

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

<b>Title</b>	Clinical Psychologist / Psychologist - Child Health		
<b>Reports to</b>	Psychology Clinical Lead		
<b>Location</b>	Paediatric Diabetes Team		
<b>Department</b>	Child Health		
<b>Direct Reports</b>	Nil	<b>Total FTE</b>	Nil
<b>Budget Size</b>	<b>Opex</b>	<b>Capex</b>	Nil
<b>Delegated Authority</b>	<b>HR</b>	<b>Finance</b>	Nil
<b>Date</b>			
<b>Salary band (indicative)*</b>	Apex Psychologist Collective Agreement Steps 3-10		

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.

**Whānaungatanga** – 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

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The paediatric diabetes psychologist is clinically embedded within the Paediatric Diabetes team and are responsible for delivering psychology services to the children, young people and their whānau engaged in the diabetes service. They are supported by the Paediatric Consult Liaison team, through which they can access and provide peer case supervision and can request psychiatry referral. Their line management and professional leadership comes via the Psychology lead.

The primary purpose of the role is to:

- Provide high-quality, developmentally informed psychological care, assessment and treatment, to all children and young people with diabetes and their whānau across the full spectrum of adjustment, wellbeing, and mental health needs.'

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	<p>Provide high-quality, developmentally informed psychological care to children and young people with diabetes and their whānau across the areas of adjustment, wellbeing, and mental health.</p> <ul style="list-style-type: none"> <li>• Collaborate with the multidisciplinary diabetes team to identify children and whānau who would benefit from psychological input, using a preventative and early-intervention lens.</li> </ul>

	<ul style="list-style-type: none"> <li>• Provide psychological input to children, young people, and whānau newly diagnosed with diabetes, including routine engagement during new-diagnosis clinics to support emotional adjustment, coping, and understanding of diabetes.</li> <li>• Create psychological formulations integrating diabetes-specific factors (e.g. glycaemic burden, device demands, hypoglycaemia anxiety).</li> <li>• Provide brief, targeted, developmentally-appropriate psychological interventions within routine diabetes clinics, alongside longer-term therapy where clinically indicated.</li> <li>• Develop and deliver group-based or workshop interventions (e.g. adjustment groups, parent support sessions, adolescent coping skills).</li> <li>• Provide clear, timely psychological input into multidisciplinary discussions, care planning and clinic reviews.</li> <li>• Coordinate referrals to external mental health or community services when needs exceed the scope of the diabetes psychology role.</li> <li>• Support safe transitions between services, including transition to adult diabetes services, with attention to psychological readiness and continuity of care.</li> </ul>
<b>Staff Services</b>	<ul style="list-style-type: none"> <li>• Provide psychological perspectives that enhance team understanding of behaviour change, engagement, adherence, and family dynamics.</li> <li>• Provide education and consultation to diabetes team members to enhance psychologically informed care.</li> <li>• Support team capability through informal consultation, education, and reflective practice.</li> <li>• Provide supervision to other psychologists and psychology students, as appropriate to level of seniority.</li> <li>• Provide supervision to other staff at Te Whatu Ora as appropriate to level of seniority, and as required.</li> </ul>
<b>Multi-Disciplinary Work</b>	<ul style="list-style-type: none"> <li>• Actively participate in multidisciplinary diabetes clinics, case discussions, and service planning.</li> <li>• Build strong, collaborative working relationships with paediatric endocrinologists, diabetes nurse specialists, dietitians, social workers, Māori health workers, administrative staff and other stakeholders.</li> </ul>
<b>Service Development / Quality Improvement</b>	<ul style="list-style-type: none"> <li>• Contribute to service planning regarding triage, prioritisation, and equitable access to psychology input.</li> <li>• Contribute to the collation, development, review, and updating of diabetes-specific psychological resources (written, digital, and group-based) to benefit the Paediatric Diabetes Community including T1DM, T2DM, inpatient and outpatient as well as resources for whānau.</li> </ul>
<b>Professionalism</b>	<ul style="list-style-type: none"> <li>• Contribute to a team culture that values wellbeing, equity, and whānau-centred care.</li> <li>• Communicate clearly, respectfully, and professionally with colleagues, children, and whānau.</li> </ul>

