

## Kaiāwhina | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

<b>Title</b>	Clinical Psychologist		
<b>Reports to</b>	Clinical Manager, Te Ara Manapou		
<b>Location</b>	Hawkes Bay		
<b>Department</b>	Te Ara Manapou Maternal Mental Health		
<b>Direct Reports</b>	Nil	<b>Total FTE</b>	32 hours per fortnight (0.4 FTE)
<b>Date</b>	19.05.25		
<b>Job band (indicative)</b>	In accordance with the Psychologists Multi Employer Collective Agreement (MECA); according to qualifications and experience pro-rated for hours worked.		

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**

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

**Wairuatanga** – working with heart, the strong sense of purpose and commitment to service

**Rangatiratanga** – 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.

**Whanaungatanga** – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

**Te Korowai Āhuru** – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

## About the role

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The primary purpose of the role is to:

This role covers the community served by Te Whatu Ora, Te-Mataua-a-Māui, Hawke's Bay. The role is based in Hastings

A Clinical Psychologist provides:

- Safe and clinically effective psychological assessment, intervention and advice for tangata whaiora (service user) within the Community Mental Health and Addictions setting.
- Assessment and interventions which are culturally safe and uphold responsibilities of Te Tiriti o Waitangi.
- A range of psychological skills and services including comprehensive assessment, neuropsychological assessment, individual and group therapeutic intervention, case management and consultation.
- Ensures and prioritises a focus on patient safety and quality relating to care and processes within Community Mental Health and Addictions.
- Delivery of organisational KPI's including relevant MOH target, financial budgets and service plans.
- Recognition, support and contribution to the delivery of the Te-Mataua-a-Māui, Hawkes' Bay Health sector vision, values and behaviours.
- Collaboration with GP's and community agencies with the aim of enabling tangata whaiora and their whānau to have choice and control over their return to good health.
- Supervision for other psychologists and other health professions.

Key Result Area	Expected Outcomes / Performance Indicators
<b>Clinical Practice – Te Mahi Haumana</b>	<ul style="list-style-type: none"> <li>• Takes professional and organisational responsibility for managing a caseload of patients / clients/tangata whaiora with increasing complexity and be able to independently adapt and make decisions regarding psychology assessment and intervention.</li> </ul>
	<ul style="list-style-type: none"> <li>• Utilises information available to assist with prioritisation of patients / clients/tangata whaiora accepted for psychological assessment or intervention.</li> </ul>
	<ul style="list-style-type: none"> <li>• Carries out comprehensive assessment with patients / clients/tangata whaiora and their whānau. This may include standardised and non-standardised assessments, neuropsychological assessment, and clinical observations to assist in assessment and intervention planning.</li> </ul>
	<ul style="list-style-type: none"> <li>• Formulates and delivers individualised psychological intervention using comprehensive clinical reasoning skills and in depth knowledge of evidence-based psychological intervention approaches. This is in partnership with the patients / clients/tangata whaiora, their whānau and the clinical advice of the wider multidisciplinary team (MDT).</li> </ul>
	<ul style="list-style-type: none"> <li>• Demonstrates effective communication and utilises relationship centred practice to establish a therapeutic relationship and develop agreed goals with the patients / clients/tangata whaiora, their whānau, including the wider health team and external agencies. This includes relaying complex, sensitive and contentious information.</li> </ul>
	<ul style="list-style-type: none"> <li>• Assesses the patient's understanding of assessment, interventions and goals and gain informed consent for intervention, taking into account those who lack capacity (e.g. those with cognitive difficulties).</li> </ul>
	<ul style="list-style-type: none"> <li>• Regularly reassesses and evaluates the patients / clients/tangata whaiora progress (as appropriate) against identified goals and adjust intervention as situations change.</li> </ul>
	<ul style="list-style-type: none"> <li>• Refers on to other services to work with the patients /clients/tangata whaiora towards achievement of longer term goals</li> </ul>
	<ul style="list-style-type: none"> <li>• Develops comprehensive discharge/transfer plans with the patients / clients/tangata whaiora and their whānau.</li> </ul>
	<ul style="list-style-type: none"> <li>• Carries out regular clinical risk assessments with patients /clients/tangata whaiora on own caseload and takes action to effectively manage identified risks, seeking support where appropriate.</li> </ul>
	<ul style="list-style-type: none"> <li>• Provides advice, teaching and coaching to patients/clients/tangata whaiora, their whānau and other professionals to promote consistency of support being offered.</li> </ul>
	<ul style="list-style-type: none"> <li>• Demonstrates an awareness of health inequities, with evidence of implementing actions within own clinical practice towards reducing these for the patient/ clients/tangata whaiora, and their whānau.</li> </ul>
	<ul style="list-style-type: none"> <li>• Demonstrates provision of culturally safe practice and a confident approach to partnership, protection and participation with patients / clients/tangata whaiora and their whānau.</li> </ul>

