

## Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

Title	INTERN PSYCHOLOGIST		
Reports to	(Operationally) Clinical Manager, Te Harakeke CAFS (Professionally) Professional Lead Psychology		
Location	This role covers the community residing in Napier and Wairoa served by Health NZ Te Whatu Ora, Te-Mataua-a-Māui, Hawke’s Bay. The role is based in Hastings		
Department			
Direct Reports	nil	Total FTE	(1 FTE)
Budget Size	nil		
Delegated Authority	Works under the clinical supervision of a New Zealand registered Clinical Psychologist within the Te Harakeke CAFS service		
Date			
Job band (indicative)	In accordance with the APEX Multi Employer Collective Agreement (MECA) according to registration, 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:

- An Intern Psychologist provides safe and clinically effective psychological assessment, intervention and advice for tangata whaiora (service user) under the supervision of a registered Clinical Psychologist.
- To continue enrolment in a Board-accredited post graduate diploma, Masters or Doctoral course of studies in Clinical Psychology
- To provide a range of psychological skills and services, under supervision as required, including comprehensive assessment, neuropsychological assessment, individual and group therapeutic intervention, case management and consultation. These duties will be carried out with due regard to ethical, legal and NZ Psychologist Board prescribed standard, and under appropriate supervision.
- To ensure and prioritise a focus on patient safety and quality relating to care and processes within Nga Harakeke mai Rongokako - Child, Adolescent and Family services (CAFS).
- Delivery of organisational KPI's including relevant MOH target, financial budgets and service plans.
- To recognise, support and contribute to the delivery of the Te-Mataua-a-Māui, Hawkes' Bay Health sector vision, values and behaviours.
- To work in close association 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.

<b>Key Result Area</b>	<b>Expected Outcomes / Performance Indicators</b>
Clinical Practice- Te Mahi Haumanu	<ul style="list-style-type: none"> <li>Works under clinical supervision to carry 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 multi-disciplinary team (MDT). These duties will be carried out with due regard to ethical, legal and NZ Psychologist Board prescribed standard, and under appropriate supervision.</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>
<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. 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>Teaching &amp; Learning</b>	<ul style="list-style-type: none"> <li>Enrolled in a New Zealand Psychology Board-accredited post graduate diploma, Masters or Doctoral course of studies in Clinical Psychology</li> <li>Demonstrates the ability to critically evaluate research and apply to practice.</li> <li>Maintains an awareness of current evidence based practice developments in the clinical areas being worked in and make recommendations and implements changes in practice.</li> <li>Involved in the induction and training of newly appointed staff as required.</li> <li>Completes mandatory training as applicable for the role.</li> <li>Participates positively in an annual performance review and associated clinical assurance activities.</li> <li>Participates in regular professional supervision in line with the organisation requirements and professional body.</li> </ul>

	<ul style="list-style-type: none"> <li>• Role models Hawke's Bay Sector values and behaviours.</li> </ul>
<b>Leadership &amp; Management</b>	<ul style="list-style-type: none"> <li>• Attends and contributes to relevant department, clinical and team meetings.</li> <li>• Assists team leaders and professional leaders in clinical assurance activities of clinical psychology staff as requested.</li> </ul>
<b>Innovation &amp; Improvement</b>	<ul style="list-style-type: none"> <li>• Broadens research and development skills through participation in local audit and research projects as identified by colleagues, or professional leaders.</li> <li>• Establishes working partnerships with external organisations to promote integrated working.</li> <li>• Practises in a way that utilises resources (including staffing) in the most cost effective manner</li> <li>• 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 2020, Vulnerable Children's Act 2014, Privacy Act, ACC service specifications etc.)</li> </ul>
<b>Health &amp; safety</b>	<p>Health NZ Te Whatu Ora, Te Matau a Māui Hawke's Bay is committed to maintaining and promoting the health &amp; safety of all its staff, contractors, volunteers and patients. In this role, your duties are:</p> <ul style="list-style-type: none"> <li>• Not to do anything that puts your own H&amp;S at risk</li> <li>• Not to do anything that puts others H&amp;S at risk</li> <li>• To follow all health and safety policies and procedures</li> <li>• To follow all reasonable health and safety instructions</li> <li>• (You have the right to cease work if you believe that you, or others, are at risk of serious harm)</li> </ul>
<b>Scope &amp; Complexity</b>	<ul style="list-style-type: none"> <li>• Working under the supervision of registered health practitioner</li> <li>• Competent engaging and addressing cultural needs of the consumer and whānau</li> <li>• A strong emphasis on improving services &amp; reducing inequities for Māori whānau, hapū and iwi</li> <li>• Supports a holistic approach within a progressive service to better enable collaborative relationships and integrated pathways</li> <li>• Able to solve routine problems and initiate seeking assistance to solve complex issues as they arise.</li> </ul> <p>Working in a busy environment requiring robust organisation skills, time management and efficient communication skills.</p>

