

# Te Whatu Ora

## Health New Zealand

### POSITION DESCRIPTION

**POSITION:** Addiction Medicine Specialist

**RESPONSIBLE TO:** Manager Addictions, Clinical Lead Addictions

**Our vision:** All people live well, get well, stay well. Kaiao te tini, ka ora te mano, ka noho ora te nuinga.

**Our mission:** Working with the people of our community to promote, encourage and enable their health, wellbeing and independence

**Our Values – Ā Mātou Uara:**

**Respect:** We care about, and will be responsive to, the needs of our diverse people, communities and staff.

**Innovation:** We will provide an environment where people can challenge current processes and generate new ways of working and learning.

**Teamwork:** We create an environment where teams flourish and connect across the organisation for the best possible outcome.

**Integrity:** We support an environment which expects openness and honesty in all our dealings and maintains the highest integrity at all times.

### **PURPOSE OF THE POSITION**

This role is a pivotal role for mental health and addictions services to support our integration programme. The vision for our programme is:

*Working with people of our community to promote, encourage and enable their health, wellbeing and independence by providing flexible responsive integrated mental health and addictions services*

This role has been designed for an experienced clinician who has excellent skills in relationship development and networking. They will provide addiction medicine services district wide to consumers with alcohol and drug use disorder dependency, particularly those with significant co-existing health disorders or opioid dependency.

As part of the team, the specialist is expected to perform tasks in relation to assessment, individual service planning and review, day-to-day service delivery as part of their workload and to contribute specific addiction medicine expertise to the team, and to develop the capacity of Te Whatu Ora, Nelson Marlborough Mental Health and Addiction Services to

provide quality treatment to individuals having both substance use disorders and other significant mental health disorders (“Coexisting Disorders” or “Dual Diagnosis”).

The successful candidate will have proven clinical expertise, to support our system to be better integrated to improve our ability to be responsive, holistic, person centred and recovery focussed. They must demonstrate an awareness of the wider social determinants of health. They will ensure their contributions support the strengthening our system-wide priorities, as listed below.

## MH&A system-wide integration priorities



Achieve **Equity** and strengthen the **Equally Well** commitment by supporting district-wide access to safe and effective person centred care to reduce inequity and maximise wellbeing.



People and whanau are essential members of the care team **"nothing about us without us"**.



We take a **whole of person** approach by ensuring strong intra and inter sectoral relationships to ensure people access the range of support available to achieve recovery and optimal outcomes.



We work as **one team** with person centred plan, assisted by appropriate sharing of information and innovative technology solutions.



We support a diverse workforce that is recovery focussed, fosters independence, and is well connected, to ensure we **build trust**, respect and confidence.



Supporting and monitoring our services to be integrated, flexible and responsive and a **high performing** network of people and agencies.

This position may be required to work across primary, community and secondary services as part of the delivery of an integrated Mental Health and Addictions model of care for Nelson Marlborough. Including working across agencies with our cross sector partners.

RESPONSIBILITIES	EXPECTED OUTCOMES
<p><b>Clinical</b> Participates in the assessment and treatment of cases referred to the Alcohol and Other Drug Service</p>	<ul style="list-style-type: none"> <li>• Complete comprehensive medical assessments on individuals and formulates appropriate treatment plans.</li> <li>• Consult and liaise with case managers around the development of their treatment, providing support around medical requirements in treatment.</li> <li>• Responsible for the oversight of the treatment and interventions within the Service using a collaborative client focused model through an integrated team approach and case co-ordination.</li> <li>• Responsible for all prescribing requirements for the Service</li> <li>• Works collaboratively with clinical coordinator/manager around new initiatives and clinical pathways taking into account best practise for example management of substance withdrawal treatment.</li> <li>• Work collaboratively with management around service provision and auditing.</li> </ul>
<p><b>Liaison</b> Provides liaison consultancy service</p>	<ul style="list-style-type: none"> <li>• Undertakes consultation and liaison with services i.e. Mental Health, Primary Care and acute hospital services.</li> <li>• Take an Addiction lead role in all planned and unplanned hospital admissions.</li> <li>• Provide medical management on individuals with co-existing disorders within the Mental Health and Addiction Services.</li> <li>• Provides consultation and advice for general practitioners concerning assessment, diagnosis and management of individuals with substance use disorders.</li> </ul>
<p><b>Legal</b> Meets the requirements within relevant Legislation</p>	<ul style="list-style-type: none"> <li>• Works within the requirements of the relevant legislation, including Misuse of Drugs Act and is appropriately qualified to be designated the Lead Clinician for the Service if required.</li> <li>• Completes documentation to the required standard and timeframes in accordance with the relevant legislation.</li> <li>• To be actively involved in the treatment of clients requiring SA(CAT) Act.</li> </ul>
<p><b>Team</b> Provides consultation and guidance to other members of the multi-disciplinary team and actively contributes to achieving team objectives</p>	<ul style="list-style-type: none"> <li>• Complies with organisational policies and procedures.</li> <li>• Works within a multi-disciplinary team model to maximise treatment efficacy.</li> <li>• Provides a good professional role model for other staff, and other professions within the team.</li> </ul>
<p><b>Teaching/Education</b></p>	<ul style="list-style-type: none"> <li>• Provides in-service training for staff of Mental Health and Addictions.</li> <li>• Contributes to education and training of junior medical staff and undergraduate students.</li> </ul>

