

 HAWKE'S BAY District Health Board Whakawāteatia	POSITION TITLE	Psychology : Professional Lead		
	DIRECTORATE(S)	Across relevant Groups	DEPARTMENT	Allied Health
	REPORTING TO (operationally)	Director of Allied Health (DAH) Mental Health and Addictions	REPORTING TO (professionally)	Director of Allied Health (DAH) Mental Health and Addictions
DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role delivers professional leadership for Psychology across health services, inclusive of hospital, outpatient and community services at Hawkes Bay DHB.			
PURPOSE OF THE POSITION	<ul style="list-style-type: none"> • Provide professional leadership for the Psychology profession • Responsible for Psychology workforce development, safe and high quality patient care and outcome focussed practice and integration. • In conjunction with colleagues develops a HBDHB psychology strategy that details a vision for integrated models of psychological care across inpatient, outpatient MH, Physical Health, primary care and community. This would include a plan for retention of staff which would include leadership opportunities • Implement the Allied Health quality assurance framework to provide clinical assurance for Psychology. This will include facilitating consistent standards of practice, ensuring effective use of evidence based, safe and competent practice and supporting managers across services on issues related to Psychology. • Ensure Cultural Safety of Psychologists and meeting obligations of the articles of Te Tiriti o Waitangi, and Human rights expectations to ensure equity is achieved across all cultures • This role works collaboratively with other Professional Leaders, Team Leaders, Managers and other related positions across the DHB and the wider health system to support and develop opportunities for Psychologists and multidisciplinary team work. • The role will also provide advice on organisational and workforce priorities where the role of the Psychology workforce and aligned models of care would enhance the delivery of effective health services for our population. • Delivery of organisational Key Performance Indicator's (KPI's) including relevant Ministry of Health (MoH) target, financial budgets and service plans. • The role will advise and contribute to policies and care pathways in regards to psychological models of care . • To role model, participate and contribute to the delivery of the Hawke's Bay Health sector vision, values and behaviours. 			
	Leadership & Management - Te Ārahi me te Whakahaere			

KEY DELIVERABLES

- Provide strategic leadership for Psychology matters, including advice to the Executive / Directors of Allied Health Scientific and Technical and other leaders as required.
- Represent the Psychology profession (and wider Allied Health professions as required) through active participation in relevant local, sub-regional, regional and national forums.
- Identify risks, complete mitigation plans, communicate risks to others and escalate as appropriate. This may include providing advice to services across the organisation.
- Identify and communicate issues and trends related to Psychology practice to relevant managers and other leaders as required.
- Provide professional expertise to managers in the recruitment of Psychology staff as required.
- Contribute to workforce planning for the profession (across services and / or the sub region), and in collaboration with managers identifies future workforce needs for the profession, inclusive of strategies for recruitment, retention, succession planning and career development.
- Demonstrate an awareness of health inequalities and supports workforce and service initiatives that contribute towards reducing these inequalities.
- Create and foster a culture for continuous quality improvement.
- Develops strategies for increasing the number of Māori and Pacific Psychologists in the workforce, to enable alignment to the population served.
- Identify and support the development of emerging Psychology leaders within the workforce for the profession and the organisation.
- Actively promote and support staff to work using an integrated approach across the continuum of care, promoting relationship centred practice.
- Develop and maintain a dialogue with relevant professional bodies and agencies to highlight issues and opportunities in relation to professional practice.
- Work in partnership with managers to address performance issues and/or feedback where Psychology staff are involved, including reporting to registration board as required.
- Furnishes a 6 monthly report detailing goals and achievements e.g. staffing, service development, opportunities to improve service, aligned to psychology work strategy
- Present a credible and positive profile for the profession both within and external to the DHB.
- Ensure own and profession's compliance with organisational policies and procedures, particularly those that pertain to professional practice.
- Contribute to relevant certification and accreditation activities.

