

	POSITION TITLE	Acute Clinician		
	DIRECTORATE	Mental Health and Addictions	DEPARTMENT	Te Harakeke: Child Adolescent and Family Service
	REPORTING TO (operationally)	Clinical Manager- Te Harakeke: Child Adolescent and Family Service	REPORTING TO (professionally)	Relevant Professional Advisor
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	<ul style="list-style-type: none"> This role covers the geographical area of Hawke's Bay from Wairoa to Central Hawkes Bay that comes under the Hawke's Bay District Health Board (HBDHB). Staff reporting – Nil. 			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> To provide responsive comprehensive assessments, planning and treatment service for children and young people experiencing acute mental health distress or an acute mental health emergency. To provide urgent assessment and assertive treatment and brief follow up and liaison with other services. To ensure and prioritise a focus on patient safety and quality relating to care and processes within the Child Adolescent & Family Service. To recognise, support and contribute to the delivery of the Hawkes Bay Health sector vision, values and behaviours. This position will include working as part of a multi-disciplinary team, which includes Social Workers, Occupational Therapists, Family Therapists, Psychiatrists, Whaea, Registered Nurses, Psychologists, Associate Clinical Nurse Manager and Clinical Manager. This role works in close association with GP's and community agencies to provide a variety of treatment and care options. Delivery of organisational KPI's including relevant MOH targets and service plans. 			
KEY DELIVERABLES	<ul style="list-style-type: none"> Provides a quality, safe and responsive comprehensive assessment for people experiencing a mental health emergency. This includes assessment, diagnosis (as per DSM-IV & 5) planning, treatment implementation and evaluation. Is responsible for the provision of quality acute mental health care, which meets the standards of the professional, ethical and relevant legislated requirements. Demonstrates proficiency and autonomy of practice in the clinical setting providing care to children and young people presenting with a range of mental health needs including suicidal and self-harming behaviour. Utilises clinical knowledge and skills through reflective practice and professional judgement to provide competent care and advice integrating mental health, addiction and physical health frameworks. Utilises a systematic problem-solving approach to identify, prevent and treat actual and potential health problems to prevent illness and/or promote health. To complete comprehensive risk assessment for all emergency mental health contacts completed, including formulation of plan which is clearly documented and communicated to appropriate persons. Communicates care and treatment clearly and logically with the person, their family/whanau/support person in a professional and therapeutic manner. Actively contributes to multi-disciplinary clinical discussions on care and treatment in a professional and purposeful manner. Provides mental health advice on clinical issues across settings and disciplines including the community. Develops discharge plans in consultation with the patient and other team members. Contributes to the coordination of patient care to maximise health outcomes. Communicates effectively with patients and members of the health care team. Participates in quality systems, including standards of practice and service standards improvement activities. Demonstrates responsibility, accountability and commitment in both in emergency mental health care and the wider health context. Proactively anticipates and recognises cues to a situation and predicts outcomes, referring onto other clinical team members where necessary. Actively pursues professional development opportunities and participates in professional activities to keep abreast of current trends and issues in emergency mental health care <ul style="list-style-type: none"> Participates in leadership in building and maintaining a therapeutic team. Completes timely systematic holistic assessments to determine actual and potential risk problems. 			

	<ul style="list-style-type: none"> • Responsible for communicating to the Clinical Manager/Associate Clinical Manager and team clinical risks facing the service and plans for addressing areas of concern. • In partnership with the patient, family /whanau, develops an individualised plan of care to achieve the desired outcomes. • Implements and coordinates the interventions to deliver the plan of care. • Evaluates and records progress toward attainment of desired outcomes and revise the plan of care as necessary. • Maintains clear, concise, timely accurate and current documentation within a legal and ethical framework according to national and organisational standards.
KEY DELIVERABLES	<p>Teaching & Learning - Ako Atu, Ako Mai</p> <ul style="list-style-type: none"> • Maintains fitness to practice competency and annual practising certificate (APC) to practice through identification of learning needs and Continuing Professional Development (CPD) activities. This must comply with professional registration requirements. • Contributes to training within the team/service. • Supervises, educates and assesses students (of relevant profession) e.g. Social Work student, nursing student, Occupational Therapy student. • Provides mentoring, clinical support and professional supervision. • Provides inter professional education in direct clinical area, or discipline specific teaching across teams. • Demonstrates the ability to critically evaluate research and apply to practice. • Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice. • Involved in the induction and training of newly appointed staff as required • Completes mandatory training as applicable for the role. • Participates positively in an annual performance review and associated clinical assurance activities. • Participates positively in professional supervision within with the organisations requirements and regulatory professional body. • Provides mentoring and clinical support and / or professional supervision where required. • Role models Hawke’s Bay Sector values and behaviours.
KEY DELIVERABLES	<p>Service Improvement & Research - Te Whakapai Ratonga me te Rangahau</p> <ul style="list-style-type: none"> • Broadens research and development skills through participation in local audit and research projects as identified by team leaders or professional leader. • Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc. • Develops and /or participates in regional / sub regional professional networks as appropriate to area of work. Establishes working partnerships with external organisations to promote integrated working. • Contributes to annual planning process, including identifying gaps in service and participating in work activities that may result from the planning process. • Practises in a way that utilises resources (including staffing) in the most cost effective manner. <p>Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children’s Act 2014, Privacy Act, ACC service specifications etc.).</p>
KEY DELIVERABLES	<p>Leadership & Management - Te Ārahi me te Whakahaere</p> <ul style="list-style-type: none"> • Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested. • Assists manager and professional leaders in clinical assurance activities of CAFS staff as requested. • Directs and delegates work to support staff as required in the role, ensuring that delegated tasks, documentation and communication is carried out.
HEALTH & SAFETY RESPONSIBILITIES	<p>HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>

