

POSITION DESCRIPTION

December 2020

This Position Description is a guide and will vary from time to time and between services and/or units to meet changing service needs

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.

Organisational Vision

The CDHB's vision is to improve the health and well being of the people living in Canterbury.

Organisational Values

- Care & respect for others
- Integrity in all we do
- Responsibility for outcomes

POSITION TITLE:

Clinical Psychologist MindSight Therapist

FTE:

0.5

REPORTS TO (Title):

ACS Service Manager and CP Professional Advisor

REPORTS ON A DAILY BASIS TO:

Clinical Manager and MindSight Clinical Supervisor

PRINCIPAL OBJECTIVES:

To provide psychological services to the assigned team(s) within Mental Health Service. This will include assessment and treatment of clients, and associated team work, to ensure that high quality, client-centred services are being delivered in accordance with the Psychology competency document for this position level.

FUNCTIONAL RELATIONSHIPS:

(Who are the customer/consumers/patients)

INTERNALLY:

1	Clinical Manager
2	MindSight Clinical Supervisor
3	Members of the multi disciplinary team
4	Service Manager
5	Clinical Director
6	Professional Advisor
7	Supervisor
8	Consultant Clinical Psychologist for Service Area
9	Other Mental Health Division services

EXTERNALLY:

1	Family, whanau relatives and significant others
2	Consumer Representatives/Community Agencies - relevant to client.
3	Primary Health Practitioners
4	Faculty of the University of Canterbury Psychology Department,
5	Legislative Bodies
6	Staff of specialist personality disorder services in New Zealand

KEY PERFORMANCE OBJECTIVES:

Task	<i>To undertake comprehensive intake assessments as required for evaluation of ACS referrals involving personality disorder.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Comprehensive intake assessments are completed in accordance with Unit/Service SPF guidelines. ▪ Assessment is completed following principles of cultural safety. ▪ Significant others/family involved as appropriate. ▪ Assessments are discussed with the Multi-Disciplinary Team. ▪ Writes competent assessment reports as per current accepted standards of practice. ▪ Appropriate and timely written reports are completed in accordance with Unit/Service SPF. ▪ Reports will include case formulation, diagnosis and appropriate treatment recommendations/plans. ▪ Can perform diagnostic assessments and arrive at a diagnosis according to established diagnostic criteria, (eg DSM-IV or ICD 10).
Task	<i>To provide specialist psychological assessments, utilising psychological interviewing, diagnostic, behavioural and appropriate psychological test assessment, as required</i>
Expected Result	<ul style="list-style-type: none"> ▪ Includes expected results for Service Assessments plus: ▪ Performs independently in psychological assessments bringing multiple theoretical basis as per Level 3 MAS document. ▪ Independently arrives at a formulation of patients' difficulties based on full assessment and generates pertinent treatment/recommendations. ▪ Writes competent psychological reports as per current accepted standards of practice in the field in which the psychologist is working and in psychology generally. ▪ Generate pertinent treatment recommendations, as appropriate.

Task	<i>To administer and interpret 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.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Employs post-graduate specialist psychological qualifications, including studies in measurement and statistics, when planning and evaluating assessment strategies. ▪ Administer a range of restricted tests as outlined in NZCER and the Psychological Corporation's guidelines for sale and use of psychological tests. ▪ Integrates assessment data with knowledge of relevant literature to develop a working hypothesis/model of the person's problems/strengths to guide interventions. ▪ Provides appropriate feedback to relevant team members regarding the meaning of psychological test results, as required. ▪ Provides appropriate feedback to clients and family members regarding the meaning of psychological test results, as required. ▪ Maintains secure records of raw test data and protocols as per Professional Advisor guidelines professional and contractual requirements. ▪ Emerging ability to reach conclusions quickly and comprehensively based on developing experience.

