



PASIFIKA SHINING LIGHTS
A Pasifika Primary Mental Health and Addictions Service
for Becoming Parents, Infants and Young Children

Job Description - Clinical Psychologist – Pasifika Shining Lights

<p>Employees must believe in and have a commitment to the mission statement and objectives of NET</p>	
<p><i>All staff work together to honour the Treaty of Waitangi by upholding and promoting our partnership</i></p>	
Job Title	<p>Clinical Psychologist – Pasifika Shining Lights Primary Mental Health and Addictions Service Antenatal through First Five Years</p>
Reports to:	Executive Director and Clinical Advisor
Reviewed	1 February 2023 by Clinical Review Team
Key relationships:	<p>NET staff Families/Fanau/Whānau/ Aiga/ Magafaoa/ Famili Toloa Services Community Groups Social Service Agencies Te Whatu Ora contracted services WellChild Tamariki Ora Providers Early Childhood Education Services Oranga Tamariki Other stakeholders as required</p>
PURPOSE OF THE POSITION	
<p>To provide a comprehensive, accessible, culturally appropriate and respectful primary mental health and addiction service to Pacific families antenatally through the first five years. Pasifika Shining Lights is a service for becoming parents, infants, young children and their families and fanau. This will include engaging, assessing and providing a range of interventions for mild to moderate concerns; documentation, and participation in clinical team meetings.</p>	

Note: Terminology used in this document

“Perinatal,¹ infant and young children’s² social and emotional health and wellbeing”

This role will particularly appeal to a Pacific Clinical Psychologist with expertise or an interest in early intervention promoting social and emotional wellbeing.

The Ministry of Health requirement is that all persons employed through this funding must be:

- a. registered under the Health Practitioner Competence Assurance (HPCA) Act 2003 e.g. nurse, psychologist, psychotherapist, occupational therapist or,
- b. a fully registered alcohol and drug and/or gambling practitioner member of the Addiction Practitioners’ Association Aotearoa–New Zealand (DAPAANZ) or,
- c. a registered social worker.

3. In addition, people employed in these roles must a current annual practicing certificate and have the relevant skills and experience for working in mental health and addiction settings with Pacific peoples experiencing mild to moderate levels of distress.

KEY ACCOUNTABILITIES

Key Accountability 1 – Clinical

Specific Objectives

1. To provide appropriate and comprehensive mental health assessments and interventions to parents–to-be, infants, young children and their families and whanau.
2. Regular attendance and participation in weekly team clinical review meetings that involve triage of referrals
3. Maintain a caseload that is reflective of team expectations
4. To ensure that client clinical records and associated documentation are contemporary and completed within expected timeframes.
5. To engage in regular team and individual clinical supervision sessions
6. Liaison, and referral as appropriate with relevant groups and services within the community
7. Liaison, and referral as appropriate, with relevant DHB secondary services

¹ The mental health needs of parents from conception through the first years.

² Social and emotional development or infant and early childhood mental health (IECMH) - “is foundational to other aspects of early development. Social-emotional development is defined as the capacity to form secure relationships; experience, express, and manage a range of emotions; and learn and explore one’s environment - and influences infants’ and toddlers’ early cognitive development and later health and mental health outcomes.”

Infant Mental Health is additionally, the discipline of practice and research that focuses on the promotion of healthy social and emotional development, the prevention of mental health problems and the treatment of the mental health disorders of very young children in the context of their family.

Key Accountability 2 – Professional**Specific Objectives**

1. Maintain membership of appropriate professional body and uphold the standards of that body within the service and whilst liaising with other agencies.
2. Regular attendance at individual and team supervision.

Key Accountability 3 – Cultural Competence**Specific Objectives**

1. To provide culturally appropriate and responsive services to parents-to-be, infants, young children and their families and fanau
2. To work with the Cultural Consultant Group in providing responsive services and integrating findings from evaluations/interviews with families using the service.

Key Accountability 4 – Evaluation & Outcomes**Specific Objectives**

1. To administer and implement required pre and post treatment measures
2. To actively partake in activities associated with the evaluation of Pasifika Shining Lights

Key Accountability 5 – Professional Development, Teaching, Training**Specific Objectives**

1. To maintain contemporary knowledge with regards to developments within the Perinatal, Infant and Early Childhood Mental Health and Addictions field including specific Pacific related research findings and initiatives.
2. Utilise this contemporary knowledge in service development including assessment and intervention practice
3. Regular attendance at NET Infant and Early Childhood Mental Health Interest Group and other associated meetings Attendance at relevant conferences, workshops and trainings to ensure continued professional development

To Link the Clinical Psychologist with Otago University papers in perinatal health and infant mental health; and Interpersonal Therapy one-year training

1. To provide training as appropriate in discussion with the Executive Director and Clinical Advisor

Authorities:

Direct Reports (if applicable):
Clinical Advisor

Budget Accountability (if applicable):
None

Relationships:

External	Internal	Committees/Groups
General Practitioners, WCTO, Midwives Primary Care MH and Addictions Services Nikau Centre (CAMHS) Hutt Valley Adult MHS Hutt Valley Maternal Mental Health Service (Lower North Island, based in Wellington) Paediatrics, Public Health Early Childhood Education Services Moana Research Te Pou o te Whakaaro Nui IMHAANZ and Erikson Institute Chicago – Facilitating Attuned Interaction (FAN) Approach Other Infant Mental Health Services in NZ and internationally	NET Practice Manager and practitioners Early Intervention and Family Start Social Work Whanau Resilience Project Managers Anofale Fa’atupu Ola Pasifika Lead Infant and Early Childhood Mental Health Interest Group	Clinical Governance Oversight Committee Cultural Consultant Group