<p>KEY DELIVERABLES</p>	<p>Clinical Practice- Te Mahi Haumanu</p> <ul style="list-style-type: none"> • Works in partnership with managers/team leaders to ensure staff are working within their scope of practice as per registration board, professional association or organisational policy expectations. • Demonstrates current understanding of the philosophy and theory underpinning psychology practice. This includes exploring emerging theories of practice and the application of inter-professional working within the New Zealand healthcare system. • Responsible for providing psychology clinical leadership including providing clinical advice, support and guidance to team members • Promote effective communication among psychologists in order to share expertise and information. • Promote culturally safe / bicultural practice and competency for psychologists working with patient/clients and whānau. • Work to identify and support opportunities for psychologists advanced clinical practice.
<p>KEY DELIVERABLES</p>	<p>Teaching & Learning - Ako Atū, Ako Mai</p> <ul style="list-style-type: none"> • Maintains competency to practice through identification of learning needs and continuing professional development activities. This should comply with professional registration or professional body requirements. • Participates in professional supervision in line with the organisation’s requirements and/or professional body. • Provides and contributes to coaching, mentoring and clinical support and/or professional supervision. • Oversees student contracts for the profession, and works with managers/team leaders in facilitating clinical education and placements of students and contributes to supporting potential students. • Develops and maintains effective working relationships with teaching institutions, inclusive of providing recommendations for curriculum development, sharing information on practice changes, and working in partnership to enhance workforce readiness of graduates. • Ensures supervision and mentoring systems are in place, working well and are utilised. • Supports and encourages the profession and other health professionals in developing collaborative inter-professional learning opportunities. • Is involved in the induction of newly appointed staff.
<p>KEY DELIVERABLES</p>	<p>Service Improvement & Research - Te Whakapai Ratonga me te Rangahau</p> <ul style="list-style-type: none"> • Develops and monitors clinical assurance activities for the profession (inclusive of adherence) and makes recommendations for change where indicated, in collaboration with the Director of Allied Health or equivalent. • Identifies and supports opportunities for innovative clinical practice in collaboration with others. • Supports changes in practice and/or models of care, in line with evidence based practice (where available), research evidence and audit activity aligned with the strategic direction of the profession and organisation. • Actively leads profession to monitor, review and adapt practice where evidence does not support current practice including the cessation of practice. Involved in PDRs with Team Leaders where appropriate. • Champions the psychology profession to pursue research and knowledge-building required for practice improvement. • Establishes working partnerships with consumers, other services / external organisations to promote safe and integrated working that improves the outcomes and experience of patients / clients and whānau. • Ensures profession specific (and inter-professional) protocols, pathways and policies are developed, maintained and aligned with evidence based practice. Where appropriate seeks out, shares and develops these across services to promote integration and consistency in service delivery for client/patient/ tangata whaiora and whānau across the region. • Practises in a way that utilises resources (including staffing) in the most sustainable and cost effective manner. • Actively participates in national, regional and sub-regional working groups/ clinical networks to identify and implement service improvements as appropriate. • Contributes to annual planning process, including identifying gaps in service and participating in work activity that may result from the planning process. • Awareness of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and Safety in Employment Act 1992, Privacy Act 1993, Vulnerable Children’s Act 2014, Privacy Act, ACC service specifications etc.).

<p>HEALTH & SAFETY RESPONSIBILITIES</p>	<p>HBDHB is committed to maintaining and promoting the health & safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> • Not to do anything that puts your own H&S at risk • Not to do anything that puts others H&S at risk • To follow all health and safety policies and procedures • To follow all reasonable health and safety instructions <p>(You have the right to cease work if you believe that you, or others, are at risk of serious harm).</p>	
<p>KEY WORKING RELATIONSHIPS</p>	<p>INTERNAL</p> <ul style="list-style-type: none"> • Chief Allied Health Professions Officer • Psychiatrists • Allied Health Professionals, Professional Leads & Directors of Allied Health • Te Wāhanga Hauora Māori HBDHB • Other teams relevant to supporting the Tangata Whaiora and whānau journey • Service Groups that require psychological input and models incorporated into their policies and care pathways eg Mental Health, Child Development Service and others. 	<p>EXTERNAL</p> <ul style="list-style-type: none"> • Client /patient/ tangata whaiora and their whānau • Community Services and Agencies • All other Health Providers, including PHO, GPs • Chief Allied Health Professions Officer at MOH • Other Lead Psychologists in other DHBs • Universities and Training Institutions

