

## Job Description

### General Practice Doctor with Special Interest in Addictions – 0.5 FTE

#### Mental Health and Addictions Services

<b>Position Title:</b>	GP with Special Interest in Addictions (GPwSPI)
<b>Organisation Unit:</b>	Mental Health and Addictions Services (MHAS)
<b>Location:</b>	Whangārei, Te Whatu Ora Te Tai Tokerau
<b>Responsible to:</b>	General Manager, MHAS, Te Whatu Ora Te Tai Tokerau
<b>Primary Functions of the Position:</b>	<ul style="list-style-type: none"> <li>• Work competently in the area of addictions engaging with people presenting with complex needs in order to foster wellness with individual patients and their communities</li> <li>• Work within local mental health and addictions services – providing services within Addictions and linking to Te Whatu Ora Te Tai Tokerau mental health and addictions clinical governance</li> </ul>

#### Functional Relationships

The GP with Special Interest in Addictions will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> <li>• General Manager, Mental Health &amp; Addiction Services</li> <li>• Clinical Director, Mental Health &amp; Addiction Services</li> <li>• DAMHS</li> <li>• Clinical Heads of Departments, Mental Health &amp; Addiction Services</li> <li>• Service Managers, Mental Health and Addiction Services</li> <li>• Professional Leaders, Mental Health &amp; Addiction Services</li> <li>• Multidisciplinary staff of specialist clinical teams</li> <li>• Clinical Team Managers and multidisciplinary staff of Mental Health and Addictions Service teams</li> <li>• SMO colleagues</li> <li>• OST Colleagues</li> <li>• Detox – Timatanga Hou</li> <li>• RMO colleagues</li> <li>• Mental Health Act Administrators</li> </ul>	<ul style="list-style-type: none"> <li>• Patients and family/whānau</li> <li>• NGO providers</li> <li>• Community services</li> <li>• General Practitioners</li> <li>• SMOs within Te Whatu Ora</li> </ul>

## Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
<b>Tāngata i te tuatahi</b> People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
<b>Whakaute (tuku mana)</b> Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
<b>Manaaki</b> Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
<b>Whakawhitiwhiti Kōrero</b> Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te aroha We communicate openly, safely and with respect to promote clear understanding
<b>Te Hiranga</b> Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of GP with Special Interest in MHAS encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Clinical Expertise
- Specific Clinical Responsibilities
- Communication
- Professionalism
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>• Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora Te Tai Tokerau management processes and procedures</li> <li>• Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes</li> <li>• Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner</li> <li>• Attend the Te Whatu Ora Te Tai Tokerau Te Tiriti o Waitangi Training</li> </ul>
Clinical Expertise	<ul style="list-style-type: none"> <li>• Demonstrate skills in relation to people presenting with addiction issues.</li> <li>• Demonstrate skills in screening assessment and diagnosis of complex presentations.</li> <li>• Demonstrate a high level of competence in selecting and using appropriate screening and assessment tools.</li> <li>• Demonstrate a comprehensive awareness of the range of evidence-based talking therapies available.</li> <li>• Demonstrate an in-depth understanding of the management of addictions issues in the community setting:               <ul style="list-style-type: none"> <li>• Safety and efficacy of treatments</li> <li>• Home detox protocols</li> <li>• Patient education</li> <li>• Monitoring and follow up</li> <li>• Informed consent</li> </ul> </li> <li>• Demonstrate an in-depth knowledge of the pharmacology of treatments for those with addiction problems</li> <li>• Demonstrate a knowledge of the pharmacology of treatments for complex presentations</li> <li>• Demonstrate high-level skills in assessment of complex risk issues, appropriate management, and referral into acute services when required to safely manage risk.</li> <li>• Demonstrate awareness and understanding of the impact of culture on addiction issues and be able to work to achieve equitable outcomes.</li> </ul>