KEY WORKING RELATIONSHIPS	INTERNAL INTERNAL <ul style="list-style-type: none"> ▪ Manager (CAFS) ▪ Associate Clinical Nurse Manager ▪ Service Director ▪ Allied Health Professionals, Professional Leader & Director of Allied Health ▪ Te Wāhanga Hauora Māori HBDHB ▪ Other teams relevant to supporting the Tangata Whaiora and whānau journey 	EXTERNAL <ul style="list-style-type: none"> • Tamariki/ tangata whaiora and their whānau • Community Services and Agencies <p>All other Health Providers, including for example PHO, GPs, Practice Nurses, NGOs, Oranga Tamariki, Ministry of Education & National Specialty Groups</p>
DELEGATION AND DECISION	N/A	
HOURS OF WORK	80 per fortnight	
EMPLOYMENT AGREEMENT & SALARY	<ul style="list-style-type: none"> • Salary will range from \$ 51,782 to \$80,354 gross per annum based on qualifications and experience experience. This is in accordance with Allied, Public Health and Technical Multi Employer Collective Agreement (MECA) and APEX MECA. • Salary will range from \$ 54, 034 to \$78, 993 gross per annum based on qualifications and experience in accordance with the NZNO MECA. 	
DATE	March 2020	
EXPENDITURE & BUDGET ACCOUNTABILITY	<ul style="list-style-type: none"> ▪ N/A 	
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> • Working with children adolescents and families/Whanau when this client group are experiencing emotional trauma. • Ensure smooth and effective pathway for tamariki / rangatahi / whānau /kaumatau/kuia referred to the service to ensure barriers to services are reduced • Competent engaging and addressing cultural needs of the consumer and whānau • A strong emphasis on improving services & reducing inequities for Māori whānau, hapū and iwi • Active participation in service area decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare • Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways • Able to solve routine problems and initiate seeking assistance to solve complex issues as they arise. • Working in a busy environment requiring robust organisation skills, time management and efficient communication skills. 	

ESSENTIAL CRITERIA

Qualifications

- A recognised qualification in nursing, Social Work, Psychology, Occupational Therapy, Psychotherapy, Counselling, Family Therapy, or similar qualification is required.
- Must be registered with a national registration body.

Experience

- Minimum of 2 years clinical practice.
- Clinical experience applicable to role i.e. in child and adolescent mental health assessment and treatment and emergency mental health.
- Experience in different therapies and modalities e.g. Cognitive Behaviour Therapy, Acceptance & Commitment Therapy, Solution Focussed Therapy and Dialectical Behaviour Therapy.

Business / Technical Skills

- Proficiency in Microsoft Office, Word, i.e. (Outlook, Excel, PowerPoint, Internet resources and e-mail).
- Clean current full NZ driver's license.

Key Attributes

- Effective communication skills
- Ability to build rapport and constructive and effective relationships
- Positive attitude with problem solving focus
- Ability to contribute positively to the interprofessional /multidisciplinary team.
- Self-motivated in developing clinical and professional practice.
- Focus on delivering high quality intervention for the client/patient and whānau.
- Familiarity with child development and family/whanau dynamics.
- Knowledge and understanding of child protection and family violence issues.

Effectively Engaging with Māori

- Demonstrates the ability to engage effectively and respectfully with Māori consumers (patients/families/whanau) and staff
- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Demonstrates ability to apply the Treaty of Waitangi within the Service.
- Shows commitment to, and demonstrates the behaviours of the health sector.

Physical requirements for role: -

As per clinical roles in the Hawkes bay DHB Physical Requirements and Vaccination Status Guidelines May 2019

Agility: Able to kneel, Able to get 1 knee up on bed, Able to squat

Able to raise arms above head, Able to reach arms out in front

Fitness- Able to walk up 2 flights of stairs without stopping

Strength- Able to do at least 3 half press ups (i.e. on knees)

- SPEC training either up to date or planned

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccination.

DESIRABLE CRITERIA

Experience

Post graduate clinical qualification in child and adolescent mental health mental health and/or child and adolescent development, and/or specialist models and /or emergency mental health preferred.

Business / Technical Skills

Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.

Advanced IT skills



Our Vision and Values

Te hauora o te Matau-a-Māui: Healthy Hawke's Bay

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.