<p><b>Quality Assurance</b> Participates in quality improvement initiatives activities consistent with FACHAM MOPS Guidelines and the Organisation</p>	<ul style="list-style-type: none"> <li>• Work practices ensure safety for self and others.</li> <li>• Participates in peer review activities.</li> <li>• Participates in Credentialing activities.</li> <li>• Supports our teams to, at all times, provide a high quality, customer oriented and focused service, which follows evidence based practice.</li> </ul>
<p><b>General</b></p>	<ul style="list-style-type: none"> <li>• Other duties as negotiated with your Manager</li> <li>• Meet obligations contained in Appendix 1 &amp; 2.</li> </ul>

## PERSON SPECIFICATION

### **QUALIFICATIONS**

- Fellowship of the Australasian Chapter of Addiction Medicine of the Royal Australasian College of Physicians, or
- Royal NZ Australian College of Psychiatry (RANZCP)
- Vocational registration as a Psychiatrist or equivalent with NZ Medical Council
- Drivers Licence
- Current relevant APC and MPS

### **KNOWLEDGE and EXPERIENCE**

- Understands clinical case management in a multi-disciplinary setting
- Clinical experience in working with clients with addiction and mental illness and the co-existing physical medical and mental health complications of these
- Ability to undertake a comprehensive medical assessment and develop a comprehensive diagnostic formulation and treatment plan in individuals with complex needs
- Experience and expertise with the implementation of the range of treatments in addiction environments
- Applies principles of Tiriti o Waitangi and has demonstrated cultural sensitivity in practice
- Knowledge of the Misuse of Drugs Act 1992 and other relevant legislation
- Teaching skills and experience
- Intermediate knowledge of Microsoft Office applications i.e.: Word, Excel, PowerPoint and Outlook
- Keeps up to date with available information technology relevant to position
- Understands and complies with Te Whatu Ora, Nelson Marlborough Information Technology policies

### **PERSONAL ATTRIBUTES**

- Proven commitment and understanding of an integrated model of clinical service delivery
- Strong team player with the ability to function effectively within a multidisciplinary team
- Ability to build credibility with others by acting with integrity, developing and maintaining positive relationships with others
- Demonstrated ability to consult, liaise and negotiate with consumers, carers, family/whanau members, members of the general community and other professional
- High level of inter-personal skills
- Effective time management skills
- Accountable for own decisions and results
- Goal oriented and outcome focused
- Effective communicator
- Problem solver
- Conflict resolution skills
- Innovative

## **APPENDIX 1**

### **General Responsibilities of an Employee of Te Whatu Ora, Nelson Marlborough**

#### **1. Professional Responsibilities**

As an employee of Te Whatu Ora, Nelson Marlborough you are required to:

- Maintain any qualifications, including registrations and practising certificates, required for legal and safe practice.
- Keep yourself up to date on knowledge, best practices and legislation relating to your work.
- Make a personal contribution towards effective and efficient working relationships within your team and with other Te Whatu Ora, Nelson Marlborough departments.
- Ensure you carry out your work in a way that is customer-focused and meets professional standards.
- In conjunction with your manager, identify your own training needs and plan to meet these needs.
- Manage your own time and prioritise your work effectively.

#### **2. Health, Safety and Wellbeing**

- Compliance with all health and safety legislative requirements.
- Compliance with the ACC Partnership Programme requirements.
- Compliance with all organisation-wide health and safety policies and procedures.
- Compliance with the Health and Safety Manual, any relevant chemical information and the emergency plan.
- Work is carried out in a healthy and safe manner and others are encouraged and assisted to work in the same way.
- Unsafe workplace conditions/practices (hazards) are identified, reported and mitigated/rectified early.
- Knowledge of identified hazards is kept up to date.
- Reportable event form is completed (via *Safety First*) for any accident or injury which has taken place at work, ensuring, in the case of injury, that your supervisor or manager is notified within 24 hours.
- Co-operation, support and promotion of occupational health and safety actions and initiatives in the workplace.

#### **3. Right to Raise Concerns**

- All employees of Te Whatu Ora, Nelson Marlborough are expected and encouraged to immediately ask questions, and raise any concerns/issues with their colleagues at their place of work, particularly if the care of a patient could potentially be compromised.
- All staff are expected to act professionally and to actively listen to the concerns or opinions of others being raised at the time.

