

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

Title	Clinical Psychologist / Psychologist – Paediatric Consult Liaison Team (PCL)		
Reports to	Psychology Clinical Lead, Christchurch Health Campus		
Location	PCL, Christchurch Health Campus		
Department	Child Health		
Direct Reports	None	Total FTE	0.8
Budget Size	Opex	N/A	Capex N/A
Delegated Authority	HR	N/A	Finance N/A
Date	March 2026		
Salary band (indicative)*	Senior preferable		

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

The Paediatric Consult Liaison (PCL) service is a group of psychiatrists, psychologists, and a physiotherapist who provide support to children and young people experiencing psychological difficulties related to medical conditions or acute medical presentations. Through understanding the bio-psycho-social aspects of child and adolescent health presentations, members of the PCL team can work closely alongside the Child Health team to support an integrated response from health, education, and social care systems.

The PCL psychologist is clinically embedded within the PCL team and are responsible for delivering psychology services to the children, young people and their whānau referred to this service. The position has a formal line-management relationship with the Psychology Clinical Lead, who is responsible for performance management, development, professional leadership, and strategic oversight. The role receives day-to-day direction and operational supervision from the Team Lead, and professional oversight from the Psychology Practice Lead for Child Health.

The primary purpose of the role is to:

- Provide high-quality, developmentally informed psychological care, assessment and treatment, to all children and young people and their whānau referred to the PCL team.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	<p>Provide high-quality, developmentally informed psychological care to children and young people experiencing psychological difficulties related to medical conditions or acute medical presentations.</p> <ul style="list-style-type: none"> • Appropriate use of a wide range of assessment tools including psychometric tests. • Therapeutic interventions to be formulated in consultation with the child and the whānau. • Provides a range of therapeutic interventions using individual, family and group techniques. • Contacts, assessment, interventions and treatment plans are clearly and objectively documented in the child and family's clinical file. • All communication and correspondence are managed in an appropriate manner. • Children and their whānau are referred to other community-based services as appropriate. • Risks are identified and supports are accessed appropriately where required.
Staff Services	<ul style="list-style-type: none"> • Provide education and consultation to child health staff to enhance psychologically informed care. • 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.
Multi-Disciplinary Work	<ul style="list-style-type: none"> • Engages in a collaborative service delivery approach with colleagues from the team and other services through the treatment planning process. • Acknowledges, respects and utilises the skills and knowledge of colleagues from the team and other services appropriately. • Ensures that psychological skills, knowledge and professional perspectives are made available to assist colleagues in a positive, proactive and professional manner. • Participates as a member of the multidisciplinary team in the appropriate assessment, treatment and follow-up of children and their families/ whānau. • Clear lines of communication are effectively utilised and professional accountability for practice is demonstrated.
Service Development / Quality Improvement	<ul style="list-style-type: none"> • Work is informed by best practice • Participates in the formulation of practice guidelines, project work and other activities as required to maintain or improve the quality of services delivered. • Peer, administrative and clinical supervision is actively engaged and effectively utilised. • Maintains a responsibility to contribute to the development and delivery of service, support consumer representation in that process and adheres to a child focus/family orientation. • Participate in and maintains links and liaison with professional groups.

	<ul style="list-style-type: none"> • Involvement in regular performance review/appraisal. • Provides teaching and training for other health disciplines and interns when required.
Professionalism	<ul style="list-style-type: none"> • Contribute to a team culture that values wellbeing, equity, and whānau-centred care. • Communicate clearly, respectfully, and professionally with colleagues, children, and whānau. • Maintain accurate and current clinical records, ensuring clear communication with families and relevant professionals. • 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. • Complies with relevant legislative, regulatory, service and professional requirements.
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. • Builds close working relationships with psychiatry and psychology colleagues in the Paediatric Consult Liaison team

	<ul style="list-style-type: none"> • Develops an understanding of the differing role of the CAF Access and Emergency Service, and accesses their support for clients when indicated.
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.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are followed. • 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.

Relationships

Internal	External
<ul style="list-style-type: none"> • Paediatric Consult Liaison Team Lead • Child Health / CDS Psychology Practice Lead, Psychology Clinical Lead, and Team Lead of PCL • Child Health staff including medical, nursing, administrative, Hauora Māori, and allied health • Chief of Child Health and Service Manager of Child Health • Tiaki Whānau • Psychologists Working in Health Team on the Christchurch Campus • Consumer and Family Advisors • Allied Health Clinical Governance Group for the Christchurch Campus • People and Capabilities • Administrative and support staff • Director of Allied Health, Christchurch Campus, and Executive Director of Allied Health 	<ul style="list-style-type: none"> • Family / Whānau / Caregivers • Other Child and Family related community sector agencies • NZ Psychologists Board and professional organisations • Psychology tertiary education providers • Other relevant stakeholders e.g. suppliers, funding agencies • Oranga Tamariki • Schools and preschools • General Practitioners and Practice Nurses

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 Practising Certificate
- Member of a professional psychological organisation (NZCCP and/or NZPsS)

- Demonstrated clinical competence with children with psychological difficulties and their families, preferably with health or medical conditions.
- Demonstrated past experience and ability to work in a multidisciplinary team.

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 in a medical setting.

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.