Task	<i>To deliver a variety of empirically based interventions to individuals, couples, families or groups with complex needs as appropriate to the setting and presenting problems, drawing on multi theoretical basis as per Level 3 MAS.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Uses appropriate accepted models of intervention/therapy ▪ Is able to utilise a range of interventions and models appropriate to the presenting problems in a range of clinical treatment areas. ▪ Able to devise behavioural or psychological programmes for other Mental Health workers ▪ Planning for psychological treatment will be evident in the clinical record. ▪ Consultation with other health professionals involved in the client's management. ▪ Works within their limits of competence, seeking further training/supervision and undertaking appropriate research before utilising new techniques and models. ▪ Critically analyses relevant research literature and applies to clinical work. ▪ As appropriate, applies the Scientist-Practitioner Model of clinical psychology practice on an individual patient-by-patient basis. ▪ Evaluates therapeutic treatment programmes utilising psychological test measures, as appropriate. ▪ Adjusts intervention as necessary based on data, in conjunction with supervisor.

Task *Will present material to Unit/Service or other groups, in order to inform practice and convey a psychological perspective on clinical issues.*

- Expected Result**
- Provision of psychological knowledge and expertise for other professionals within and across teams as required.
 - Researches literature on clinical issues and bases practice on this, updates practice as indicated.
 - Exchange of ideas and sharing of skills through consultation with Clinical Psychology colleagues.
 - Attends training/educational workshops, seminars, conferences or other educational activities.
 - Provides education and training to clinical psychologists and other mental health professionals regarding psychological interventions.
 - May present at professional conferences, eg, NZCCP or NZPsS.
 - May present educational material at unit/service level.
 - May assist in the development, co-ordination or facilitation of professional training and education programmes.
 - May present material to community agencies.

Task *Provide specialist psychological knowledge and perspective to health professionals within the team/Mental Health Service and other agencies to ensure the delivery of the best service and care possible.*

- Expected Result**
- Provide contribution to the treatment plans at assessment presentations and patient review meetings.
 - Contributes a Clinical Psychology perspective in team meetings.
 - Provision of psychological test assessment and psychological treatment within the Team or across teams, as required.
 - Provision of psychological, knowledge and expertise for other professionals within the Team and across teams as required.
 - Emerging ability to use team communication skills such as co-operation, leadership, guidance and listening.

Task *Participates in and supports research programmes, as supported by service opportunities.*

- Expected Result**
- Contributes to treatment research and service provision, as required.
 - Contributes to the design, data collection, analysis and write up of research projects as appropriate.
 - May present findings to Team/Unit and other appropriate forums.
 - May participate in evaluation and outcome measures, and incorporate recommendations into practice.
 - May contribute to the publication of research.
 - Written reports as required.

Task

Participate in professional development and peer review activities. Set personal and professional goals and objectives to review work roles in order to maintain efficiency and morale.

Expected Result

- Membership of professional organisation.
- Maintains Professional Portfolio according to CDHB standards.
- Participate in review of own professional practice through an annual performance appraisal.
- Sets goals for ongoing personal and professional development/performance review.
- Goals and objectives are set with Unit Manager and/or Professional Advisor and/or Supervisor to extend clinical practice; and are regularly reviewed.
- Receives regular supervision from Senior Clinical Psychologist as per requirements of professional bodies.
- Keeps up to date with current developments in the field and attend approved courses, seminars, and conferences.

Task

Practice is professional and ethical/medico-legal requirements are met.

Expected Result

- Practice is professionally competent in accordance with the Standards of Practice/Code of Ethics, as set down by the Psychologist Board and Psychologists' Act.
- Practices in accordance with legislation and standards relevant to the area of practice.
- Practice within requirements of the work area/organisation e.g., Service Provision Framework, Mental Health Division Policies & Procedures Manual, MindSight Programme Guidelines.
- Demonstrate a working knowledge of relevant legislation and legal and ethical requirements pertaining to clinical practice.
- Reflects upon and regularly reviews own professional practice.
- Seeks and accepts guidance in planning workload where appropriate.
- Consults as required with appropriate expert opinion.
- Identifies and seeks assistance with ethical dilemmas.
- Regularly reviews own professional practice with Supervisor.
- Participates in peer review.
- Seeks to influence existing professional standards and practices.
- Completes all documentation concisely, accurately and objectively in accordance with standards of their profession and MindSight programme guidelines.
- Completes tasks and meets responsibilities within agreed timeframes.
- Seeks and accepts guidance in planning workload where appropriate.
- Identifies and seeks assistance with ethical dilemmas.
- Ensures clients' rights are maintained, eg, inform consent, privacy.
- Sets goals for ongoing personal and professional development in relation to specialist area of practice.
- Annual Performance Review to include MindSight Co-ordinator in review of performance in specialist role.

