

Position Description | Te whakaturanga ō mahi

Te Whatu Ora | Health New Zealand

Title	Psychologist
Reports to	Operational- Line Manager Professional Lead
Location	
Department	
Date	
Job band (indicative)	

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 (to be confirmed)

Te Mauri o Rongo is currently being finalised – this section provides an overview of anticipated content. In order to guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Wairuatanga	The ability to work with heart	<i>"When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled".</i>
Rangatiratanga	Ensuring that the health system has leaders at all levels who are here to serve	<i>"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"</i>
Whanaungatanga	We are a team, and together a team of teams	<i>"Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānaunga, we are the workforce - kaimahi hauora"</i>
Te Korowai Manaaki	Seeks to embrace and protect the workforce	<i>"The wearer of the cloak has responsibility to act/embody those values and behaviours"</i>

About the role

The primary purpose of the role is to:

- To provide a high quality clinical psychology service in the assessment and treatment of clients, ensuring clients' needs are met in a culturally, clinically and legally safe manner. The psychologist functions as part of a multidisciplinary team.

Psychology is a discipline integrating science, theory and clinical knowledge for the purpose of understanding, preventing and relieving psychologically based distress or dysfunction and to promote subjective well-being and personal development. Psychologists assess and treat mental, emotional and behavioural disorders. They use the science of psychology to treat complex human problems and promote change. They develop an individual's resilience using strengths-based models. Psychologists also promote individual and whanau/family development, adaptation and recovery. Psychologists work as part of multi-disciplinary teams to provide psychological assessments and interventions for clients of their teams. They also provide a range of other services to support the development and function of their teams and the organisation as a whole. These activities include, but are not limited to; case consultation, staff training and supervision, leadership and involvement in service development activities and evaluation-related activities.

Key Result Area	Expected Outcomes	Performance Indicators
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Professional practice

- | | |
|---|--|
| <ul style="list-style-type: none"> Maintains standards of professional practice and promotes and supports others professional development. | <ul style="list-style-type: none"> Complies with statutory obligations, such as the Mental Health Act, the Privacy Act, the Children and Young Person's Act and other relevant Acts. Complies with psychology professional guidelines, including the Psychologists Code of Ethics and all relevant NZ Psychologists board guidelines Ensures continuing professional development and training activities Consults with relevant health professionals and advisers accordingly Maintains professional relationships. |
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Clinical practice	<ul style="list-style-type: none">• Demonstrate an appropriate level of clinical skill and knowledge in the provision of clinical psychology services.	<ul style="list-style-type: none">• To be responsible for making sound clinical decisions with support from the multidisciplinary team.• Receive relevant clinical supervision/ advice concerning professional and practice issues.
Service Planning	<ul style="list-style-type: none">• Actively participate in the service planning and development.	<ul style="list-style-type: none">• Provides input to case conferences and service education sessions as well as with local and regional service training. Also contributes to team development and planning as appropriate.• Client related documentation is developed and maintained.• All documentation is completed and accurate.• Ensures all parties are kept appropriately informed about a service user's treatment.
Cultural Effectiveness	<ul style="list-style-type: none">• Work with all service users in a manner relevant and appropriate to their culture.	<ul style="list-style-type: none">• Demonstrates cultural sensitivity and provide culturally appropriate services through a range of cultural networks according to team procedures.• Ensures that the principles of the Treaty of Waitangi are adhered to in addressing work responsibilities.• Attends training and workshops related to improving services for Maori and Pacific Islanders.• Seeks appropriate cultural supervision when necessary to provide a responsive service.
Continuous Quality improvement	<ul style="list-style-type: none">• Actively contribute to quality improvement activities within the service.	<ul style="list-style-type: none">• Identifies improvement opportunities and notifies the manager of these.• Participates in the services quality improvement activities.• Contributes to specific service development projects, on request by their manager and /or the Professional leader for Psychology.• Provides professional service to service users and is responsive to service user complaints or requests.• Complies with standards and works to improve service user satisfaction.

