Te Whatu Ora Health New Zealand Te Matau a Māui Hawke's Bay	**POSITION TITLE**	**Clinical Psychologist**		
	DIRECTORATE	Whānau and Communities Directorate (WC)	**DEPARTMENT**	Child Development Service
	REPORTING TO (operationally)	Clinical Leader Child Development Service	**REPORTING TO** (professionally)	Psychology Professional Lead

DIRECTORATE RESPONSIBILITIES & DIRECT REPORTS	This role covers the Developmental Assessment Programme (DAP Team) in Te Whatu Ora - Health New Zealand, Te Matau a Māui, Hawke's Bay
PURPOSE OF THE POSITION	▪ To provide diagnostic assessment of tamariki/rangatahi aged 2 to 16 years, with a wide range of neurodevelopmental and behavioural needs, within an integrated collaborative service. This is primarily within a multidisciplinary format – the Developmental Assessment Programme (DAP). ▪ To provide psychology advice / consultation, as needed by other CDS clinicians. ▪ To ensure and prioritise a focus on client safety and quality relating to care and processes within the Child Development Service. ▪ Delivery of organisational KPIs including relevant MOH target, financial budgets and service plans. ▪ To recognise and support the delivery of the Hawke's Bay health sector vision.
KEY DELIVERABLES	**Clinical Practice- Te Mahi Haumanu** ▪ Manages and is accountable for providing safe, effective and appropriate neurodevelopmental assessment using knowledge and skills gained from professional education and practical experience to meet best practice and professional standards. ▪ Actively contributes within the multidisciplinary team, proactively identifying the tamariki / rangatahi and whānau's concerns, needs and expectations. ▪ Strong client focus – adapts approach to meet needs, looks to create the best outcome for all, anticipates and understands needs responding appropriately, demonstrates respect, empathy and interest in the client. ▪ Communicates and engages in culturally appropriate and inclusive ways. ▪ Maintains clear, concise, timely accurate and current documentation within a legal and ethical framework. ▪ Utilises clinical knowledge and skills through reflective practice and professional judgement to provide competent care and advice. ▪ Utilises assessment skills and interventions to assess client responses and adapts approaches to accommodate to the individual's needs. ▪ Interprets assessment findings, integrates with data from differing sources to develop a psychological formulation. Clearly documents in accordance with Te Whatu Ora - ` Hawke's Bay guidelines. ▪ Actively participates in MDT formulation, report writing and meetings within agreed timeframes. ▪ Provides appropriate guidance, support and liaison with other staff and agencies as required. ▪ Demonstrates evidence of expert knowledge and experience in tamriki's behavioural, developmental and health issues. ▪ Takes action in situations that compromise the clients safety and wellbeing. ▪ Utilises the principles of family centred care and relationship centred practice. ▪ Students are supervised as required. ▪ Recognises and manages risks to provide care that best meets the needs and interests of clients. ▪ Works within ethical guidelines and legislation (ie, Code of Health and Disabilities Services Consumers' Rights, Code of Ethics). ▪ Adheres to professional, service and organisational policies, procedures and practice guidelines. ▪ Participates in and demonstrates competence in health education, ensuring the tamariki / rangatahi / whānau understands relevant information related to their care. Health literacy is recognised and actively managed. ▪ Applies the Treaty of Waitangi to practice, assisting tamariki / rangatahi / whānau to gain appropriate recognition and support of their cultural needs and preferences. ▪ Integrates the Child Development Service cultural competency plan within the role, actively utilising the self assessment tool.

