**Job Title: KAIMATAI HINENGARO - CLINICAL PSYCHOLOGIST**

**Department:** Operations

**Responsible to: Kaiārahi Oranga Hinengaro**

**Purpose Statement: T**o provide effective and competent delivery of clinical and cultural psychological services for Maori Tangata Whaiora and Whānau in the Hawkes Bay District Health Board area.

**Mission:** Mauri ora ki te Mana Māori

Realising Whānau Potential

**Values: Whānaungatanga:** We are customer driven / whānau led and actively foster and form positive relationships, partnerships, alliances and connections

**Kotahitanga:** We are kaupapa driven and work with each other and others to enhance whānau potential

**Kaitiakitanga:** We exhibit custodianship and are stewards of our resources to advance the kaupapa

**Whakamana:** We are outcome focused and recognise, respect and uphold mana.

**Relationships: External -** Health Services Mental Health Teams, DHB – NASC, Mainstream Providers, External Clinicians, Maori Providers in Hawke’s Bay Area, DAMHS – Director of Area Mental Health Services, GPs & Practice Nurses, Support agencies and services , i.e. Housing, WINZ, CYFS)

**Internal -** Hinengaro Team, Hauora Heretaunga, Management, Clinical Governance Group, other TToH Services

**VCA Role:** Children’s Worker

**Structure:** Refer to Structure Chart

**Key Accountabilities**

***Kaupapa Te Taiwhenua o Heretaunga***

* Contribute to the delivery of effective, integrated, whānau-led services as part of a team and individually
* Work with manager and colleagues in a respectful and professional manner at all times maintaining focus on the kaupapa and doing what it takes to advance the kaupapa.
* Develop knowledge of the wider support network that TToH offers whānau, and promote whānau access to that support
* Understand and promote all aspects of the TToH Kaupapa
* Adhere to and apply TToH values in all aspects of TToH’s work
* Participate in TToH kaupapa activities, including Karakia, Waiata and Marae Noho
* Take opportunities for cultural development to advance understanding, competence and contribution to the kaupapa
* Participate in TToH systems including the Management Operating System (iMOS) and Tu Kahikatoa performance system, to maintain focus and achievement of performance deliverables
* Adhere to organisational and professional quality standards and work within team to promote continuous improvement of policies, procedures and practices
* Participate in regular peer supervision and/or professional supervision
* Work in a reflective manner and take opportunities for self-development

***Whānau Ora Practice***

* Develop understanding of the communities that TToH works with
* Be responsive to whānau needs and apply a holistic approach to aligning those needs, priorities and aspirations with the care and support they are offered
* Apply Te Ao Māori world view, tikanga and TToH values, to establishing trust, building rapport, and working with whānau
* Set high expectations of success in outcomes for whānau. Empower, motivate, and build whānau capability and connectedness; support whānau toward achieving independence
* Build and maintain knowledge and understanding of TToH values and internal/external channels of care and support available for whānau
* Work collaboratively with other TToH staff to enable the provision of flexible and integrated care and support for whānau
* Build long-term relationships between TToH and whānau through contract activities, values-based support and cultural connection

**Role Specific Accountability**

***Proficient Clinical Competence***

* Provide planned, effective treatment interventions; liaise with other staff/ agencies; co-ordinate treatment delivery and ensure whaiora attain an optimum level of psychological well-being.
* Accurately establish the psychological condition and treatment needs of whaiora.
* Promptly action whaiora referrals within the timeframe stated.
* Encourage whaiora and their whanau where possible, to be engaged in a positive therapeutic relationship and actively involved in treatment planning.
* Ensure all treatment interventions are delivered in an effective, safe and appropriate manner.
* Communicate to the whaiora their rights and choices, and empower them through their relationship with the service.
* Ensure each whaiora have a documented therapeutic treatment plan.
* Regularly review early warning signs and relapse prevention strategies.

***Culturally Responsive Practice***

* Actively participates in the tikanga and kawa processes of Te Taiwhenua o Heretaunga.
* Demonstrates broad knowledge, competence, respect and sensitivity for the cultural expectations, lifestyles, spiritual beliefs and choices of Whaiora.
* Ensure cultural assessments are completed for whaiora entering the Kaupapa Maori Mental Health and Addiction Services, with recommendations clearly identified and communicated back to the team at MDT.
* Work with whaiora to assess and manage cultural / clinical risk according to service policies and procedures.
* Offer Tikanga services e.g. Waiata, Karakia, Whakanoa (blessing) and cultural interventions to whaiora where appropriate.
* Work with other staff using cultural knowledge and experience to anticipate problems and support appropriate clinical decisions.
* Work in conjunction with Cultural Advisors and other Te Poutama Tautoko and Oranga Hinengaro staff in planning interventions specific to whaiora.
* Support best Tikanga standards of practice.
* Maintain effective interpersonal communication with people of diverse cultures.