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Risk Minimisation

- Actively contributes to risk minimisation activities within the service.
- Identifies risk and notifies supervisor.
- Participates in service's risk minimisation activities.
- Complies with TWO-Southern risk policies and procedures.
- Participates in audits and works to update service user files.

Occupational health and Safety

- Complies with responsibilities under the Health and Safety in employment Act 1992
- Has read and understood the Health and safety policy and procedures.
- Actively supports and complies with Health and safety policy and procedures.
- Evidence of support and compliance with health and safety policy and procedures including use of protective clothing and equipment as required, active participation in hazard management and identification process, and proactive reporting and remedying of any unsafe work condition, accident or injury.

Key Result Area	Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders
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 • Willingness to personally take a stand for equity • Supports Māori-led and Pacific-led responses
Culture and People Leadership	<ul style="list-style-type: none"> • Lead, nurture and develop our team to make them feel valued • Prioritize developing individuals and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others • Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally • Implement and maintain People & Culture strategies and processes that support provide an environment where employee experience, development and performance management drive achievement of the organisation's strategic and business goals

	<ul style="list-style-type: none"> Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo (the Health Charter, once developed), ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened
Innovation & Improvement	<ul style="list-style-type: none"> Be 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 Model 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 Work with peers in Te Aka Whai Ora Māori Health Authority 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
Health & safety	<ul style="list-style-type: none"> Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives Taking 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 Lead, champion, and promote 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 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 the unit manager/ professional lead

- Anything that lies outside of the psychologist's scope of practice.

Relationships

External	Internal
<ul style="list-style-type: none"> Consumers, families and whanau Community and Primary Care Providers Health Quality and Safety Commission Other Government departments and Health Providers Other services or agencies as appropriate Registering Body Professional organisations and Unions NGO's 	<ul style="list-style-type: none"> Unit managers Psychology Professional lead Multi- disciplinary colleagues Operational managers Directors of Allied Health Administration staff Advisory roles- consumer family and cultural

About you – to succeed in this role

You will have

Essential:

A. Essential Professional Qualifications / Accreditations / Registrations:

- The appointee will be a New Zealand Registered Psychologist.
- The appointee will hold a current annual practising certificate.
- The appointee will have a recognised qualification in psychology (i.e. Diploma in Clinical Psychology or overseas equivalent).

Experience, Knowledge and Skills:

- Proven competence, knowledge and skills in psychology with a strong knowledge of relevant and appropriate psychological assessments and evidence based interventions.
- Experience working effectively as an autonomous health professional and as part of an interdisciplinary team providing clinical care to the service.
- Demonstrated ability to use sound clinical judgements in wide range of situations including administration and interpretation of psychometric assessments.
- Effective communication skills both oral and written including psychological assessments and formulations that are easily interpretable by other clinicians and clients.
- Demonstrated commitment to clinical and professional development including peer review activities showing a pattern of continuous learning and updating of skills and knowledge.
- Compliance with core competencies for NZ registration as a Psychologist/ Clinical Psychologist.
- Assist in the supervision of intern psychologists.
- Participation in Psychology supervision as per the supervision policy.

B. Someone well-suited to the role will place a high value on the following:

- Understanding of mental health in infants, children, adolescents, adults and their families;
- Effective oral and written communication;
- Recognising and managing risk in a clinical environment;
- Working in an emotionally challenging and changing environment;
- Responding to changing demands / priorities / workloads at short notice;
- Working in a multi-disciplinary environment;
- Showing patience and compassion to distressed people.

Other:

- Can use Microsoft Office suite (Word and Excel).
- Can keep detailed written file notes, complete client pathway documentation and provide formal assessment reports as required.

You will be able to

Essential:

- 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.
- Able to 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.

Acknowledged / Accepted

Employee

Date

Manager

Date