

POSITION DESCRIPTION

September 2023

This Position Description is a guide and will vary from time to time and between services and/or units to meet changing service needs

Health New Zealand, Te Whatu Ora, Waitaha Canterbury is committed to the principles of the Treaty of Waitangi and the overarching objectives of the New Zealand health and disability strategies.

Organisational Vision

Our vision is to improve the health and well being of the people living in Canterbury.

Organisational Values

- Care & respect for others
- Integrity in all we do
- Responsibility for outcomes

POSITION TITLE:

Clinical Psychologist or Rehabilitation Psychologist or Health Psychologist

REPORTS TO (Title):

Clinical Manager Psychology – OPH&R

REPORTS ON A DAILY BASIS TO:

Clinical Manager Psychology – OPH&R

PRINCIPAL OBJECTIVES

To utilise professional knowledge and skills to contribute significantly to: the assessment of impairment, the promotion of adjustment, recovery, rehabilitation and in the management of pain, chronic pain and psychological distress associated with disability resulting from injury, illness, trauma, and chronic pain.

To contribute to the ongoing review and development of the Psychology service and ensure Best Practise Outcomes for patients.

FUNCTIONAL RELATIONSHIPS:

(Who are the customer/consumers/patients)

INTERNALLY:

As required with the Clinical Director; Patient Care Manager; Relevant Clinical Charge Nurse, Clinical Nurse Specialist; medical referrers, inter-disciplinary team members, the Clinical manager Burwood Hospital Psychology Department, other clinical staff.

EXTERNALLY:

As required with patients/clients and their family/whanau/carers/significant others; Community Support Groups and other relevant agencies; Primary Health Practitioners; Mental Health Services; relevant professional organisation(s).

KEY PERFORMANCE OBJECTIVES:

Task	The Psychologist is responsible for the provision of psychological evaluations, assessments, therapeutic interventions and management plans to inpatients and outpatients
Expected Result	<ol style="list-style-type: none">1. Evaluation and assessment of functional capacity and adjustment following Spinal Injury, traumatic brain injury, Illness, stroke, trauma, chronic pain and other conditions causing disability and impairment.2. When appropriate, psychometric testing, including neuropsychological assessment, is undertaken for both inpatients and outpatients, appropriate reports completed, and findings conveyed to inter-disciplinary team members.3. Development and implementation of both general and individualised programmes for rehabilitation of patients4. Formulation of appropriate rehabilitation goals for individuals accounting for relevant psychological, personal and cultural factors.5. Ensure liaison with Mental Health Services, referrers, and other clinical staff on the ongoing management of patients.6. Be available to assist with education, advice and support for patients and families concerning post-trauma and post illness reactions and adjustment difficulties.7. Be available for staff debriefings and provision of support as required8. All documentation/reports are legible, concise, include appropriate recommendations, and are completed in a timely manner.9. Activity/workload statistics are maintained in accordance with Canterbury District Health Board clinical case mix requirements.
Task	The Psychologist is responsible for maintaining ongoing and effective communication with members of the relevant multidisciplinary /interdisciplinary team.

Expected Result	<ol style="list-style-type: none"> 1. To work in an effective interdisciplinary/multidisciplinary team approach. 2. The communication of information in a timely, relevant and effective manner. 3. Contribute to the ongoing education of team members regarding psychological sequelae to disabilities/trauma, rehabilitation and psychological approaches. 4. Attendance at and active participation in relevant meetings. Availability for staff debriefing and support as required. 5. Ensure that regular informal contact is held with other interdisciplinary team members.
Task	The Psychologist will contribute to the ongoing education of interdisciplinary/ multidisciplinary team members regarding psychological treatments in rehabilitation of cognitive and physical disability, utilising techniques that are developed from Psychology.
Expected Result	<ol style="list-style-type: none"> 1. At service level presenting individual case studies, specific topics related to the area of practice and service development issues at department education sessions. 2. Presenting outside of the service to other departments and service areas on Psychological aspects of Adult rehabilitation. 3. The supervision of Psychology Interns who may be in their 4th, 5th, or 6th year of clinical training. 4. Provide ongoing informal education of team members regarding psychological issues in the management of patients.
Task	The Psychologist will contribute to the ongoing review and activities of the service and contribute to the development of this service. The Psychologist will work proactively to identify ways of working that maximise access to Psychological services and make best use of specialist resources.
Expected Result	<ol style="list-style-type: none"> 1. Ensure collection, storage and analysis of information that pertains to the service's activities. 2. Implement audit processes to review the activities of the service. 3. Produce reports and presentations of review or research findings at regular intervals. 4. Work alongside Psychology leaders and operational/strategic leaders to identify opportunities to maximise resources and enhance access to psychological services and skills, including exploring stepped models of care using the wider workforce
Task	The Psychologist is responsible for maintaining ongoing and effective communication with the Medical Director, Service Manager and the Clinical Manager Burwood Hospital Psychology Department.