Key Responsibility Area	Expected Outcomes
Specific Clinical Responsibilities	<ul style="list-style-type: none"> <li>• Undertake assessments, with a focus on physical health needs formulate diagnosis and provide and review treatment plans</li> <li>• Participate and contribute to MDT meetings working with the MDT to provide a holistic approach to care</li> <li>• Liaising with the Mental Health and Addictions teams and the GP to ensure effective communication in relation to plans of care</li> <li>• Communicating and engaging with patients and their whānau about assessments and treatment plans</li> <li>• Ensure appropriate documentation is maintained</li> <li>• Request and follow up on investigations</li> <li>• Contribute to and complete discharge summaries.</li> <li>• In conjunction with AOD staff, Undertake section 65 assessments</li> <li>• Support the prescribing of OST</li> <li>• Support detox needs of patients</li> <li>• Offer appropriate pharmacotherapy interventions for those with addiction problems</li> </ul>
Communication	<ul style="list-style-type: none"> <li>• Develop and demonstrate high level communication skills when dealing with people that experience addictions and in different cultures.</li> <li>• Demonstrate to a high level of competence in history taking in complex presentations and/or difficult consultations.</li> <li>• Develop an effective working relationship with local mental health and addiction teams.</li> <li>• Cultivate awareness of stigma and self-stigma and non-judgemental attitudes</li> </ul>
Scholarship	<ul style="list-style-type: none"> <li>• Audit own work by conducting regular CQI in addictions aspects of practice.</li> <li>• Promote and provide educational resources for local groups.</li> <li>• Maintain an up-to-date knowledge base of recent addiction research and literature and disseminate and implement appropriately.</li> <li>• Participate in a specialised peer group.</li> <li>• Attend relevant conferences.</li> <li>• Have an understanding of budgets and how they relate to the provision of health in this field.</li> <li>• Undertake optional post graduate papers in mental health from Auckland or Otago Universities (to achieve 'expert competency' in mental health and addiction)</li> </ul>
Team working/Clinical Leadership	<ul style="list-style-type: none"> <li>• Demonstrate competence in working within a multi-disciplinary mental health team.</li> <li>• Demonstrate an understanding of health prevention and promotion in mental health.</li> <li>• Be able to apply quality improvement and change management across the service area.</li> <li>• Be able to provide leadership in service development in primary care.</li> </ul>

Key Responsibility Area	Expected Outcomes
Health & Safety	<ul style="list-style-type: none"> <li>Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management</li> <li>Willingly co-operate in the achievement of all health and safety goals and initiatives by:</li> <li>Practicing and observing safe work methods;</li> <li>The use of safety equipment;</li> <li>Reporting unsafe conditions or equipment; and</li> <li>Reporting and documenting all accidents or incidents</li> </ul>
Privacy and Confidentiality	<ul style="list-style-type: none"> <li>Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau</li> <li>Complete mandatory induction training on Privacy responsibilities</li> </ul>

### Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

### Person Specification

#### Education and Qualifications

Essential	Desirable
<ul style="list-style-type: none"> <li>Vocational registration with Medical Council of New Zealand</li> </ul>	

#### Experience

Essential	Desirable
Previous experience in mental health and/ or addictions service provision	<ul style="list-style-type: none"> <li>Experience as a supervisor of RMOs.</li> <li>Experience working within a Kaupapa Māori environment and/or working in a specific culturally focused service.</li> </ul>

#### Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"> <li>Te Tiriti o Waitangi and its application to the health setting</li> <li>Privacy Act (2020) and Health Information Privacy Code (2020)</li> <li>Health and Safety at Work Act 2015</li> </ul>	<ul style="list-style-type: none"> <li>Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)</li> <li>New Zealand Council of Healthcare Standards</li> </ul>

## Skills & Personal Attributes

### Skills

- Supervisory and teaching skills
- Skills in liaising with other health professionals and caregivers
- Proven conflict resolution skills
- Proven ability to meet timeframes
- Computer literacy
- Effective communication skills – verbal and written

### Personal Attributes

- Open minded
- Resilient
- Non judgemental
- Supportive
- Honest
- Caring
- Reliable

## Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title: \_\_\_\_\_

Signature of  
employee: \_\_\_\_\_

Date: \_\_\_\_\_