***Multidisciplinary Team***

* Maintain open and effective communication channels within the team. Ensure whaiora and their whānau are kept informed.
* Provide a culturally and integrated response to whaiora.
* Attend and participate in team meetings.
* Ensure whaiora are engaged within a positive and culturally appropriate way and are actively involved in assessment, reviews, treatment, cultural programmes and discharge planning.
* Ensure whaiora and their whānau are provided with information as is appropriate to the confidentiality of each case, and whānau who may not understand what the whaiora is experiencing receives tautoko and awhi.
* Develop positive relationships with other team members and other Community Health and Disability Support Service staff.

***Reporting***

* Document all contacts objectively and accurately according to organisation requirements/professional standards.
* Provides statistical information as required by Te Taiwhenua O Heretaunga policy by reporting deadlines.

***Service Planning***

* Actively participate in service planning, design and development.
* Participate in a minimum of one continuous quality improvement project per year.
* Actively participate in cultural programme planning and facilitation where appropriate.

***Team***

* Be a resource to the team. Work collaboratively; contribute and share knowledge, skills, abilities to achieve organisation and whānau goals.
* Initiate and nurture effective working relationships with team members, experts and networks.
* Manage workload in accordance with all relevant standards and contract requirements, meeting assigned milestones and targets.
* Carry out assigned duties as directed by your Manager, remaining flexible and able to carry out different tasks or work in different teams as required.
* Prioritise attendance at team meetings to ensure consistent messaging and understanding, and delivery of care and support to whānau or colleagues.
* Provide support and training to others as part of in-service training in areas of expertise.

***Planning and Reporting***

* Ensure all service and contract outcomes and targets are achieved or exceeded.
* Enter data into appropriate databases to ensure up to date client information is held and available.
* Maintain accurate and up to date client records.
* Collect clear, accurate and timely information for the purposes.
* Report activities and outcomes for iMOS and contract reporting.

***Relationships***

* Develop and maintain positive relationships with all whaiora, whānau and staff of TToH.
* Ensure whaiora, whānau and staff are well informed.
* Assist whaiora, whānau and staff to participate in accessing options or solutions relevant to their needs.

***Professional Development***

* Undertake responsibility for own professional development.
* Ensure your practicing Annual Practicing Certificate is current.

***Quality and Development***

* Participate in service audits as requested.
* Participate with the team in continuous quality improvement processes.
* Ensure all client consultations are accurately recorded in ECA within 24 hours of seeing the patient.
* Ensure all information entered into databases is accurate, appropriate and in accordance with agreed protocols.

***Sector Knowledge***

* Maintain knowledge, understanding and current developments of relevant sector to inform service delivery.
* Identify and understand the local trends and barriers for whānau through engagement and feedback.
* Understand and adhere to all relevant legislation including the Vulnerable Children’s Act where appropriate.

***Health and Safety***

* Work safely and keep others safe at work, maintaining familiarity with health and safety policy and procedures.
* Promote and participate in health and safety, maintaining a safe workplace, and ensuring that any safety equipment is used correctly always.
* Comply with established health and safety policies and current NZ legislation.
* Ensure adequate safety standards are maintained on the job through consultation, training and supervision.
* Comply with policies, procedures and safe systems of work.
* Report all incidents/accidents, including near misses in a timely fashion.

***Other Duties***

* Carry out additional duties from time to time as requested by management.
* The key accountabilities of the role may change from time to time so that TToH is able to adapt to changes in the business environment.

**Person Specifications**

***Essential Qualifications***

* BA or MA Psychology
* Current registration and practicing certificate with relevant governing body
* Current Full Driver’s License

***Professional Development***

* Participate with management in performance appraisals to identify areas for professional development that consider both cultural and professional requirements

***Essential Knowledge and Experience***

* Experience in adult and adolescent mental health and/or addictions
* Good verbal and written communication skills
* Demonstrated ability to work with other health professionals
* Ability to work positively in teams
* Consumer and Whanau focus
* Knowledge of Hinengaro issues and barriers affecting Maori health and well-being
* Excellent communication and presentation skills – written, verbal and visual
* Able to develop relationships and communicate effectively with a wide range of stakeholders
* Knowledge of addiction issues

***Desirable Knowledge and Experience***

* In-depth understanding of Maori tikanga and kawa
* Ability to work autonomously and be self-motivated
* Computer literacy
* Energy, drive, flexibility and sense of humour
* Knowledge of self and own limits
* Cultural sensitivity and an ability to respect and acknowledge difference
* Good physical and mental health
* No active addictions
* Good organisational skills
* Ability to deal with change
* Emotional Intelligence
* In-depth understanding of Māori models of practice - Te Whare Tapa Whā, Poutama etc.
* Understanding of Tikanga and Te Reo Maori

**PERSONAL ATTRIBUTES**

***Essential***

* Excellent people skills
* Advanced interpersonal skills
* Able to prioritise workload effectively
* Professional
* Able to work under pressure
* Committed
* Empathetic
* Strong work ethic
* Can do attitude