

POSITION DESCRIPTION

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:

Consultant Psychiatrist, Older Persons Mental Health (OPMH), Older Persons Health & Rehabilitation

REPORTS TO (Title):

Clinical Director

PRINCIPAL OBJECTIVES

To provide quality specialist psychiatric services for patients of the OPMH and to assist with service planning and service administration.

FUNCTIONAL RELATIONSHIPS:

(Who are the customer/consumers/patients)

INTERNALLY:

1	OPMH Clinical Director
2	Service Manager
3	Team Leader
4	Director of Area Mental Health
5	All medical staff
6	General, Service, Management and Service Support Staff
7	Other Health Professionals

EXTERNALLY:

1	Patients/clients
2	All medical staff
3	Other Health Professionals
4	General Practitioners and other community/Government agents

KEY PERFORMANCE OBJECTIVES:

Task	To provide specialist assessment of patients/clients, psychiatric consultation and ongoing treatment where appropriate.
Expected Result	<ul style="list-style-type: none"> • Specialist psychiatric assessment is readily available to the service and accepted by the service. • To effectively utilise other members of the multidisciplinary team and other specialist services as required. • Appropriate treatment is identified, prescribed, implemented and reviewed. • Discharge of patients from OPMH as determined by clinical assessment.
Task	To provide, in partnership with the Clinical Director, clinical direction to the clinical team[s].
Expected Result	<ul style="list-style-type: none"> • Attendance at clinical meetings. • Ensure clinical standards, protocols and procedures are implemented and maintained.
Task	To develop and foster bicultural service provision.
Expected Result	<ul style="list-style-type: none"> • Demonstration/understanding and implementation of the Treaty of Waitangi and its relevance to mental health. • Demonstrate and implement culturally safe and appropriate treatment practices and procedures. • Liaison with Kaumatua and Kaitautoko Kaumatua and other cultural groups as appropriate.
Task	To undertake the role of 'responsible clinician' pursuant to the requirements of the Mental Health (Compulsory Assessment and Treatment Act) 1992, and to comply with all other relevant legislation.
Expected Result	<ul style="list-style-type: none"> • All relevant legislation is complied with and statutory requirements met. • Undertake ongoing education to ensure current knowledge and practice is correct. • Consultation with and/or referral to relevant resources as necessary, eg OPH Clinical Director, Director of Area Mental Health, District Inspector, Privacy Officer, Duly Authorised Officers, and Family Court • Ensure that other clinical staffs are aware of their medico-legal obligations as they impact upon patients for whom they are clinically responsible.
Task	To facilitate the maintenance and ongoing development of relevant skills in the clinical team.
Expected Result	<ul style="list-style-type: none"> • Ongoing professional development of clinical team members through formal and informal teaching. • Case study presentations and other inservice education within the Service/Unit. • Presentation of conference/seminar feedback. • Clinical supervision of team members
Task	To actively contribute to service and professional development and to actively participate in the multidisciplinary team.

Expected Result	<ul style="list-style-type: none"> • Contribute to research. • Contribute to Service and regional education programmes. • Participation in quality programmes. • Participation in service/unit reviews and clinical audits. • Evaluation of consumer feedback programmes. • Ensure clinical supervision of own work by a consultant colleague. • Participate in and receive peer review. • Participation in the multidisciplinary team process and provide encouragement and support wherever appropriate. • Ongoing education. • To meet requirements set by professional body for ongoing education and professional development.
Task	To ensure all required documentation and reporting occurs in a standardised and timely fashion.
Expected Result	<ul style="list-style-type: none"> • Completion of all standard documentation and written reviews. • Discharge summaries are completed with the OPMH standards. • Monthly statistics recorded and reported to relevant personnel in the services as required.
Task	To provide supervision of medical staff.
Expected Result	<ul style="list-style-type: none"> • Provide clinical supervision and teaching of Psychiatric Registrars, Medical Officers, House Surgeons and Trainee Interns. • Provide collegial support, professional opinions and (by mutual agreement) supervision with other staff within the OPMH.

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

- Qualifications recognised for specialist Psychiatrist registration with the New Zealand Medical Council
- Appropriate qualification/experience in Old Age Psychiatry
- Current Annual Practising Certificate
- Fellow of the Royal Australian and New Zealand College of Psychiatrists or equivalent
- Recent experience at SMO level of management of psychiatric patients.

Desirable

- Be able to work under pressure and prioritise a heavy clinical workload
- Have excellent written and oral communication skills
- Good supervising and teaching skills
- Demonstrate a team approach to work and collaborative working relationship with management

PERSONAL ATTRIBUTES:

Key Behaviours:

- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility for actions.
- Have a genuine empathy with patients, the general public and staff at all levels.
- Be an innovative thinker, who can adapt to change in medical practice.
- Be committed to their personal development, and to the provision of patient focused services.

COMPETENCIES

- A clear understanding/interest and commitment to mental health and to OPMH.
- Clinical competences appropriate to the treatment/care of persons presenting with a psychiatric condition and to the quality of services as foreseen by the OPMH.
- Ability to provide an appropriate learning environment for all staff with the OPMH.
- Ability to communicate and relate positively with all management, staff and patients of the OPMH, to ensure effective communication, cooperation and informed consent.
- Competent organisation skills.
- Sound consultation/liaison skills.
- A working understanding of Maori and other cultural issues as they relate to mental health, and a commitment to bicultural service development.

KEY RESULTS

- All inpatient, outpatient and group work to be carried out safely and effectively in a patient focused manner.
- Maintain within the OPMH standards of clinical care which match national and international standards.
- To maintain the level of service throughputs as established by the OPMH to ensure the ongoing viability of the Service.
- Technical skills and professional knowledge gained by way of experience, courses, and seminars to be disseminated through the OPMH.
- Teaching of all staff to a standard as agreed by the OPMH.

- To encourage the development of an environment that is patient centred. To contribute and support initiatives to improve patient outcomes/care as developed by the OPMH Service.
- To maximise consultation with other agencies to ensure optimal patient care.
- To encourage the development of an environment that supports and facilitates the concept of a training institution/hospital.
- That all relevant legislative and regulative requirements such as Health and Safety plus the OPMH policies and procedures are adhered to.
- Administration, including patient documentation and attendance at meetings relating to clinical service are undertaken.
- Reporting standards, performance measures and quality indicators are met. Make relevant recommendations to these measures so that changes can be advocated for.
- That clinical audits, peer review, quality assurance programmes as established by the Older Persons Health Service and OPMH are undertaken and maintained.
- Agreed research is undertaken and maintained.
- Continuing education to be maintained for the purpose of self-education and development of services (and their delivery) including membership of a recognised continuing professional development programme.
- That a relevant on call roster is undertaken.
- That appropriate notification of leave for seminars, conferences, holidays etc. be given to enable OPMH to maintain planned services provided to patients.
- Communication with community groups is focused on patient and service delivery.

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.