Teaching and Learning – Ako Atu, Ako Mai

Demonstrates individual responsibility for professional development, including:

- Considers the role and competence of staff when delegating work.
- Maintain and develop clinical practice.
- Support and advice when necessary.
- Identifies own learning needs and negotiates appropriate resources.
- Participates in regular professional supervision.
- Actively participates in inservice education opportunities, attending, contributing and delivering workshops .
- Completes mandatory organisational training as required.
- Attends relevant training courses internal and external.
- Provides interprofessional education in direct clinical area, or discipline specific teaching across teams and services.
- Demonstrates the ability to critically evaluate research and apply to practice.
- Maintains an awareness of current evidence-based practice developments in the clinical areas being worked in and make recommendations and implements changes in practice.
- Involved in the induction and training of newly appointed staff as required.
- Completes mandatory training as applicable for the role.
- Participates positively in an annual performance review and associated clinical assurance activities.
- Participates in regular professional supervision in line with the organisation's requirements and professional body.
- Provides mentoring and clinical support and / or professional supervision where required.
- Role models Hawke's Bay Sector values and behaviours.

Leadership and Management – Te Āahi me te Whakahaere

- Accepts individual responsibility for position requirements and decision making.
- Contributes to the planning and development of the service.
- Demonstrates a commitment to the multidisciplinary team approach, including respectful and collaborative relationships with all team members.
- Demonstrates responsibility, accountability and commitment to the Child Development Service and to Psychology.
- Communication and collaboration with supporting services within Te Whatu Ora - ` Hawke's Bay is developed and maintained.
- Develop a professional relationship with the allied health services.
- To collaborate with the various services / agencies involved with the care of the tamariki ensuring effective communication and transitions, with a focus on ensuring follow-up and implementation of the health assessment recommendations takes place.
- Develops reports / plans in consultation with the tamariki / rangatahi / whānau and other team members, contributing to the coordination of client care to maximise health and wellbeing outcomes.
- Demonstrates a sound working knowledge of how key agencies work with families in the social, health, education and youth justice sectors, including an awareness of current resources and services
- Establishes and maintains effective relationships with other key stakeholders, including but not limited to Minstry of Education, Ministry of Social Development and Te Whatu Ora - ` Hawke's Bay.
- Active involvement in health promotion and preventative programmes, including those initiated / led by other services, for example Te Wāhanga Hauora.
- Supports the management of legal and ethical dilemmas in a collaborative and facilitative manner.
- Engages with children's teams appropriately, including supporting the development of this in Hawke's Bay.

Service Improvement and Research – Te Whakapai Ratonga me te Rangahau

- Demonstrates responsibility, accountability and commitment in clinical practice and to the profession. Contributes to the development of knowledge within the work area.
- Ensures efficiency and quality are inherent in service delivery.
- Broadens research and development skills through participation in local audit and research projects as identified by colleagues, professional leaders or Advanced or Expert AH professionals.

	▪ Participates and leads quality improvement activities to develop and improve service delivery, clinical practice or professional standards. ▪ Develops and /or participates in regional and national professional networks as appropriate to area of work.
HEALTH & SAFETY RESPONSIBILITIES	Te Whatu Ora - ` Hawke's Bay is committed to maintaining and promoting the health and safety of all its staff, contractors, volunteers and patients. In this role, your duties are: ▪ Not to do anything that puts your own health and safety at risk ▪ Not to do anything that puts others' health and safety at risk ▪ To follow all health and safety policies and procedures ▪ To follow all reasonable health and safety instructions (You have the right to cease work if you believe that you, or others, are at risk of serious harm).
KEY WORKING RELATIONSHIPS	**INTERNAL** ▪ Child Development Service ▪ W&C Team, including Paediatricians and Villa 7 Staff ▪ Allied Health Professionals, Professional Advisor and Director of Allied Health ▪ Te Wāhanga Hauora Māori Te Whatu Ora - ` Hawke's Bay ▪ Other teams relevant to supporting the Tangata Whaiora and whānau journey **EXTERNAL** ▪ Tamariki, whānau and tangata whaiora ▪ Community Services and agencies including Ministry of Education, Ministry for Children Oranga Tamariki, Strengthening Families ▪ Education Providers, Schools and Early Childhood Centres ▪ All other Health Providers, including PHO , Plunket, Tamariki Ora, GPs and Practice Nurses
DELEGATION & DECISION	▪ Ability to work within multidisciplinary team. Be accountable for clinical decision making and demonstrate clinical reasoning. ▪ Delegation within the Child Development Service team, including to the Administration Support and Therapy Assistant. ▪ Active participation in CDS decision making including initiatives to strengthen interventions and engagement practices with Māori, (whānau, hapū and iwi) and integrating Māori models of healthcare.
EMPLOYMENT AGREEMENT & SALARY	In accordance with Apex Multi Employer Collective Agreement (MECA) per annum according to qualifications and experience pro-rated for hours worked. Step 1 to Step 9
DATE	August 2022
EXPENDITURE & BUDGET ACCOUNTABILITY	N/A
SCOPE & COMPLEXITY	▪ Ensure smooth and effective pathway for tamariki / rangatahi / whānau /kaumatau/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 and 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. ▪ Able to solve routine problems and initiate seeking assistance to solve complex issues as they arise. ▪ Working in a busy environment requiring robust organisation skills, time management and efficient communication skills.