DELEGATION AND DECISION	<ul style="list-style-type: none"> Works autonomously with a high degree of independence to achieve the plan and problem solve complex issues as they arise.
HOURS OF WORK	<p>24 hours per fortnight (0.3 FTE)</p> <p>In accordance with the Psychologists Multi Employer Collective Agreement (MECA)</p>
EMPLOYMENT AGREEMENT & SALARY	In accordance with the Psychologists Multi Employer Collective Agreement (MECA) steps 11-14; according to qualifications and experience pro-rated for hours worked.
DATE	September 2021
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A
SCOPE & COMPLEXITY	<ul style="list-style-type: none"> Ensure smooth and effective pathway for tamariki / rangatahi / whānau /kaumataua/kuia referred to the service to ensure barriers to services are reduced Competent engaging and addressing cultural needs of the Consumer and whānau A strong emphasis on improving services & reducing inequities for Māori whānau, hapū and iwi Active participation in service area decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways Knowledge of all teams across the HB DHB who have psychologists professionals and an understanding of services being provided. Managing stakeholder relationships across the organisation

Our shared values and behaviours



HE KAUANUANU RESPECT *Showing respect for each other, our staff, patients and consumers*

- | | | |
|-------------------|---|--|
| Welcoming | <ul style="list-style-type: none"> ✓ Is polite, welcoming, friendly, smiles, introduce self ✓ Acknowledges people, makes eye contact, smiles | <ul style="list-style-type: none"> ✗ Is closed, cold, makes people feel a nuisance ✗ Ignore people, doesn't look up, rolls their eyes |
| Respectful | <ul style="list-style-type: none"> ✓ Values people as individuals; is culturally aware / safe ✓ Respects and protects privacy and dignity | <ul style="list-style-type: none"> ✗ Lacks respect or discriminates against people ✗ Lacks privacy, gossips, talks behind other people's backs |
| Kind | <ul style="list-style-type: none"> ✓ Shows kindness, empathy and compassion for others ✓ Enhances peoples mana | <ul style="list-style-type: none"> ✗ Is rude, aggressive, shouts, snaps, intimidates, bullies ✗ Is abrupt, belittling, or creates stress and anxiety |
| Helpful | <ul style="list-style-type: none"> ✓ Attentive to people's needs, will go the extra mile ✓ Reliable, keeps their promises; advocates for others | <ul style="list-style-type: none"> ✗ Unhelpful, begrudging, lazy, 'not my job' attitude ✗ Doesn't keep promises, unresponsive |

ĀKINA IMPROVEMENT *Continuous improvement in everything we do*

- | | | |
|---------------------|---|--|
| Positive | <ul style="list-style-type: none"> ✓ Has a positive attitude, optimistic, happy ✓ Encourages and enables others; looks for solutions | <ul style="list-style-type: none"> ✗ Grumpy, moaning, moody, has a negative attitude ✗ Complains but doesn't act to change things |
| Learning | <ul style="list-style-type: none"> ✓ Always learning and developing themselves or others ✓ Seeks out training and development; 'growth mindset' | <ul style="list-style-type: none"> ✗ Not interested in learning or development; apathy ✗ "Fixed mindset, 'that's just how I am', OK with just OK |
| Innovating | <ul style="list-style-type: none"> ✓ Always looking for better ways to do things ✓ Is curious and courageous, embracing change | <ul style="list-style-type: none"> ✗ Resistant to change, new ideas; 'we've always done it this way'; looks for reasons why things can't be done |
| Appreciative | <ul style="list-style-type: none"> ✓ Shares and celebrates success and achievements ✓ Says 'thank you', recognises people's contributions | <ul style="list-style-type: none"> ✗ Nit picks, criticises, undermines or passes blame ✗ Makes people feel undervalued or inadequate |

RARANGA TE TIRA PARTNERSHIP *Working together in partnership across the community*