Task

Provides supervision as required according to level of experience and qualification

Expected Result

- Having undertaken courses/workshops in supervision and attained three years clinical experience:
- Supervises Clinical Psychology staff as negotiated with Professional Advisor and Clinical Manager.
- Supervises Clinical Psychology Diploma students as negotiated with Professional Advisor and Clinical Manager.
- Provides educative supervision for 5th year Clinical Psychology students as negotiated with Professional Advisor and Unit Manager.
- May supervise the clinical practice of workers from some other mental health disciplines and in particular their use of psychological assessment and intervention techniques.

Task

Practice demonstrates an adequate understanding of the impact of culture and reflects the principles of partnership with Tangata Whenua.

Expected Result

- Incorporates the principles of the Treaty of Waitangi into Psychology practise.
- Respects values, customs and beliefs of clients, their significant others/whanau and carers and actively seeks to develop relevant networks.
- Identifies how the underlying issues of a client's culture may impact on their mental health/illness and incorporates this in clinical psychology practice.
- Demonstrates flexibility of practice within a culturally diverse clinical setting.
- Identifies own cultural norms and values in relation to mental health, mental illness and treatment.
- Acknowledges and addresses own limitations in provision of cultural responsiveness and safety.
- Advocates the development of cultural responsiveness and culturally safe practice.
- May demonstrate leadership and role-modelling in relation to Treaty-based relationships and cultural responsiveness and safety.
- May identify, initiate and facilitate changes to structures and systems to reduce power imbalances between staff and client and other groups within mental health services.
- May strengthen bicultural networks and challenge culturally unresponsive and unsafe practices within and across settings.
- May recognise and address the impact of culture on service delivery in consultation and collaboration with both Psychology colleagues and other health professionals.

Task

Participates in the formulation of policy at the local level (Unit, Service, Division)

Expected Result

- Contribute to Unit/Service philosophy and objectives from a psychological view

Task	<i>To perform delegated responsibilities additional to those in the job description, by negotiation.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Initiate negotiations on change in job description, as appropriate. ▪ Complete appointed tasks to the satisfaction of the Manager.

Task	<i>To undertake specialist training in order to be equipped to deliver quality treatments in the MindSight Programme.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Attends training courses and seminars, as required. ▪ Attends regular supervision, as required. ▪ Maintains regular reading and awareness of relevant clinical literature concerning the specialist area. ▪ Maintains compliance and treatment fidelity to the therapeutic model employed in the MindSight programme.

Task	<i>To contribute to MindSight Programme activities as required.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Participates in MindSight programme activities; such as planning meetings, reviews, quality processes, etc. ▪ Undertakes local coordination of programme activities, as required. ▪ Contributes to training activities as required.

Task	<i>To undertake specialist personality assessments for the MindSight programme, as required.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Reporting correspondence is clear, complete and timely. ▪ Completes documentation in accordance with Unit/Service SPF. ▪ Completes administrative checklists/records as required.

Task	<i>To provide Case Management for clients of the MindSight programme, involving co-ordination of ongoing assessment, treatment, referrals, crisis management, regular reviews and discharge planning for assigned cases as per Unit/Service SPF guidelines.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Assignment of cases will be based on clinical need related to their participation in the MindSight programme. ▪ Clients will have documented Management/Treatment plans. ▪ Clients are to be aware of their Management Plan. ▪ Attends Clinical/Review Meetings and presents case material to these forums. ▪ Regular audit as per Mental Health Division policy. ▪ Clinical/Peer supervision.

