

# Position Description

## Mental Health Clinician



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**Reports to**  
Clinical Team Lead

**Business Area**  
Patient & Provider Services – Primary Mental Health

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**Position Objective:**

The Mental Health Clinician provides a brief intervention talking therapy service for people referred by their General Practitioner experiencing psychological difficulties. Interventions are specific and short term, utilising Focused Acceptance and Commitment Therapy (FACT) as a practice framework.

**Position Purpose:**

- To work alongside General Practice teams to provide short term intervention, (using a FACT framework) in a GP extension role for patients with psychological difficulties and/or mental illness.
- To act as a resource person for patients and General Practice to gain knowledge about and establish contact with community agencies and support services.
- To assess needs of patients and to link in with appropriate resources or provide short term treatment, that may include problem-solving, goal setting, psychosocial interventions, crisis resolution, stress management and education around illness and prevention.
- Assist in gathering information for General Practice around issues affecting mental health and psychosocial factors that if addressed would assist in treatment.
- Where there are more serious mental health concerns or risk factors, liaising with the patients General Practitioner as to a referral to Specialist Mental Health Services.
- To provide written communication back to General Practice throughout contact with the patient.
- All work is carried out within the guidelines of the service provision framework.

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**Dimensions**

Direct reports: no

Budget responsibility: no

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**Key Relationships**

**Internal:**

Pegasus Health staff as required

**External:**

General Practice Staff  
Specialist Mental Health Service

Community Agencies

Work and Income NZ

Patients / Relatives

Other organisations and businesses as appropriate

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**Key Responsibilities**

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Clinical

- Identify key issues of the referred patient and define what is required. The information will be used to assist in forming a plan for change.
- Have an in-depth understanding and ability to implement the FACT framework in practice.
- Provide short term treatment as appropriate within Service provision guidelines.
- Notify General Practice teams if any deterioration in health status, and if high risk is present.
- Timely and complete maintenance of service and administrative records/documentation in supporting PHO activities.

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Communication	<ul style="list-style-type: none"> <li>Maintain effective interpersonal relationships with all colleagues, leadership, and general practice members.</li> <li>Speak and write clearly; convey essential information without unnecessary complexity.</li> <li>Maintain links with agencies in the community.</li> </ul>
Quality Improvement / Audit Activity	<ul style="list-style-type: none"> <li>Demonstrate willingness and involvement in quality activities to achieve service and organizational objectives in an innovative manner.</li> <li>Contribute to the team environment in which objectives and plans can be achieved and its performance enhanced.</li> <li>Take all opportunities to obtain new skills and competencies which will enhance service delivery.</li> <li>Take personal responsibility for making things happen. Accesses, uses and maintains all computer-based resources and programmes competently. Identifies areas for development or improvement.</li> </ul>
Political and Advocacy Skills	<ul style="list-style-type: none"> <li>Work positively, sensitively and constructively with all staff, general practice team members and community representatives to secure positive ongoing primary health outcomes and relationships.</li> </ul>
Information Security	<ul style="list-style-type: none"> <li>Understand and comply with Pegasus Health's information security policies.</li> </ul>
Health and Safety	<ul style="list-style-type: none"> <li>Comply with responsibilities under the Health and Safety at Work Act 2015.</li> </ul>
Any other duties	<ul style="list-style-type: none"> <li>The Mental Health Clinician will undertake other duties as directed by the manager from time-to-time. Such duties are carried out in a timely, accurate manner and in accordance with organisational policies and procedures.</li> </ul>

The tasks defined above are indicative and may change from time to time as the needs, priorities and objectives of the company change. Accordingly, the position will undertake any other tasks and duties as agreed from time to time with your manager subject to the provision of appropriate training.

#### **Qualifications and Technical Skills:**

##### **Essential**

- Experience within the mental health sector and a relevant Mental Health qualification

#### **Experience:**

##### **Essential**

- Clinical experience working in a mental health setting (primary and/or secondary) providing evidence-based psychological interventions.
- Knowledge of local mental health services, General Practice capabilities, NGO providers and community support agencies

##### **Desirable**

- Previous primary care experience
- Knowledge and understanding of FACT/ACT theory

#### **Personal Attributes:**

- Be respectful to others – promoting mutual trust
- Be able to act with initiative, tact, integrity and maturity
- Create and maintain a productive working environment by acting as a role model, demonstrating a commitment to PHO and Pegasus Health values
- Be open to change and willing to adapt and initiate change within the overall development of services to better meet the needs of those we serve
- Demonstrate ability to work effectively and independently as well as part of a multidisciplinary team
- Ability to engage with General Practice teams
- Manage time effectively by adopting a disciplined approach to establishing and following priorities of work

- Demonstrate excellent communication skills; speak and write clearly; convey essential information without unnecessary complexity
- Demonstrate adaptability and flexibility, with an ability to think laterally
- Sound problem-solving skills; develop logical and complete plans to resolve issues
- Focus on identifying and addressing membership needs
- Be energetic and motivated, demonstrating initiative
- Develop and maintain information networks
- Demonstrate an understanding of risk management, identifying emerging risks and ensuring risk mitigation action plans are developed and followed through

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### **Te Tiriti O Waitangi**

Pegasus Health is committed to our obligations under Te Tiriti O Waitangi and the implementations of its principles and intent.

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### **Our Purpose**

That all people living in Canterbury lead healthy lives

### **Our Role**

Together making Canterbury the best place to receive and provide primary care

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### **Pegasus Values**

Our values guide how we interact with people within and outside of Pegasus. Our people, purpose, values and culture ensure we work successfully with communities, partners and each other and make us Pegasus Health. **Manaakitanga** underpins everything we do.

- We are **inclusive** every voice is important to us
- We act with **integrity** doing what is right
- We **connect**, together we succeed
- We **strive** for better everyday

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