

POSITION DESCRIPTION

Position Details:			
Title:	Clinical Child Psychotherapist	Department:	Paediatric Consult Liaison and Paediatric palliative Care
Reports to:	Service Clinical Director, Operations Manager	Location:	Starship Child Health, Auckland DHB
Professionally reports to:	Professional Leader, Psychotherapy	Day to day reports to:	SCD, Consult Liaison Clinical Lead Paediatric Palliative Care
Date:	September 2020		

Purpose of Position:

To function as part of the Starship Paediatric Consult Liaison and Palliative Care multi-disciplinary services to provide high quality general mental health assessments, specific child psychotherapy assessments, and psychotherapeutic interventions for children and adolescents and their family/whānau under the care of the Starship Paediatric Palliative Care and Consult Liaison Services.

Key Accountabilities:

1. Clinical

- Provision of high quality evidence based clinical child and adolescent psychotherapeutic service including child and adolescent mental health assessment, specific child psychotherapy assessment, therapies and interventions tailored to meet individual needs and in co-operation with other health professionals, for children and adolescents and their families/whānau under the care of the Starship Consult Liaison and Paediatric Palliative Care Teams. These patients may be seen in the outpatient, inpatient services, or in their own homes.
- Provision of liaison and consultation to members of the Paediatric Palliative Care multidisciplinary team and to other health professionals, multidisciplinary teams, schools, agencies and patient groups as indicated in the specialist field of child, adolescent, and family psychotherapy knowledge and practice .
- Participation in the Consult Liaison Team duty roster for urgent inpatient referrals.
- Participation in Paediatric Palliative Care and Consult Liaison multidisciplinary team meetings to contribute specialist information and knowledge to the planning of care.
- Participation in the Planning and Quality activities with the Consult Liaison and Paediatric Palliative Care Teams with the aim of improving outcomes for consumers.
- Maintains clinical caseload and administrative systems including keeping of patient electronic notes, statistical information for the Palliative Care and Consult Liaison data-bases, and maintaining referral and feedback systems.

2. Professional

- Registration and compliance, with the requirements of the HPCA Act and Psychotherapy Board.
- Annual Practicing Certificate from the New Zealand Psychotherapy Board.
- Attend regular supervision with a senior clinician

- Identify professional development needs for continuing professional education.

- Implement professional training needs

- Liaises with other Auckland District Health Board Psychotherapy staff.

3. Education and Training

- Be committed to ongoing professional development by attending appropriate education sessions including those relevant to service priorities, conferences and workshops, and consulting recent literature.
- Provide paediatric psychotherapy related educational sessions to colleagues, other child health staff, and others within the hospital and the community.

4. Research

- Conduct, collaborate and promote research within the designated clinical areas and disseminate results at relevant conferences and literature
- Comply with relevant professional research guidelines and obtain when necessary ADHB ethical approval
- Support other staff with research proposals, design, data collection and conference presentations.

Authorities:

This position has the following delegate authority

Nil

Direct Reports (if applicable):

Nil

Budget Accountability (if applicable):

Nil

Relationships:

External	Internal	Committees/Group
<ul style="list-style-type: none"> ➤ Child Health providers outside ADHB ➤ Auckland University of Technology Psychotherapy Dept. ➤ Tertiary Education Centres ➤ NGOs relevant to patient group 	<ul style="list-style-type: none"> ➤ Service Clinical Directors - Starship CLT ➤ Paediatric consultation liaison Team ➤ Clinical child health staff in Starship ➤ Multidisciplinary teams in Starship ➤ Professional Leader Psychotherapy ADHB ➤ Operations Manager 	<ul style="list-style-type: none"> ➤ Multidisciplinary team meetings ➤ ADHB or Auckland regional psychotherapy meetings ➤ Regional or National Paediatric subspecialty reference and advisory groups

Person Specification

Education & Qualifications	Essential	Desired
<p>Diploma Clinical Child Psychotherapy, or</p> <p>Masters in Health Science (Clinical Child Psychotherapy), or</p> <p>An overseas qualification in Clinical Child Psychotherapy that is recognised by the NZ Association of Child and Adolescent Psychotherapists (NZACAP)</p>	Registered Clinical Child Psychotherapist in the Clinical Child Psychotherapist scope of practice	Member of NZ Association of Child and Adolescent Psychotherapists (NZACAP)
Clinical Experience in child and adolescent psychotherapy and in paediatric medical settings	Experience in child and adolescent mental health service settings	Experience in paediatric chronic illness services and consult liaison services. Experience in grief and bereavement in children, adolescents and families
Research	Interest in further research	Evidence of completed research in relevant area

Critical Competencies

Competency	Description
1. Planning & Organising	Consistently prepares in a logical or methodical fashion. Can prioritise and manage deadlines. Utilises tools to assist in managing the completion of tasks. Is open to new ways of working.
2. Self management	Consistently demonstrates the ability to balance own workload, prioritise tasks effectively and handle personal stress. Actively looks for opportunities for learning and development.
3. Communication/ Relationships	Consistently communicates openly with respect and honesty with both internal and external stakeholders. Actively builds networks across and outside the ADHB to obtain valuable information/expertise that support the team's endeavours.
4. Computer skills	Employs a full range of software applications effectively. Able to solve simple problems with applications.
5. Value Diversity	Understand significance of Treaty of Waitangi. Treats others with respect and dignity and as individuals with diverse values, beliefs and needs at all times. Ensures the provision of a culturally supportive environment.
6. Customer Service	Develops positive working relationships with patients/customers and seeks to meet their needs. Treats patients/customers as the first priority and strives to improve service.
7. Quality	Participates in change management projects across the service and organisation-wide. Supports team members in undertaking new challenges. Able to review clerical processes, identify process improvements and implement them to improve delivery. Maintains a high level of accuracy in all tasks undertaken.