Task	<i>To ensure regular case monitoring for clients of the MindSight programme.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Participates in regular MindSight team meetings reviewing client progress. ▪ Maintains case documentation according to MindSight programme standards; consistent with Unit/Service SPF. ▪ Liaises regularly with other team members involved in the care of clients of the MindSight programme. ▪ Provides regular case updates to the MindSight Co-ordinator, as required.

Task	<i>To deliver individual and group psychotherapy based on the Mentalisation Based Treatment model.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Uses appropriate treatment interventions, based on current literature; consistent with Unit/Service SPF. ▪ Practice reflects developments in best practice for MBT services. ▪ Planning for MBT treatment will be evident in the clinical record. ▪ Leads and/or co-leads group therapy treatment sessions utilising the Mentalisation Based Treatment model. ▪ Consults with other health professionals involved in the client's management. ▪ Treatment/intervention is culturally safe and includes consultation with Maori Health Workers, as appropriate. ▪ Involves significant others/family, as appropriate. ▪ Works within their limits of competence, seeking further training/supervision before utilising new techniques. ▪ Maintains awareness of relevant research literature and applies to clinical work. ▪ Adjusts intervention as necessary based on monitoring, in conjunction with supervisor and MindSight Coordinator. ▪ Completes documentation in accordance with Unit/Service SPF. ▪ Provides information for MindSight programme administration statistics. ▪ Completes administrative records as required.

Task	<i>To provide specialist knowledge and perspective regarding personality disorders and their management to health professionals within the team/Mental Health Service, and other agencies, to ensure the delivery of the best service and care possible for clients with Borderline Personality disorder or related personality disorder.</i>
Expected Result	<ul style="list-style-type: none"> ▪ Provide contributions to the treatment plans (eg, at assessment presentations and patient review meetings), as required; for both clients in the MindSight programme and those with BPD who are not in the programme. ▪ Contributes a perspective regarding personality disorder in team meetings, as required. ▪ Provides specialist knowledge and expertise for other professionals within the team and across teams as required.

Task

To perform delegated responsibilities additional to those in the job description, by negotiation.

Expected Result

- Initiate negotiations on change in job description, as appropriate.
- Complete appointed tasks to the satisfaction of the Clinical Manager or MindSight Co-ordinator.

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.

QUALIFICATIONS & EXPERIENCE:**Essential:**

- Registration with the New Zealand Psychologists' Board.
- Current Practising Certificate.
- Clinical Scope with the New Zealand Psychologists' Board.
- Experience in delivery of services to clients with Borderline Personality Disorder.
- Familiarity with core literature relating to Borderline Personality Disorder and it's treatment.

Desirable:

- Previous experience working in a Mental Health Service.
- Previous experience working in a multi disciplinary team.
- Member of professional Psychological organization
- Previous experience working in a specialist personality disorder service.
- Previous psychotherapy experience with clients with Borderline Personality Disorder.
- Training in Mentalisation Based Therapy.

PERSONAL ATTRIBUTES:

Mandatory:

- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility for actions.
- Effective communication skills, both verbal and written.
- Good problem solving skills.
- Ability to prioritise activities.
- Effective interpersonal skills.
- Ability to work as part of a team.
- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Ability to work as part of a team.
- Accepts responsibility for actions.
- Effective communication skills, both verbal and written.
- Good problem solving skills.
- Ability to prioritise activities.
- Effective interpersonal skills – especially ability to demonstrate empathic understanding.
- Non-pejorative conceptualisation of personality disorder.
- Capacity to work with challenging and high risk clients.
- Able to tolerate the risk and difficulties associated with working with suicidal clients.

Desirable:

- Ability to manage stress.
- Ability to manage stress.
- Ability to tolerate uncertainty and anxiety.
- Ability to maintain boundaries while remaining flexible.
- Ability to manage internal and external conflict without becoming over-involved.
- Ability to reflect on own emotional states and reactions.
- Open, non-defensive interest in supervisory feedback.
- Comfortable with multi-disciplinary collaboration
- Facility with information technology; word processing, spreadsheet and presentation packages.