Expected Result	1. The Medical Director, Service Manager and the Clinical Manager Burwood Hospital Psychology Department are kept informed of any issues relating to service delivery in the clinical area.
Task	The Psychologist will ensure that the Health New Zealand, Canterbury's Occupational Safety & Health requirements are met.
Expected Result	<ol style="list-style-type: none"> 1. Work in a safe and healthy manner to prevent harm to themselves or others. 2. Be pro-active in identifying and controlling hazards through staff meetings. 3. OSH accidents are reported directly to the relevant line manager
Task	The Psychologist will undertake other duties as reasonably requested by the Clinical Manager Psychology OPH&R department, Medical Director and/or Service Manager from time to time.
Expected Result	1. To ensure that all duties required to be performed in the best interests of Health New Zealand, Waitaha, Canterbury are done so in a competent and effective manner.

HEALTH & SAFETY:

- Observe all safe work procedures and instructions
- Ensure your own safety and that of others
- Report any hazards or potential hazard immediately
- Use all protective equipment and wear protective clothing provided
- Make unsafe work situations safe or, if they cannot, inform your supervisor or manager
- Co-operate with the monitoring of workplace hazards and employees health
- Ensure that all accidents or incidents are promptly reported to your manager
- Report early any pain or discomfort
- Take an active role in Health New Zealand Canterbury's rehabilitation plan, to ensure an early and durable return to work
- Seek advice from your manager if you are unsure of any work practice

QUALITY:

Every staff member within Health New Zealand Canterbury is responsible for ensuring a quality service is provided in their area of expertise. All staff are to be involved in quality activities and should identify areas of improvement. All staff are to be familiar with and apply the appropriate organisational and divisional policies and procedures.

QUALIFICATIONS & EXPERIENCE:

The Psychologist must:

- Hold a practicing certificate from the New Zealand Psychologists Board registering them to practice in the Clinical Psychologist scope of practice, Neuropsychological scope or General scope under the Health Practitioners Competence Assurance Act 2003.
- Have a minimum of a Masters Degree in Psychology with a Diploma of Clinical Psychology, Health Psychology, or equivalent.
- Possess time management and organisation skills and an ability to prioritise work and work under pressure.
- Possess excellent written and verbal communication skills.
- Work comfortably within the multidisciplinary team approach.
- Demonstrate a commitment to ongoing professional development.

The following areas of skill and experience would be valuable in this role:

Experience and skill in the evaluation and management of patients with Injury, and or illness and or trauma, with an awareness of the emotional and psychological effects of Injury or illness giving rise to disability.

Experience in a rehabilitation setting working with psychologically and/or physically impaired people.

Experience with psychometrics used in the evaluation of cognitive impairment and be confident in the analysis and data systems required.

Experience within a consultation Psychiatry setting.

Skill in cognitive/behavioural therapy, group work and or various other psychological therapies which might usefully be applied in the context of disability.

Counselling skills and experience in family therapy principals would also be an advantage.

PERSONAL ATTRIBUTES:

Key Behaviours:

- Ability to “work together” in a truthful and helpful manner.
- Ability to “work smarter” by being innovative and proactive.
- Accepts responsibility for actions.

The intent of this position description is to provide a representative summary of the major duties and responsibilities performed by staff in this job classification. Staff members may be requested to perform job related tasks other than those specified.