Core Psychotherapy Competencies

Competency	Description
1 Theory	<p>All psychotherapists working with children and adolescents under the Child and Adolescent Psychotherapy Specialism will be:</p> <ul style="list-style-type: none"> • proficient in, and work from, a knowledge base of psychoanalytic theory, psychodynamic theory and object relations theory to inform their psychotherapeutic practice • knowledgeable and have critical understanding of attachment theory and of child – parent/caregiver relationships • understanding of the psychodynamic nature of the use of creative materials which will inform their clinical work with the child/adolescent and their family • knowledgeable and have critical understanding of infant, child and adolescent development, including maturational, cognitive, social and psychological development • knowledgeable and have critical understanding of family dynamics and systems theory • knowledgeable and have critical understanding of play as a therapeutic medium • knowledgeable of legal and statutory requirements with regard to children, adolescents and families.

2 Clinical	<p>All psychotherapists working with children and adolescents under the Child and Adolescent Psychotherapy Specialism will be:</p> <ul style="list-style-type: none"> • able to conduct a thorough child/adolescent psychotherapeutic assessment, including taking a developmental history and family history • (*) able to compile a mental status report and develop a psychodynamic treatment formulation and appropriate treatment plan • (*) able to understand and work with the transference and countertransference dynamics operating between the therapist and the child/adolescent; the therapist and the parents/caregivers; the therapist and the child's/adolescent's wider social environment • able to form effective working therapeutic relationships with the child's/adolescent's wider social system, including parents/caregivers, that informs and influences the therapeutic work with the child/adolescent • able to work with parents/caregivers to support the child's/adolescent's therapeutic process, and to promote, enhance and facilitate a positive child/adolescent – parent/caregiver relationship • able to understand play as a medium of communication; to facilitate, engage in and interpret the symbolism of play, artwork and creative processes • able to recognise and work effectively with the child/adolescent's non-verbal communication, including how the child interacts with the therapist and the therapeutic environment • able to appropriately contain children/adolescents during the therapeutic work • able to manage the complex boundaries of confidentiality and safety with regard to the child/adolescent they are working with, including in the provision of feedback with parents • able to write comprehensive therapeutic reports, including, as appropriate, statutory reports.
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3 Ethical and Legal Practice	<p>All psychotherapists working with children and adolescents under the Child and Adolescent Psychotherapy Specialism will be:</p> <ul style="list-style-type: none"> • knowledgeable of child protection procedures, statutory requirements and family court procedures, and skilled in their application of relevant procedures • knowledgeable of and sensitive to the vulnerability of children and adolescents with regard to power dynamics and able to apply this knowledge to their practice with children, adolescents and families.
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Working for Auckland DHB – Expectations of Employees

Citizenship

All employees are expected to contribute to the innovation and improvement of Auckland District Health Board as an organisation. This means:

- ☐ Using resources responsibly
- ☐ Modelling Auckland DHB values in all interactions
- ☐ Maintaining standards of ethical behaviour and practice
- ☐ Meeting Auckland DHB's performance standards
- ☐ Participating in organisation development and performance improvement initiatives
- ☐ Helping to develop and maintain Maori capability in Auckland DHB, including developing our understanding of the Treaty of Waitangi and ways in which it applies in our work
- ☐ Raising and addressing issues of concern promptly

The Employer and Employee Relationship

We have a shared responsibility for maintaining good employer/employee relationships. This means:

- ☐ Acting to ensure a safe and healthy working environment at all times
- ☐ Focusing our best efforts on achieving Auckland DHB's objectives

A performance agreement will be reached between the employee and their direct manager and/or professional leader containing specific expectations.

Consumer/Customer/Stakeholder Commitment

All employees are responsible for striving to continuously improve service quality and performance. This means:

- ☐ Taking the initiative to meet the needs of the consumer/customer/stakeholder
- ☐ Addressing our obligations under the Treaty of Waitangi
- ☐ Involving the consumer/customer/stakeholder in defining expectations around the nature of the services to be delivered and the timeframe
- ☐ Keeping the consumer/stakeholder informed of progress
- ☐ Following through on actions and queries
- ☐ Following up with the consumer/customer/stakeholder on their satisfaction with the services

Professional Development

As the business of Auckland DHB develops, the responsibilities and functions of positions may change. All staff are expected to contribute and adapt to change by:

- ☐ Undertaking professional development
- ☐ Applying skills to a number of long and short term projects across different parts of the organisation
- ☐ Undertaking such development opportunities as Auckland DHB may reasonably require