projects as appropriate.
- Presents findings to Team / Unit and other appropriate forums.
- Participates in evaluation and outcome measures and incorporates recommendations into practice.
- Contributes to unit / service philosophy and objectives from a psychological view.

## **Cultural Safety**

- Demonstrates leadership and role modelling in relation to Treaty-based relationships and advocates for the development of cultural responsiveness and safety.
- Incorporates the principles of the Treaty of Waitangi into Psychology practice.
- Respects values, customs and beliefs of consumers, their significant others / Whanau and carers and actively seeks to develop relevant networks.
- Identifies how underlying issues of a consumer's culture may impact on their mental health / illness and incorporates this in psychology practice.
- Demonstrates flexibility of practice within culturally diverse clinical setting.
- Identifies own cultural norms and values in relation to mental health, mental illness and treatment and acknowledges and addresses own limitations in provision of cultural responsiveness and safety.

### **HEALTH & SAFETY:**

- Observe all Canterbury DHB safe work procedures and instructions.
- Ensure your own safety and that of others.
- Report any hazards or potential hazard immediately.
- Use all protective equipment and wear protective clothing provided.
- Make unsafe work situations safe or, if they cannot, inform your supervisor or manager.
- Co-operate with the monitoring of workplace hazards and employees health.
- Ensure that all accidents or incidents are promptly reported to your manager.
- Report early any pain or discomfort.
- Take an active role in the Canterbury DHB's rehabilitation plan, to ensure an early and durable return to work.
- Seek advice from your manager if you are unsure of any work practice.

### **QUALITY:**

Every staff member within CDHB is responsible for ensuring a quality service is provided in their area of expertise. All staff are to be involved in quality activities and should identify areas of improvement. All staff are to be familiar with and apply the appropriate organisational and divisional policies and procedures.

### **EDUCATION, SKILLS & EXPERIENCE:**

### **Education / Registration**

- Registered with the New Zealand Psychologists Board.
- Current Practicing Certificate.
- Clinical Scope of Practice with the New Zealand Psychologists Board.
- Member of professional Psychological organisation. (desirable)

### **Skills**

- Computer literate.
- Full drivers licence.
- Excellent time management, documentation and clinical assessment skills.
- <Insert relevant other skills>

### **Experience**

- Previous experience working in a Mental Health Service.(desirable)
- Previous experience working in a multi-disciplinary team. (desirable)
- 3 years clinical experience required to provide Supervision.
- <Insert relevant other experience>

### **PERSONAL ATTRIBUTES:**

- Constructive interpersonal skills.
- Effective communication and interaction skills at all levels.
- Ability to build therapeutic relationship with consumers, families / Whanau, significant others, carers.
- Ability to establish effective working relationships and to work within a team.
- Effective decision making / problem solving skills.
- Ability to prioritise activities and work in a flexible manner.
- Initiative and ability to work under pressure.
- Demonstrated commitment to the supervisory process.
- A consumer focus for both internal and external clients.
- A working understanding of the Treaty of Waitangi, and demonstrated commitment to biculturalism and working with culturally and linguistically diverse persons.
- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility for actions.

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.