#### **4. Child Wellbeing and Protection**

Te Whatu Ora, Nelson Marlborough is committed to identifying, supporting and protecting vulnerable children. The prevention of abuse and enhancing the wellbeing of children and their families aims to keep vulnerable children safe before they come to harm so they can thrive, achieve and belong. As an employee you are required to comply with all relevant legislation e.g. the Vulnerable Children Act 2014 and the Children, Young Persons and their Families Act 1989. You are also required to:

- Contribute to and support the organisation's strong commitment to a child centred approach to protect children across the region.
- Act at all times in the best interest of the children and young people, putting their interests first.
  - Ensure collaborative working practices and recording and sharing of information to address abuse, suspected abuse or disclosure of abuse in a timely and appropriate manner.

## **5. Legislation, Regulations and Board Policies**

You are required to be familiar with and adhere to the provisions of:

- All relevant acts and regulations
- All Board, hospital and department policies
- All relevant procedure manuals
- The “Employee Obligations” within Te Whatu Ora, Nelson Marlborough’s Disciplinary Policy.

## **6. Confidentiality**

You are required to:

- Adhere to the Privacy Act 1993, the Health Information Privacy Code 1994 and subsequent amendments in regard to the non-disclosure of information.
- Maintain strict confidentiality of patient, applicant and employee information at all times.

## **7. Risk Management**

You are required to:

- Support and promote actions and initiatives in your work area which enable risks to be identified and eliminated or reduced.
- Be especially aware of those risks which have high cost or safety implications.
- Complete an accident/incident report for any accident, incident or near miss which has taken place at work.
- Respond to complaints according to appropriate policies.

## **8. Security**

You are required to:

- Wear your identification badge at all times when on site or when carrying out official duties.
- Notify Human Resources of any changes required for your ID badge.
- Report any suspicious or unusual occurrence to the security officer, orderly or telephone operator.
- Complete an incident report for any incident which has or might have compromised the safety of staff, patients and visitors.

## **9. Treaty of Waitangi**

Te Whatu Ora, Nelson Marlborough is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi: Partnership, Participation and Protection.

## **10. Smokefree**

Te Whatu Ora, Nelson Marlborough is a Smokefree Organisation. This applies to all staff and contractors working within Te Whatu Ora, Nelson Marlborough buildings, grounds and vehicles. Staff are required to comply with the policy and ensure all visitors, patients and others are informed of the policy. This also applies to Te Whatu Ora, Nelson Marlborough staff employed on Board business in the community.

## **APPENDIX 2**

The preferred candidate is required to complete a Pre-Employment Health Questionnaire. The table below outlines the tests to be carried out - depending on the nature of the position applied for.

<b>Condition</b>	<b>Information to include in Position Description</b>
COVID-19	You are required to have completed primary course of approval covid-19 vaccines since you will have direct contact with patients and members of the public.
TB Active	No person with active pulmonary or laryngeal tuberculosis (TB) is allowed to be at work in Te Whatu Ora, Nelson Marlborough
TB Latent	Staff who expect to have contact with patients or infectious materials must have assessment of previous TB exposure at the time of employment
BBV	No person who is susceptible to hepatitis B is allowed to have contact with patients or human materials (e.g., blood) unless they have taken part or agree to take part in a blood-borne virus education, prevention and vaccination program
MRSA	No person colonised or infected with methicillin-resistant <i>Staphylococcus aureus</i> (MRSA) is allowed to work in clinical areas <sup>1</sup> New staff who will be working in clinical areas should be screened for MRSA if they have: <ul style="list-style-type: none"><li>• a chronic skin condition</li><li>• been working in an overseas healthcare facility in the last year</li><li>• been MRSA-positive in the last year</li></ul>
Skin	No person with a skin condition that by virtue of its site and type could be an infection risk is allowed to have contact with patients, food, microbiology samples or sterile items
Measles/Rubella	No person who is susceptible to measles or rubella is allowed to have contact with pregnant women.
VZV	No person susceptible to varicella-zoster virus (chickenpox) is allowed to have contact with newborn babies or pregnant women
EPP	No person who has detectable hepatitis B e antigen or high levels of hepatitis B virus DNA in their serum is allowed to undertake or assist with exposure-prone surgical procedures <sup>2</sup>

<sup>1</sup>Clinical areas include inpatient medical and surgical wards (includes Medical Units, AT&R Units, Surgical Wards, Paediatrics, Day Stay, Neonates and Women's Health). Screening does not apply to staff working in outpatient areas (e.g., clinics, Radiology, Respiratory Function lab) or in DSS, Mental Health or Drug and Alcohol services (transmission of MRSA is less likely and infection is rare in these sites.)

<sup>2</sup>Exposure-prone surgical procedure = a procedure where there is the potential for direct contact between the skin (usually finger or thumb) of the health care worker and sharp surgical instruments, needles, or sharp tissues (spicules of bone or teeth) in a blind or highly confined anatomic site such as a body cavity or in poorly visualised and/or confined body sites. Such sites include body cavities encountered during emergency and trauma procedures, abdominal, cardiothoracic, obstetric/gynaecological, orthopaedic and oral surgery.