

POSITION DESCRIPTION

POSITION: Psychiatric Registrar - Trainee

RESPONSIBLE TO: Manager – Operational Support, Mental Health Services
Clinical Director, Mental Health Services

Health New Zealand | Te Whatu Ora Nelson Marlborough

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

Our mission | Tō tātou kaupapa: Working with the people of our community to promote, encourage and enable their health, wellbeing and independence. *Kei te mahitahi tātou hei whakapiki te oranga me te motuhaketanga o to tatou hapori.*

Our Values – Ō tātou whanonga pono

Respect | Manaakitanga: We care about, and will be responsive to, the needs of our diverse people, communities and staff. *Kia horahia te manaakitanga ki ngā iwi katoa me ngā hāpori, kaimahi hoki.*

Innovation | Auaha: We will provide an environment where people can challenge current processes and generate new ways of working and learning. *Kia auaha me whakahoutia i ngā pūkenga ākonga, me ngā mahi ki tēnei hāpori.*

Teamwork | Whakarāmemene: We create an environment where teams flourish and connect across the organisation for the best possible outcome. *Kia whakarāmemene i ngā kaupupuni hauora katoa.*

Integrity | Ngākau tapatahi: We support an environment which expects openness and honesty in all our dealings and maintains the highest integrity at all times. *Kia taea i te ngakau tapatahi i runga i te tika me te pono i ngā mahi katoa.*

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 assist in the provision of a

comprehensive, culturally sensitive psychiatric service to the Nelson Marlborough Health community, as part of a multidisciplinary team, participating in policy development and clinical planning optimal health, wellbeing and safe client outcomes.

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 whānau are essential members of the care team.



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 plans, 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
Clinical - To assist with the provision to the clients referred to Mental Health with outpatient/ inpatient assessment and treatment - To assist with provision of psychiatric consultation to other members of the multi-disciplinary Mental Health staff - On-call duties include the admission clerking of all patients admitted under the supervising consultant during the day and of all admissions outside normal working hours - On-call duties include providing psychiatric care to all in-patients at the acute mental health unit and at. The on-call roster is 1:6 (at time of advertising and may be subject to change)	Clients are referred and prioritised according to appropriate guidelines Clients are correctly diagnosed, treated and monitored regarding the success of their treatment (assessed through peer review and client & family feedback via questionnaires) Clients and their families are aware of the possible outcomes of treatment options and have given their consent accordingly Adequate inpatient and outpatient records are maintained, the provisions of the Privacy Act are followed, and referring doctors receive timely written communication about their patients All documentation is completed according to policy standards and reporting requirements
Internal & External Networks - Develop effective working relationships with regional team members, case managers, administration staff and with other parts of the Mental Health Service. - Develop effective working relationships with other DHB Services, with other providers, GP's and community agencies	Treatment partnerships with other health professionals are maintained and enhance client care
Teaching & education Attend education and teaching activities as required	Performance is enhanced by education and training opportunities
Professional & Organisational Development - Attend all meetings and staff forums as required - Participate in psychiatric medical peer reviews and case presentations on a regular basis - Contribute to the development and implementation of quality improvement activities within the Mental Health Service and the wider hospital environment	Demonstrated participation in and positive contribution to medical reviews and quality improvement activities Attends courses and conferences, participates in clinical attachments and generally demonstrates knowledge of best practise methodologies and treatments
Quality Improvement	Pro-actively participate in quality improvement processes in your area of work Support our teams to, at all times, provide a high quality, customer oriented and focused service, which follows evidence based practice.