	<ul style="list-style-type: none"> <li>Represents the service and / or individual patients / clients/tangata whaiora at clinical meetings and case conferences to ensure the delivery of an integrated approach to intervention and to ensure psychology is integrated into the overall intervention (where appropriate) including discharge planning.</li> </ul>
	<ul style="list-style-type: none"> <li>Completes documentation consistent with legal, professional and organisational requirements.</li> </ul>
	<ul style="list-style-type: none"> <li>Adheres to applicable recognised evidence based research and best practice for clinical psychology and any relevant clinical policies and practice guidelines.</li> </ul>
	<ul style="list-style-type: none"> <li>Demonstrates awareness of local, sub-regional and regional context in relation to provision of health and social support and the impact on service provision.</li> </ul>
	<ul style="list-style-type: none"> <li>Identifies unmet needs of patients/clients/tangata whaiora and their whānau and identifies potential solutions to address these needs.</li> </ul>
	<ul style="list-style-type: none"> <li>Demonstrates an understanding of the roles and contributions of the multidisciplinary team (MDT).</li> </ul>
	<ul style="list-style-type: none"> <li>Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patients / clients/tangata whaiora care and maintaining service delivery.</li> </ul>
<b>Te Tiriti o Waitangi</b>	<ul style="list-style-type: none"> <li>Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</li> <li>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.</li> <li>Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>Commits to helping all people achieve equitable health outcomes.</li> <li>Demonstrates awareness of colonisation and power relationships.</li> <li>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.</li> <li>Shows a willingness to personally take a stand for equity.</li> <li>Supports Māori-led and Pacific-led responses.</li> </ul>
<b>Culture and People Leadership</b>	<ul style="list-style-type: none"> <li>Prioritises developing individuals and the team so Health New Zealand has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others.</li> <li>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.</li> <li>Implements and maintains People &amp; Communications strategies and processes that support provide an environment where employee experience, development, and performance</li> </ul>

	<p>management drive achievement of the organisation’s strategic and business goals.</p> <ul style="list-style-type: none"> <li>Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo, ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained &amp; strengthened.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>Is 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.</li> <li>Models an agile approach –tries new approaches, learns quickly, adapts fast.</li> <li>Develops and maintains appropriate external networks to support current knowledge of leading practices.</li> </ul>
<b>Collaboration and Relationship Management</b>	<ul style="list-style-type: none"> <li>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.</li> <li>Works with peers in Hauora Māori Service 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.</li> </ul>
<b>Health &amp; safety</b>	<ul style="list-style-type: none"> <li>Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives.</li> <li>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.</li> <li>Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.</li> </ul>
<b>Compliance and Risk</b>	<ul style="list-style-type: none"> <li>Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.</li> <li>Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit.</li> <li>Understands, and operates within, the financial &amp; operational delegations of their role, ensuring peers and team members are also similarly aware.</li> </ul>

## Relationships

<b>Internal</b>	<b>External</b>
<ul style="list-style-type: none"> <li>Community Mental Health and Addictions multi-disciplinary team</li> <li>Allied Health Professionals, Professional Leader &amp; Director of Allied Health</li> <li>Mental Health and Addictions Group Leadership Team</li> <li>Te Wāhanga Hauora Māori Te Whatu Ora Te Matau ā Māui</li> <li>Other teams relevant to supporting the Tangata Whaiora and whānau journey</li> </ul>	<ul style="list-style-type: none"> <li>Client /patient/ tangata whaiora and their whānau, hapu and iwi.</li> <li>Community Services and Agencies All other Health Providers, including PHO, GPs</li> </ul>

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## About you – to succeed in this role

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### You will have

#### Essential:

A Master's Degree in Psychology with a Diploma in Clinical Psychology (or Board approved overseas equivalent)

Scope of Practice: Clinical Psychology

Registration as a psychologist under the Health Practitioners Competence Assurance Act (2003) with a current practicing certificate.

#### Desired:

- Experience in providing clinical supervision
- Evidence of postgraduate development with Treaty of Waitangi principles
- Previous clinical experience in adult specialist mental health and addiction settings
- Previous experience working with mothers/parents, infants and young children
- Ability to deliver Dialectical Behaviour Therapy or willing to learn this modality

### You will be able to

- 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, and have the stamina needed to go the distance.
- 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.*