

Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	Psychologist, Kaimātai Hinengaro – Child Health
Reports to	Child & Family Safety Service – Clinical Manager
Location	Christchurch Campus
Department	Child & Family Safety Service – Tiaki Whānau

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

Wairuatanga – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

Rangatiratanga – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

Whanaungatanga – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

The Psychologist, Kaimātai Hinengaro – working at the Child and Family Safety Service, Christchurch Campus, with a specialty in the Gateway Program. Role responsibilities are:

Clinical Practice

- The psychologist is responsible for assessing the psychological wellbeing of tamariki and adolescents who are engaged with or in the care of Oranga Tamariki.
- The psychologist will provide screening, assessment, formulation, and intervention with tamariki and their whānau as needed, in a competent, trauma-informed and evidence-based manner. Interventions will be formulation based and may include individual, group, and system interventions.
- The psychologist will collaborate effectively with the interdisciplinary paediatric teams in Child Health which includes involvement in regular MDTs, inter-professional appointments, and consultation as required.
- Liaison with other services both within and out of Te Whatu Ora, Waitaha, as required to implement excellent care, e.g., Specialist Mental Health Services, NGO providers, Māori and Pasifika services, and GPs.

Staff Services

The psychologist will develop, maintain, and implement resources including education, consultation, and support for Gateway program staff as required.

The overarching objectives for support to staff is to facilitate understanding of the psychological needs and consequences for tamariki and whānau facing adversity, and to offer consultation and guidance on complex psychological presentations.

Multi-Disciplinary Work

- Maintain effective and professional communication with MDT and other staff working in a collaborative and multi-disciplinary manner.
- Collaborative inter-professional clinical interventions and strong relationships with other appropriate services that tamariki and their whānau may be involved with.

Clinical Leadership

- Provide Clinical leadership and input into the development of the Gateway Program.
- Provide supervision to other psychologists and psychology students, as appropriate to level of seniority.
- Provide supervision to other staff at Te Whatu Ora as appropriate to level of seniority, and as required.

Service improvement

- Participate in Quality Improvement initiatives to improve the delivery of comprehensive psychological services in the specialist area of paediatric complex trauma and cognitive function.
- Contribute to the ongoing review of service delivery at Waitaha, Canterbury.

Professionalism

- The psychologist is expected to engage in professional development that enhances their practice and is relevant to their clinical work. Participation in an annually agreed professional development plan (annual performance review) is mutually beneficial and may be initiated by either the employee or their line manager.
- They will follow the New Zealand Psychology Board's Code of Ethics, as well as relevant New Zealand legislation guiding clinical practice.

Key Result Area	Expected Outcomes / Performance Indicators
	<ul style="list-style-type: none"> • Self-Aware - Understands their impact on others and strengthen personal capability over time.
	<ul style="list-style-type: none"> • Resilient and Adaptive - Show composure, resolve, and a sense of perspective when the going gets tough. Helps others maintain optimism and focus.
	<ul style="list-style-type: none"> • Honest and Courageous - Delivers clear messages and makes decisions in a timely manner; to advance the longer-term best interests of the people we care for.
	<ul style="list-style-type: none"> • Managing Work Priorities - Plan, prioritize, and organize work; to deliver on short, medium and long-term objectives across the breadth of their role.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.

Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships. • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table. • Models an agile approach – tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.
Health & safety	<ul style="list-style-type: none"> • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.

Relationships

External	Internal
<ul style="list-style-type: none"> • Psychology Clinical Lead, Christchurch Campus & Child Development Service • Chief of Child Health and Service Manager of Child Health • Paediatric Consult Liaison Team Lead and Staff. • Child Health staff including medical, nursing, administrative, Hauora Māori, and allied health • Psychologists Working in Health Team on the Christchurch Campus • Allied Health Leaders • Consumer and Family Advisors • Allied Health Clinical Governance Group for the Christchurch Campus • People and Capabilities • Administrative and support staff 	<ul style="list-style-type: none"> • Consumers and their families • Psychology peers from other District's/organizations. • NZ Psychologists Board and professional organizations. • Psychology tertiary education providers • Relevant Government agencies and non-governmental organizations. • Primary health service providers

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- Experience working with children and whānau in a trauma-informed way.
- Registered with the New Zealand Psychologists Board – with current Annual Practicing Certificate
- Member of a professional psychological organisation (NZCCP and/or NZPsS).

You will be able to

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance.
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Education either during university studies or since graduation in health psychology and complex trauma management theory and principles
- Experience and interest in working with tamariki and their whānau who are of have experienced complex trauma.
- Working with children and adolescents who are engaged with / in the care of Oranga Tamariki
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

This position description is intended as an insight to the main tasks and responsibilities required in the role and is not intended to be exhaustive. It may be subject to change, in consultation with the job holder.