General	Other duties as negotiated with your Manager Meet obligations contained in Appendix 1 & 2.
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PERSON SPECIFICATION

QUALIFICATIONS

- MB ChB or equivalent with a minimum of one year's house surgeon experience
- A full clean driver's licence

EXPERIENCE

- General medical experience
- An interest in the field of psychiatry

KNOWLEDGE AND SKILLS

- Excellent verbal and written (including report writing) communication skills
- Excellent time management and organisation skills
- Total commitment to client oriented care and quality standards
- Knowledge of and demonstrable commitment to the Treaty of Waitangi
- Ability to work effectively in teams
- Beginner 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 Health NZ Information Technology policies

PERSONAL ATTRIBUTES

- Excellent verbal and written (including report writing) communication skills
- Excellent time management and organisation skills
- Excellent interpersonal skills
- Commitment to client centred and family inclusive care, working collaboratively with clients in setting treatment goals and involving family accordingly
- Ability to work effectively in multidisciplinary teams
- Total commitment to client oriented care and quality standards
- Willingness to work collegially with staff across the district

INFORMATION FOR REGISTRARS

The Mental Health Service aims to reduce the symptoms of mental illness and the impact of these on the person's life and increasing the person's ability to manage their own health status. It also aims to increase knowledge of families and maximising support for the individual. It consists of the following:

- Community based general adult mental health services including some rural based clinics and 24/7 on call acute service.
- Early intervention service.
- General adult inpatient unit based in Nelson Hospital.
- Consultant liaison service.
- Child and adolescent service.
- Addictions service.
- Inpatient and community based psychogeriatric services.

NELSON AND MARLBOROUGH DISTRICT

Nelson Marlborough Health's Mental Health and Addictions Service serves a population of approximately 150,000. The population is almost equally divided between three electoral regions (Nelson, Tasman and Marlborough). Two urban clusters of population occur in Nelson and Blenheim. The rural population is widely dispersed. Mental Health Service provision is shaped into three distinct areas by geographical factors. The Nelson, Marlborough and Golden Bay areas each have their own resident psychiatric services with the inpatient service being based at Nelson Hospital. The population base comprises eight percent Maori.

DUTIES OF REGISTRARS

- Clinical responsibilities include assessment and treatment of patients referred to the community and inpatient mental health services.
- Responsible, along with the consultant and the multi-disciplinary team, for the care of all patients admitted under the supervising consultant including the timely completion of clinical documentation.
- Adopt a patient-centred approach to service provision that is also family inclusive.
- Participate in Quality Assurance activities and Clinical Audits.
- Take a role in the teaching of allied health staff.
- Familiarity with the application of legislation pertinent to mental health clientele including the Mental Health (Compulsory Assessment & Treatment) Act)
- On-call duties include the medical assessment and management including admission of acute referrals outside normal working hours. Also the provision of psychiatric and general medical care to all inpatients at the acute mental health unit, and psychogeriatric service.

ACADEMIC MEETINGS

- There are weekly academic meetings consisting of a case conference alternating with a journal club, multi-disciplinary team meeting, consultant education sessions and weekly medical staff meeting which are attended.

EDUCATION

- Acceptance and participation in the Christchurch psychiatric registrar-training programme with completion of educational and training requirements set out by the RANZCP and Christchurch Training Committee.

- Six-monthly rotation through the inpatient, general adult community and other clinical rotations according to college training requirements e.g. consultation liaison and child and adolescent psychiatry.

APPENDIX 1

General Responsibilities of an Employee of Health NZ | Te Whatu Ora Nelson Marlborough

1. Professional Responsibilities

As an employee of Health NZ 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 Health NZ 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 Health NZ 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

- Health NZ 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 fashion.

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 Health NZ 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

Health NZ 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

Health NZ Nelson Marlborough is a Smokefree Organisation. This applies to all staff and contractors working within Health NZ 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 Health NZ 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.

Condition	Information to include in Position Description
TB Active	No person with active pulmonary or laryngeal tuberculosis (TB) is allowed to be at work in Health NZ 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 ¹ New staff who will be working in clinical areas should be screened for MRSA if they have: • a chronic skin condition • been working in an overseas healthcare facility in the last year • been MRSA-positive in the last year
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 ²

¹Clinical 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.)

²Exposure-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.