- | | | |
|---------------------|---|--|
| Listens | <ul style="list-style-type: none"> ✓ Listens to people, hears and values their views ✓ Takes time to answer questions and to clarify | <ul style="list-style-type: none"> ✗ 'Tells', dictates to others and dismisses their views ✗ Judgmental, assumes, ignores people's views |
| Communicates | <ul style="list-style-type: none"> ✓ Explains clearly in ways people can understand ✓ Shares information, is open, honest and transparent | <ul style="list-style-type: none"> ✗ Uses language / jargon people don't understand ✗ Leaves people in the dark |
| Involves | <ul style="list-style-type: none"> ✓ Involves colleagues, partners, patients and whanau ✓ Trusts people; helps people play an active part | <ul style="list-style-type: none"> ✗ Excludes people, withholds info, micromanages ✗ Makes people feel excluded or isolated |
| Connects | <ul style="list-style-type: none"> ✓ Pro-actively joins up services, teams, communities ✓ Builds understanding and teamwork | <ul style="list-style-type: none"> ✗ Promotes or maintains silo-working ✗ 'Us and them' attitude, shows favouritism |

TAUWHIRO CARE *Delivering high quality care to patients and consumers*

- | | | |
|---------------------|---|---|
| Professional | <ul style="list-style-type: none"> ✓ Calm, patient, reassuring, makes people feel safe ✓ Has high standards, takes responsibility, is accountable | <ul style="list-style-type: none"> ✗ Rushes, 'too busy', looks / sounds unprofessional ✗ Unrealistic expectations, takes on too much |
| Safe | <ul style="list-style-type: none"> ✓ Consistently follows agreed safe practice ✓ Knows the safest care is supporting people to stay well | <ul style="list-style-type: none"> ✗ Inconsistent practice, slow to follow latest evidence ✗ Not thinking about health of our whole community |
| Efficient | <ul style="list-style-type: none"> ✓ Makes best use of resources and time ✓ Respects the value of other people's time, prompt | <ul style="list-style-type: none"> ✗ Not interested in effective user of resources ✗ Keeps people waiting unnecessarily, often late |
| Speaks up | <ul style="list-style-type: none"> ✓ Seeks out, welcomes and give feedback to others ✓ Speaks up whenever they have a concern | <ul style="list-style-type: none"> ✗ Rejects feedback from others, give a 'telling off' ✗ 'Walks past' safety concerns or poor behaviour |

www.ourhealthhb.nz



ESSENTIAL CRITERIA

Qualifications

- A Masters Degree in Psychology with a Diploma in Clinical Psychology (or overseas equivalent)
- NZ Registration as a Psychologist within the HPCA (2003) with current Practising Certificate. Scope: Clinical Psychology
- Current annual practising certificate (APC).

Experience

- Minimum 6 years practice working in a District Health Board or other relevant setting.
- Demonstrated leadership skills and success leading, motivating and developing others.
- Demonstrated commitment to quality, safety and clinical governance.
- Ability to contribute positively to the Interprofessional/multidisciplinary team
- Evidence of on-going professional development.
- Experience in providing clinical supervision
- Knowledge of, and familiarity with, other health services including the differing paradigms in which they deliver health services.
- Evidence of postgraduate development with Treaty of Waitangi and Equity Principles
- Demonstration of research and practice development
- Focus on delivering high quality care for the patient/client/whānau.

Business / Technical Skills

- Proficiency in Microsoft Office, Word, i.e. (Outlook, Excel, PowerPoint, Internet resources and e-mail).
- Clean current full NZ driver's license.

Key Attributes

- Excellent written and verbal communication skills and collaborative ability
- Self-motivated in developing clinical and professional practice of self and others
- Positive attitude with problem solving focus
- Continuous improvement focus
- Enjoys working across teams and services – providing mentoring and expert advice
- Innovative and an ability to influence
- Ability to build constructive and effective relationships

Effectively Engaging with Māori

- Demonstrates the ability to engage effectively and respectfully with Māori consumers (patients/families/whanau) and staff
- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori
- Demonstrates ability to apply the Treaty of Waitangi within the Service.
- Shows commitment to, and demonstrates the behaviours of the health sector.

Physical requirements for role:

Fit to practice

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including COVID-19 vaccination and annual influenza vaccination.

DESIRABLE CRITERIA

- Member of NZ Psychological Society Association or membership of the New Zealand College of Clinical Psychologists NZCCP
- Current clinical post holder at District Health Board
- Post graduate qualifications and education relevant field (or working towards)
- Experience speaking and teaching to groups
- Project management skills
- Advanced clinical experience and knowledge. Desirable for this to be across a range of health sector settings
- Knowledge about how the organisation works and the culture of the organisation

