

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

Title	Registered Psychologist – Clinical or Child & Family		
Reports to	Clinical Manager		
Location	CAF Mental Health Services		
Department	SMHS		
Direct Reports		Total FTE	
Budget Size	Opex	Capex	
Delegated Authority	HR	Finance	
Date	21012026		
Job band (indicative)	Step 1-10		

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 provide a high quality and comprehensive clinical psychology service for young people with serious mental health problems, and their families.

Key Result Area	Expected Outcomes / Performance Indicators
Assessment	<ul style="list-style-type: none"> • To provide comprehensive mental health assessments, utilising clinical interviewing, diagnostic, behavioural and appropriate psychometric assessment based on current literature (and availability) as required. • A comprehensive assessment is completed and discussed with the Team. • Clear written assessment report. • Appropriate and timely written reports in accordance with service requirements and Hospital Health Pathways. • Reports will include a clear psychological formulation, diagnosis and appropriate treatment recommendations/plan. • Assessment is completed following principles of cultural safety. • Significant others/family involved as appropriate

<p>Interventions</p>	<ul style="list-style-type: none"> • To deliver a variety of empirically based interventions to individuals, couples, families or groups with complex needs as appropriate to the setting and presenting problems via a model of case-management • Clients have documented Management/Treatment plans • Clients understand their Management Plan. • Uses appropriate, accepted models of intervention/therapy, based on current literature; and as per the Team's Philosophy & Model of care • Able to devise behavioural or psychological programmes for other Mental Health disciplines, or client's significant others/caregivers to implement. • Consultation with other health professionals in the Team regarding clients' needs/management. • Treatment/intervention is culturally safe and includes consultation and involvement with Pukenga Atawhai, as appropriate. • Involvement of significant others/family, as appropriate. • Knowledge and ability to work effectively and collaboratively as a case manager in a system of care approach. • Provision of Case Management involving co-ordination of ongoing assessment, treatment, review and discharge planning to assigned/negotiated case load. Assigned caseload will depend on the level of other professional responsibilities e.g., supervision, teaching, research, professional meetings, delegated responsibilities as negotiated with the Clinical Manager.
<p>Training</p>	<ul style="list-style-type: none"> • Will present material to Service or other groups, in order to inform practice and convey a psychological perspective on clinical issues. • Will participate in peer group education review and participate in appropriate training and re-training workshops, conferences, and seminars incorporating study leave. • Provision of psychological knowledge and expertise for other professionals within the Team and across teams as required. • May provide community groups and relevant organisations with appropriate psychological knowledge. • Exchange of ideas and sharing of skills through consultation with colleagues. • Attend agreed study events and provide evidence of attendance.

<p>Consultation</p>	<ul style="list-style-type: none"> • Close consultation with medical and other health professionals within the team/Mental Health Service and co-operation and co-ordination with other referring agencies to ensure the delivery of the best service and care possible • Contributing to the treatment plans at assessment presentations and patient review meetings. • Provision of psychometric assessment and psychological treatment within the Team or across teams, as required. • Provision of psychological knowledge and expertise for other professionals within the Team and across teams as required. • Provision of psychological knowledge and expertise for external providers as required. • Consultation with Regional/National groups (e.g., professional bodies, Ministry of Health), as required.
<p>Research</p>	<ul style="list-style-type: none"> • Participate in or initiate research programmes. • Contribute to the design, data collection, analysis, and write up of research projects as appropriate. • Presentation of findings to Team/Unit and other appropriate forums. • Contribute to the publication of research.
<p>Professional practice</p>	<ul style="list-style-type: none"> • Set personal and professional goals and objectives. Regularly review them with appropriate management and/or professional lead. • Practice is professional and ethical/medico-legal requirements are met. • Complete all documentation concisely, accurately and objectively. • Demonstrate a working knowledge of all legal and ethical requirements pertaining to informed consent, seclusion, restraint and any other procedure likely to affect a patient's right and balance with public safety. • Demonstrate a working knowledge of legal requirements of the Mental Health Act, Privacy of Information code and other Acts that may include Oranga Tamariki Act and Property and Welfare Acts. • Practice is professionally competent in accordance with the Standards of Practice/Code of Ethics, as set down by the Psychologist Board and Psychologists' Act.
<p>Te Tiriti o Waitangi</p>	<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.
<p>Equity</p>	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Demonstrates awareness of colonisation and power relationships.

	<ul style="list-style-type: none"> • 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 allow flexible and inclusive 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"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • 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.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the Clinical Manager

All incidences or accidents, complaints, financial matters, conflicts of interest or media requests.

Any work practise that you are unsure of.

Relationships

External	Internal
<ul style="list-style-type: none"> • Relevant external agencies in Mental Health and Social Services • Other Government organisations including Education providers 	Consumers, families/whānau and carers
	Multidisciplinary team
	Clinical Lead/Clinical Manager
	Professional Practice Leader

	Consumer and Family Advisors/ Lived Experience Advisors
	Supervisor

About you – to succeed in this role

You will have

- A recognised Clinical Psychology qualification (Masters or Bachelors Honours Degree in Psychology and Diploma in Clinical Psychology or equivalent).
- Registration with the New Zealand Psychologists' Board or eligible for registration.
- Specialist training in Child and Adolescent mental health – Post Grad Diploma in Child and Family Psychology or Post Grad Diploma in Clinical Psychology.
- Clinical experience in working in a child and/or adolescent mental health service.
- Good assessment skills and a sound knowledge of available treatment options.

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.
- 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.