ESSENTIAL CRITERIA

Qualifications

- A Master's Degree in Psychology with a post-graduate Diploma in Clinical Psychology (or overseas equivalent)
- NZ Registration as a Psychologist within the HPCA (2003) with current Practicing Certificate

Experience

- Post-graduate experience in paediatrics with demonstrated competencies in current practice with post-graduate experience working with children and their whānau, in the fields of autism and fetal alcohol spectrum disorders and complex behavioural conditions
- Experience in working autonomously in the community, with ability to link to key services, including primary health providers, NGOs, education providers, Ministry of Education and Child Youth & Family
- Strong understanding of health inequities within Hawke's Bay

Business / Technical Skills

- The ability to work in a collaborative manner with a wide variety of personnel
- Current unendorsed NZ Driver's Licence with the ability to drive a car
- Competent in Microsoft Word, Outlook and zoom room

Key Attributes

- Excellent oral and written communication skills
- Commitment to a Family Centred care philosophy
- Ability to work across and be respectful of diverse cultures and communities to achieve positive health outcomes
- Committed to continuous quality improvement and a willingness to maintain professional development
- Self-motivated, innovative, flexible and able to work autonomously or as part of a multidisciplinary team
- Demonstrates superior planning, organisational and forecasting skills, which show attention to detail, innovative thinking, the ability to prioritise competing demands and the ability to follow a task through to completion
- Open to change and able to act with initiative, tact, integrity and flexibility

Leadership Competencies

- Ability to lead professional meetings
- Ability to promote safe working practises within a team
- Credibility and integrity (embraces professionalism and ethical practice)
- Ability to grasp implications of a situation quickly.

Physical Requirements

Agility	Able to kneel
	Able to get 1 knee up on bed
	Able to squat
	Able to raise arms above head
	Able to reach arms out in front
	Able to play on the floor for at least 30 minutes
Fitness	Able to walk up 2 flights of stairs without stopping
Strength	Able to do at least 3 half press ups (i.e. on knees)

Vaccination status for role:

Vaccinations as per the current employee immunisation policy including annual influenza vaccination and COVID 19 in accordance with current mandate

Effectively Engaging with Māori

- Demonstrates knowledge and understanding of local tikanga and Māori culture sufficiently to be able to respond appropriately to Māori.
- Is visible, welcoming and accessible to Māori consumers and their whanau.
- Actively engages in respectful relationships with Māori consumers and whānau and the Māori community.
- Actively seeks ways to work with Māori consumers and whānau to maximise Māori experience.
- Actively facilitates the participation of whānau in the care and support of their whānau member.

DESIRABLE CRITERIA

Business / Technical Skills

- Demonstrable knowledge of adult teaching and learning principles
- Awareness of the principles of Relationship Centred Practice, with knowledge of / experience in coaching

OURHEALTH HAWKE'S BAY

Whakawātanga

Our Vision and Values

Te hauora o te Matau-a-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.

HE KAUANUANU RESPECT
ĀKINA IMPROVEMENT
RARANGATE TIRA PARTNERSHIP
TAUWHIRO CARE

HE KAUANUANU RESPECT

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

ĀKINA IMPROVEMENT

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

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.

TAUWHIRO CARE

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