Health New Zealand
Te Whatu Ora

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
Reports to	Clinical Manager - Anxiety Disorders Service/Specialist Mental Health
Location	Christchurch
Department	Anxiety Disorders Service
Date	1.12.2026
Salary band (indicative)[i]	APEX Psychologists Collective Agreement, Step 1-8
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 primary purpose of the role is to:

[provide psychological services to the Anxiety Disorders Service within Specialist Mental Health Service. The role requires the ability to assess, formulate and treat tangata whaiora (people seeking wellness) and to complete associated team work, to ensure that high quality, services are being delivered in accordance with the Psychology competency document for this position level. You will maintain a trauma-informed and culturally responsive approach, using interventions that are evidence-based.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Duties	• Completes comprehensive intake assessments in accordance with Unit / Service SPF guidelines, involving significant others / family as appropriate. • Performs diagnostic assessments and arrives at a diagnosis according to established diagnostic criteria (e.g. DSM-IV or ICD 10), under supervision. • Administers and interprets a range of specialist psychological tests relevant to various assessment areas, such as intellectual

	functioning, neuropsychological status, personality functioning, cognitive schemas and behavioural functioning as required. • Integrates assessment data with knowledge of relevant literature to develop a working hypothesis / model of the person's problems / strengths to guide interventions. • Discusses assessments with the Multi-disciplinary team. • Provides case formulation and diagnosis based on full assessment and generates appropriate treatment recommendations / plans. • Provides appropriate feedback to tangata whaiora's and family members regarding the meaning of psychological test results, as required. • Utilises accepted models of intervention / therapy appropriate to the presenting problems in a range of clinical treatment areas. • Devises behavioural or psychological programmes for other Mental Health workers, as required. • Evaluates therapeutic treatment programmes utilising psychological test measures, as appropriate, and adjusts intervention as necessary based on data, in conjunction with supervisor. • Provides Case Management to cases assigned based on the need for psychological intervention, as required. • Co-ordinates ongoing assessment, treatment, referrals, crisis management, regular reviews and discharge planning for assigned cases as per unit / service SPF guidelines.
Professional Practice	• Writes appropriate, timely and competent assessment reports as per current accepted standards of practice. • Performs independently in psychological assessments bringing multiple theoretical basis as per Level 3 MAS document. • Reaches conclusions quickly and comprehensively based on developing experience. • Maintains secure records of raw test data and protocols as per Clinical Leader guidelines, professional and contractual requirements. • Records planning for psychological treatment in tangata whaiora notes. • Applies the Scientist – Practitioner model of psychology practice on an individual patient-by-patient basis. • Practices in a professionally competent manner in accordance with: o the Standards of Practice / Code of Ethics, as set down by the Psychologist Board and HPCA Act o legislation and standards relevant to the area of practice o requirements of the work area / organisation (SPF, Policies and Procedures)
Teamwork and Communication	• Provides appropriate feedback regarding the meaning of psychological test results, as required. • Consults with other health professionals involved in the tangata whaiora's management.

	• Provides psychological perspective, knowledge and expertise for other professionals within and across teams as required. • Uses team communication skills such as co-operation, leadership, guidance and listening.

Professional Development	• Writes appropriate, timely and competent assessment reports as per current accepted standards of practice.
	• Performs independently in psychological assessments bringing multiple theoretical basis as per Level 3 MAS document.
	• Reaches conclusions quickly and comprehensively based on developing experience.
	• Maintains secure records of raw test data and protocols as per Clinical Leader guidelines, professional and contractual requirements.
	• Records planning for psychological treatment in client notes.
	• Applies the Scientist – Practitioner model of psychology practice on an individual person-by-person basis.
	• Practices in a professionally competent manner in accordance with:
	  ○ the Standards of Practice / Code of Ethics, as set down by the Psychologist Board and HPCA Act
	  ○ legislation and standards relevant to the area of practice
	  ○ requirements of the work area / organisation (SPF, Policies and Procedures)

Leadership and Professionalism	• Exchanges ideas and sharing of skills through consultation with Psychology colleagues. • Assists with development, co-ordination or facilitation of professional training and education programmes. • Participates in peer review. • Seeks to influence existing professional standards and practices. • Following appropriate training and experience, supervises Psychology staff as negotiated with Clinical Leader and Clinical Manager. • Supervises Psychology Students / Interns as negotiated with Clinical Leader and Clinical Manager. • As appropriate, supervises the clinical practice of workers from some other mental health disciplines and in particular their use of psychological assessment and intervention techniques. • Identifies, initiates and facilitates changes to structures and systems to reduce power imbalances between staff and tangata whaiora and other groups within mental health services.
Quality and Improvement	• Critically analyses relevant research literature and applies to clinical work. • Contributes to the team / unit in areas of treatment research and service provision, including the design, data collection, analysis and write up of research projects as appropriate.

	• Presents findings to Team / Unit and other appropriate forums. • Participates in evaluation and outcome measures and incorporates recommendations into practice. • Contributes to unit / service philosophy and objectives from a psychological view.
Cultural Safety	• Demonstrates leadership and role modelling in relation to Te Tiriti o Waitangi-based relationships and advocates for the development of cultural responsiveness and safety. • Incorporates the principles of Te Tiriti into Psychology practice. • Respects values, customs and beliefs of tangata whaiora, their significant others / Whanau and carers and actively seeks to develop relevant networks. • Identifies how underlying issues of a tangata whaiora's culture may impact on their mental health / illness and incorporates this in psychology practice. • Demonstrates flexibility of practice within culturally diverse clinical setting and demonstrates cultural humility. • Works to know their own cultural norms beliefs and values in relation to mental health, mental illness and treatment and acknowledges and addresses own limitations in provision of cultural responsiveness and safety

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
• Clients, Family/Whanau, Carers • Peers from other Health NZ organisations • Clinical Psychology tertiary education providers and students • Psychology Board • Other services within Health NZ Waitaha Canterbury • Relevant government agencies and non-governmental organisations • General Practitioners and primary health providers • Other relevant stakeholders e.g., suppliers	• Multi-disciplinary Team Members • Clinical Manager / Charge Nurse Manager • Service Leadership Team • Supervisor • Professional Leadership Team • Clinical Leader (Psychology) • Director of Allied Health, SMHS • Other SMHS Teams

About you – to succeed in this role

You will have

Essential:

- [Registration with the New Zealand Psychologists Board
- Current Practicing Certificate
- Clinical scope of Practice with the NZ Psychologists Board
- Experience in comprehensive psychological assessment of severe anxiety disorder and comorbid disorders
- Experience in delivering psychological interventions for severe anxiety disorders and comorbid disorders

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.
- Develop a sense of belonging in the team. Team fit will require both a strong work ethic as well as contributing to a vibrant, supportive and enjoyable workplace culture.

[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.