Health New Zealand
Te Whatu Ora

Position Description | Te whakaturanga ō mahi
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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	Psychologist, Kaimātai Hinengaro
Reports to	Psychology Clinical Lead, Christchurch Campus and Montreal House
Location	Christchurch Hospital
Department	Neonatal Intensive Care Unit, Christchurch Campus
Date	21/10/2026
Salary band (indicative)[i]	Step 5-8 of APEX seca
Children's Worker role[ii]	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 Psychologist, Kaimātai Hinengaro – Neonatal Intensive Care Unit, Christchurch Campus role responsibilities are:

- To provide psychological support to pēpi, whānau and parent-infant dyad involved with the NICU service.
- To support the development and maintenance of an agreed model of service delivery for psychology access for parents in the context of their whānau.
- To provide mentorship, consultation, education, and support to NICU staff.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	• The psychologist is responsible for supporting the psychological wellbeing of the infants admitted to the NICU and their parents and whānau who are involved with them at this time but can include parents of babies who are expected to be admitted to NICU. • The psychologist will provide screening, assessment, and intervention as needed, in a competent and evidence-based manner. Interventions will be formulation based and may

	include individual, couples, family, group, and system interventions. • The psychologist will consistently work and formulate in a relationally-informed manner, using their strong skills and personal attributes as a systemic and relationally-focused psychologist to support the infant-parent dyad. The psychologist will strongly value the therapeutic skill of being alongside, not just, "doing to". • The psychologist will collaborate effectively with the interdisciplinary NICU team to support the whānau. This will involve close collaboration with the social work and Hauora Maori team in NICU and involvement in regular MDTs/IDTs, ward rounds, discharge planning meetings, as required. • Where agencies and services are already involved in the parent's care, the psychologist will liaise effectively with them, e.g., Mothers and Babies team, Nga Taonga Pēpi, Specialist Mental Health Services (SMHS), GP, Lead Maternal Carer. • This service will have a strong focus on supporting the development of the infant-parent dyad and will hold a strong relational framework and ecological perspective. This may involve a range of interventions. • Family integrated care underpins the NICU provision of care. They will become a member of the Psychosocial pillar. • Time-limited transitional work will take place, to support successful transitions out of the NICU service (this includes inpatient (e.g. Paediatric wards) and outreach service) in association with follow up services such as Early Intervention developmental services and Early Start if applicable, Well Child Tamariki Ora and GP services. Transfer of care to the community teams should be timely.
Staff Services	• The psychologist will develop and implement resources including education, mentorship, and support for NICU staff and the wider clinical team. • The overarching objective for support to staff is to facilitate their understanding of the psychological needs and consequences for whānau as they are in a NICU service, e.g. recognition of perinatal mood and anxiety disorders and methods of communicating with and supporting whānau. • Develop and implement supportive services for staff, based on their needs; e.g. group supervision, debriefing services, and guidance on complex situations.
Multi-Disciplinary Work	• Collaborative clinical work and strong relationships with other appropriate services that whānau may be involved with, e.g. Hauora Maori, Paediatric Consult Liaison team, Psychiatric Consult liaison (adult), Mothers and Babies, Nga Taonga Pepi, other SMHS, Maternity Services. • Collaborate with the Paediatric Palliative Care team (or other relevant service) to provide support for whānau and staff after significant medical crises where a ceiling of care is proposed or the death of a foetus or newborn where appropriate. • Maintain effective and professional communication with MDTs and other staff.

Clinical Leadership	• Provide supervision to other psychologists and psychology students, as appropriate to level of seniority. • Provide supervision to other staff at the CDHB as appropriate to level of seniority, and as required.
Professionalism	• The psychologist is expected to engage in professional development that enhances their practice and is relevant to the NICU. 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.
Other Duties	• Participate in Quality Improvement initiatives to improve the delivery of comprehensive psychological whānau support services in the NICU. • Consider conducting clinical research and data analysis to further the knowledge base about psychosocial and mental health needs of NICU parents and families. • Contribute to the ongoing review of activities of the service and contribute to the development of the service.

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

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

Relationships

External	Internal
• Psychology peers from other District Health Boards/organisations • NZ Psychologists Board and professional organisations • Psychology tertiary education providers • Relevant Government agencies and non-governmental organisations • Primary health service providers • Other relevant stakeholders e.g. suppliers, funding agencies	• Neonatal Clinical Director • Neonatal Clinical Nurse Manager and Associate CNM's, NICU • Psychology Clinical Lead, Christchurch Campus & Montreal House • NICU Social work team • Hauora Maori service - Maori Health Liaison workers for NICU and Women's. • NICU SMO's • NICU staff • Paediatric Consult Liaison Team and other Paediatric Psychologists • Allied Health Leaders • Other CDHB staff and managers (e.g. A7 and B7 staff, referring maternity team, Nga Taonga Pepi service, Mothers and Babies, Specialist Mental Health Services (SMHS)) • Consumer and Family Advisors • SMHS staff • Chief of Child Health, and Service Manager, Christchurch Women's Health and Child Health • 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

About you – to succeed in this role

You will have

Essential:

- Postgraduate psychology training and a Board-approved professional qualification in your scope of practice
- Registered with the New Zealand Psychologists Board – with current Annual Practising Certificate
- Member of a professional psychological organisation (NZCCP or NZPsS)
- Minimum of 3 years' experience as a Psychologist and working at a Senior level
- Completed appropriate supervision training and has supervision experience
- The ability to stay grounded, self-reflective, calm and responsive in highly stressful and/or distressing situations.
- Demonstrated experience and ability to work in a multidisciplinary team
- Experience working relationally, with whānau, and with complex systems
- Good understanding of infant development, the effects of paediatric medical conditions upon the infant/child and family, adjustment reactions and responses to and management of traumatic situations
- A high level of constructive interpersonal skills.
- A high degree of effective communication and interaction skills at all levels
- A working understanding of the Treaty of Waitangi and demonstrated commitment to biculturalism and working with culturally and linguistically diverse persons.

Desired:

- Training and knowledge in infant development and models pertaining to the infant-parent dyads
- Training and knowledge in management of trauma, stress and adjustment reactions
- Experience in service delivery management
- Experience in developing services to provide early access to psychological services within a multi-professional team
- Experience in the delivery of psychology in paediatric health services or mental health mothers and babies' services
- Experience in providing education, consultative, and supervisory support to hospital staff
- Treatment modalities for perinatal emotional distress (including, but not limited to PPD, PTSD, Generalized Anxiety Disorder) may include individual, couples, family, and group therapy. Knowledge of and experience in a range of specific treatment modalities such as IPT, CBT, behavioural approaches, family therapy, mindfulness, IMH, EMDR, telehealth.

- Experience in setting up and delivering groups for parents/carers.
- The psychologist should demonstrate competency in the interpretation of screening tests and/or psychological test results related to Infant and Parental Mental Health.

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.

[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.