PERSON SPECIFICATION

Education & Qualifications	Essential	Desired
Qualifications	<p>Relevant tertiary qualification – Clinical Psychology</p> <p>Registered member of professional body – New Zealand Psychologists Board</p>	<p>Specialist training in Perinatal Mental Health</p> <p>Specialist training in infant and early childhood mental health (0-5 years)</p> <p>Specialist Training in Addictions</p> <p>The service will support PD in this area</p>
Clinical Experience	<p>Knowledge and experience in Child & Adolescent Mental Health</p> <p>Knowledge of child development and psychopathology</p> <p>Knowledge of adult mental health issues</p>	<p>Clinical experience in assessment and therapeutic interventions in the social, behavioural and emotional needs of infants and young children</p> <p>Clinical experience in perinatal mental health</p>

Critical Competencies	
Competency	Description
1 Clinical competence	<p>Ability to work with families and groups</p> <p>Ability to work with challenges and engage families with considerable adversity</p> <p>High level of observational skills</p> <p>Ability to engage in reflective practice.</p> <p>Ability to integrate a strong Pasifika clinical practice framework</p> <p>Ability to working with cultural consultants</p>
2 Record Keeping	<p>Ability to maintain clinical documentation with regard to families/individuals seen.</p> <p>Up to date and orderliness with regards to ongoing data collection and pathway requirements for documentation</p>
3 Cultural Competence	<p>Working closely with the Executive Director and Clinical Advisor to provide a supportive and empowering environment for staff, by:</p> <p>Having a commitment to Pacific cultural practices</p> <p>Intercultural awareness</p> <p>Principles of Indigeneity</p> <p>Understanding of history of nations in the South Pacific</p> <p>Understanding of the relationship between New Zealand and Pacific migration</p> <p>Understanding of the role of family, genders in Pasifika cultures</p>
4 Liaison	Skills in consultation, networking and liaison
5 Communication	<p>Ability to communicate and negotiate well both verbally and in writing</p> <p>Evidence of a high standard of communication and interpersonal skills</p> <p>Ability to work effectively within a small multi-disciplinary team</p>

KEY ACCOUNTABILITIES	
COLLABORATIVE LEADERSHIP	Working closely with the Executive Director and Clinical Advisor to provide a supportive environment for staff, by:
	<ul style="list-style-type: none"> ● Meeting contracted outcomes and work towards goals adhering to excellence in best practice ● working collaboratively with staff and other supervisors to provide a consistent approach to service delivery ● promoting and supporting positive staff relationships ● recognising work related stress within yourself and others and putting strategies in place to mitigate or eliminate stress. ● working closely with the Clinical Review Team to discuss strategies when needed ● upholding the values and behaviours as per NET Staff Code of Conduct
REFERRALS AND CASE MANAGEMENT	Working closely with the Clinical Review Team to manage all referrals and caseloads by:
	<ul style="list-style-type: none"> ● ensuring all referrals are recorded and referrers notified as per NET policies in consultation with the Clinical Review Team allocating cases to the appropriate staff member ● monitoring clinical management of cases, including discussions at case reviews (multi-disciplinary meetings) ● ensuring contract requirements and internal processes for case supervision and case reviews are met
POLICY DEVELOPMENT	When required, to work with the Clinical Review Team to provide draft policy and policy advice to the Committee through:
	<ul style="list-style-type: none"> ● the development and regular review of NET Pasifika Shining Lights policies
COMMUNITY LIAISON	Working closely with the Clinical Review Team to promote NET to the community, funders, referrers and other social service agencies by:
	<ul style="list-style-type: none"> ● attending meetings as required ● in conjunction with Clinical Review Team, work to build our profile as a reliable and professional agency ● promoting NET Pasifika Shining Lights to service groups and other potential funders/supporters/sponsors

GROUP THERAPEUTIC PROGRAMMES	Work with the Clinical Review Team to access and/or provide therapeutic group programmes for example Circle of Security Parenting (COS-P), Incredible Years Toddler Programme
PERSONAL DEVELOPMENT	<ul style="list-style-type: none"> ● Participating in regular supervision as required by NET's supervision policy ● Being willing to continue to learn and undertake ongoing professional development

PERSON SPECIFICATION	
Relationships	<ul style="list-style-type: none"> ● Works closely and in cooperation with others ● Uses a collaborative approach for sharing ideas and information ● Resolves conflict by encouraging or facilitating a beneficial resolution ● Be committed to the development of families ● Builds positive relationships within NET as well as with other organisations
Viewpoint	<ul style="list-style-type: none"> ● Demonstrates a broad understanding of the NET organisation and service, community organisations, and trends in infant mental health within NZ and internationally ● Familiarity with the particular problems and strengths of non-profit organisations and the ability to build on those strengths ● Uses creative and conceptual thinking processes to understand, describe and solve situations or issues ● Works independently on own initiative, involving others in a timely way ● Has an excellent understanding of the issues affecting families particularly in the areas of poverty, family violence, health and other negative social issues that impact on them. ● Has an understanding of women's issues and the generational effect of adversity and trauma
Personal Characteristics/Abilities	<ul style="list-style-type: none"> ● Adaptability and flexibility in working within changing environments ● Ability to use common sense and problem solving techniques when required ● Ability to organise workload by efficient use of time, setting targets and achieving them

	<ul style="list-style-type: none">● Possesses good self-care skills and aware of the need to set boundaries between personal and work demands● Has a sense of humour● Demonstrated ability to persevere through periods of heavy workloads and in stressful situations● An interest in furthering knowledge and expertise through training and/or professional development
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