	<ul style="list-style-type: none"> <li>• Maintain accurate and current clinical records, ensuring clear communication with families and relevant professionals.</li> <li>• 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.</li> <li>• They will follow the New Zealand Psychology Board's Code of Ethics, as well as relevant New Zealand legislation guiding clinical practice.</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>• 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.</li> <li>• Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>• Commits to helping all people achieve equitable health outcomes.</li> <li>• Demonstrates awareness of colonisation and power relationships.</li> <li>• 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.</li> <li>• Shows a willingness to personally take a stand for equity.</li> <li>• Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Models an agile approach –tries new approaches, learns quickly, adapts fast.</li> <li>• Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• Builds close working relationships with psychiatry and psychology colleagues in the Paediatric Consult Liaison team</li> <li>• Develops an understanding of the differing role of the CAF Access and Emergency Service, and accesses their support for clients when indicated.</li> </ul>

<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are followed.</li> <li>• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>• Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

### Relationships

<b>Internal</b>	<b>External</b>
<ul style="list-style-type: none"> <li>• Paediatric Diabetes Service Team Members, including SMOs, RMOs and allied health professionals</li> <li>• Child Health staff including medical, nursing, administrative, Hauora Māori, and allied health</li> <li>• Psychology Clinical Lead, Christchurch Campus &amp; Child Development Service</li> <li>• Child Health / CDS Psychology Practice Lead</li> <li>• Inpatient Charge Nurse Managers</li> <li>• Chief of Child Health and Service Manager of Child Health</li> <li>• Psychologists Working in Health Team on the Christchurch Campus</li> <li>• Consumer and Family Advisors</li> <li>• Allied Health Clinical Governance Group for the Christchurch Campus</li> <li>• People and Capabilities</li> <li>• Administrative and support staff</li> <li>• Director of Allied Health, Christchurch Campus, and Executive Director of Allied Health</li> </ul>	<ul style="list-style-type: none"> <li>• Family / Whānau / Caregivers</li> <li>• Other Child and Family related community sector agencies</li> <li>• Psychology within the Diabetes Psychology Aotearoa group</li> <li>• Te Whatu Ora</li> <li>• NZ Psychologists Board and professional organisations</li> <li>• Psychology tertiary education providers</li> <li>• Other relevant stakeholders e.g. suppliers, funding agencies</li> <li>• Oranga Tamariki</li> <li>• Schools and preschools</li> <li>• General Practitioners and Practice Nurses</li> </ul>

### About you – to succeed in this role

#### You will have

#### Essential:

- Registered as a Psychologist or eligible for registration in New Zealand, with current Annual Practicing Certificate
- Member of a professional psychological organisation (NZCCP and/or NZPsS)

- Demonstrated clinical competence working with children with chronic illness.

**Desired:**

- Minimum 3 years experience working as a psychologist and working at a senior level.
- Education either during university studies or since graduation in health psychology theory and principles.
- Experience and interest in working with tamariki and their whanau experiencing chronic medical conditions.
- Demonstrated past experience and ability to work in a multidisciplinary team.

**You will be able to**

**Essential:**

- Be a well-grounded, self-reflective psychologist
- Have a client focus and an ability to work in complex systems
- Have a high level of constructive interpersonal skills and a high degree of effective communication and interaction skills
- Demonstrate proven clinical credibility and theory-based practice.
- Demonstrate a willingness/ability to teach and or share expertise within the team.
- Demonstrate cultural safety and sensitivity and an understanding of Māori as tangata whenua.
- Demonstrate a flexible treatment philosophy.
- Show a high degree of initiative, motivation and the ability to work under pressure.
- Be capable of working with a wide range of people, backgrounds and age ranges and ability to form and maintain positive working relationships and networks with key people and organisations.
- 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.*