

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

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.

Title	Clinical Psychologist or Rehabilitation Psychologist or Health Psychologist
Reports to	Clinical Manager Psychology – OPH&R
Location	Christchurch
Department	Clinical Psychology
Date	26-08-2026
Salary band (indicative)ⁱ	Apex Psychologists Collective Agreement Step 1-7
Children's Worker roleⁱⁱ	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

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.

Key Result Area	Expected Outcomes / Performance Indicators
The Psychologist is responsible for the provision of psychological evaluations, assessments, therapeutic interventions and management plans to inpatients and outpatients	- 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. - 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. • Development and implementation of both general and individualised programmes for rehabilitation of patients • Formulation of appropriate rehabilitation goals for individuals accounting for relevant psychological, personal and cultural factors. • Ensure liaison with Mental Health Services, referrers, and other clinical staff on the ongoing management of patients. • Be available to assist with education, advice and support for patients and families concerning post-trauma and post illness reactions and adjustment difficulties. • Be available for staff debriefings and provision of support as required • All documentation/reports are legible, concise, include appropriate recommendations, and are completed in a timely manner. • Activity/workload statistics are maintained in accordance with Canterbury District Health Board clinical case mix requirements.
The Psychologist is responsible for maintaining ongoing and effective communication with members of the relevant multidisciplinary /interdisciplinary team.	• To work in an effective interdisciplinary/multidisciplinary team approach. • The communication of information in a timely, relevant and effective manner. • Contribute to the ongoing education of team members regarding psychological sequelae to disabilities/trauma, rehabilitation and psychological approaches. • Attendance at and active participation in relevant meetings. • Availability for staff debriefing and support as required. • Ensure that regular informal contact is held with other interdisciplinary team members.
The Psychologist will contribute to the ongoing education of interdisciplinary/ multidisciplinary team members regarding psychological treatments in rehabilitation of cognitive and physical	• At service level presenting individual case studies, specific topics related to the area of practice and service development issues at department education sessions. • Presenting outside of the service to other departments and service areas on Psychological aspects of Adult rehabilitation.

disability, utilising techniques that are developed from Psychology.	- The supervision of Psychology Interns who may be in their 4th, 5th, or 6th year of clinical training. - Provide ongoing informal education of team members regarding psychological issues in the management of patients.
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.	- Ensure collection, storage and analysis of information that pertains to the service's activities. - Implement audit processes to review the activities of the service. - Produce reports and presentations of review or research findings at regular intervals. - 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
The Psychologist is responsible for maintaining ongoing and effective communication with the Medical Director, Service Manager and the Clinical Manager Burwood Hospital Psychology Department.	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.
The Psychologist will ensure that the Health New Zealand, Canterbury's Occupational Safety & Health requirements are met.	- Work in a safe and healthy manner to prevent harm to themselves or others. - Be pro-active in identifying and controlling hazards through staff meetings. - OSH accidents are reported directly to the relevant line manager
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.	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.

Key Result Area	Expected Outcomes / Performance Indicators
Access and Outcomes	- Supports efforts to improve access to services and achieve better outcomes for the communities we serve. - Uses evidence and insights to identify barriers and opportunities for improvement. - Contributes to inclusive, responsive, and effective service delivery.

Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• 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	• 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 your manager

Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
• 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).	• Clinical Director • Patient Care Manager • Relevant Clinical Charge Nurse • Clinical Nurse Specialist • Medical referrers • Inter-disciplinary team members • Clinical Manager • Burwood Hospital Psychology Department • Other clinical staff

About you – to succeed in this role

You will have

Essential:

- Hold a practicing certificate from the New Zealand Psychologists Board registering you 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.

Desired:

- 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.

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.

Desired:

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

ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.