## Relationships

External	Internal
<ul style="list-style-type: none"> <li>• Client /patient/ tangata whaiora and their whānau</li> <li>• Community Services and Agencies</li> <li>• All other Health Providers, including PHO, GPs</li> </ul>	<ul style="list-style-type: none"> <li>• Nominated clinical supervisor</li> <li>• Te Harakeke CAFS multi-disciplinary team</li> <li>• Allied Health Professionals, Professional Leader &amp; Director of Allied Health</li> </ul>

<ul style="list-style-type: none"> <li>• Relevant tertiary education institution</li> </ul>	<ul style="list-style-type: none"> <li>• Mental Health and Addictions Group Leadership Team</li> <li>• Te Wāhanga Hauora Māori HBDHB</li> <li>• Other teams relevant to supporting the Tangata Whaiora and whānau journey</li> </ul>
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## About you – to succeed in this role

### You will have

#### **Essential: Qualifications**

Enrolment in a New Zealand Psychologist Board-accredited post-graduate diploma, masters or doctoral course of studies

Scope of Practice: Intern Psychologist

Registration as an Intern Psychologist under the Health Practitioners Competence Assurance Act 2003

Current practising certificate

#### **Experience**

Clinical experience applicable to role.

#### **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.

#### **Vaccination status for role:**

Vaccinations as per the current employee immunisation policy including annual influenza vaccination.

#### **Desired: Experience**

- Experience in child and adolescent mental health services
- Evidence of professional development with Treaty of Waitangi principles

#### **Business / Technical Skills**

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills

**You will be able to**

**Essential:**

**Key Attributes**

- Effective communication skills
- Ability to build rapport and constructive and effective relationships
- Positive attitude with problem solving focus
- Ability to contribute positively to the interprofessional /multidisciplinary team.
- Self-motivated in developing clinical and professional practice.
- Focus on delivering high quality intervention for the client/patient and whānau.

**Effectively Engaging with Māori –**

- Demonstrates the ability to engage effectively with Māori staff and patients.
- 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: -**

Health NZ Te Matua a Maui Hawkes Bay is a fair and equitable employer. As per the DHB's commitment to the National Disability Strategy it will ensure the ongoing support, guidance and tools are provided to support people with disabilities within the workplace.

**Desired:**

**Experience**

- Experience in child and adolescent mental health services
- Evidence of professional development with Treaty of Waitangi principles

**Business / Technical Skills**

- Understanding of organisational dynamics and able to work effectively in a complex multi-professional workplace.
- Advanced IT skills

*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.*





## Our Vision and Values

*Te hauora o te Matau-ā-Māui: Healthy Hawke's Bay*

Excellent health services working in partnership to improve the health and wellbeing of our people and to reduce health inequities within our community.



### 1 HE KAUANUANU RESPECT

Showing **respect** for each other, our staff, patients and consumers. This means I actively seek to understand what matters to you.

### 1 ĀKINA IMPROVEMENT

Continuous **improvement** in everything we do. This means that I actively seek to improve my service.

### 1 RARANGA TE TIRA PARTNERSHIP

Working together in **partnership** across the community. This means I will work with you and your whānau on what matters to you.

### 1 TAUWHIRO CARE

Delivering high quality **care** to patients and consumers. This means I show empathy and treat you with care, compassion and dignity.