

Health New Zealand

Te Whatu Ora

Nelson Marlborough

Position Description	
Position Title:	Clinical or Health Psychologist – Kaimātai Hinengaro
Reports to:	Associate Director of Allied Health
Professionally Reports:	Professional Lead Psychology
DHB Delegation Level:	Nil
Number of direct reports:	Nil
Date:	December 2024

Our Vision
All people live well, get well, stay well. Kaiao te tini, ka ora te mano, ka noho ora te nuinga.

Our Mission
Working with the people of our community to promote, encourage and enable their health, wellbeing and independence

Our Values - Ā Mātou Uara:			
Respect / Manaakitanga	Innovation / Auaha	Teamwork / Whakarāmemene	Integrity / Ngākau Tapatahi
We care about, and will be responsive to, the needs of our diverse people, communities and staff.	We will provide an environment that generates new ways of working and learning.	We create an environment where teams flourish and connect across Health NZ.	Openness and honesty in all our dealings.
kia horahia te manaakitanga ki ngā iwi katoa me nga hāpori, kaimahi hoki	kia auaha me whakahoutia i ngā pūkenga ākongā, me ngā mahi ki tēnei hāpori	kia whakarāmemene i ngā kaipupuni hauora katoa	kia taea i te ngakau tapatahi i runga i te tika me te pono i ngā mahi katoa

CONTEXT THIS POSITION OPERATES WITHIN

Health New Zealand | Te Whatu Ora (Nelson Marlborough) is responsible for the effective delivery of health and disability services to people of Nelson, Tasman and Marlborough. This includes hospital-based services, community-based services and referrals to and from appropriate tertiary centres.

Allied Health, Scientific and Technical professionals work in health care teams providing a range of diagnostic, technical, therapeutic and direct patient care and support services that are critical to the other health professionals they work with and the communities they serve.

This role will work collaboratively with all health professionals as well as the wider multi-disciplinary team throughout the Health NZ in a way that is consistent with the Organisation's vision and values.

ROLE PERSPECTIVE
At Health NZ, health and clinical psychologists work as part of multidisciplinary teams to provide evidence based psychological assessments and interventions for clients of their teams.

Psychologists also provide other services to support the development and function of their teams and the organisation. These activities include, but are not limited to case consultation, staff training and supervision, leadership and involvement in service development activities, and research and evaluation-related activities.

Psychological services are provided in accordance with designated standards of practice and with a commitment to the principles of the Te Tiriti o Waitangi. We seek to minimise the health inequities and improve care for Maori, Pacific, and vulnerable populations.

PURPOSE OF ROLE

Health Psychology role provides psychological assessment, consultation and treatment for people with chronic and severe physical health conditions which significantly impact on their mental wellbeing.

This role has been designed for an experienced clinician who has excellent skills in relationship development and networking. The successful candidate will have proven clinical expertise, to support our system to be better integrated to improve our ability to be responsive, holistic, person centred, and recovery focused. They must demonstrate an awareness of the wider social determinants of health. They will ensure their contributions support the strengthening our system-wide priorities.

This position may be required to work across primary, community and secondary services as part of the delivery of an integrated model of care for Health NZ Nelson Marlborough., including working across agencies with our cross-sector partners

Key Accountabilities	Examples of successful delivery of duties and responsibilities
Leadership & Management / Te Ārahi me te Whakahaere	
<ul style="list-style-type: none"> • Contributes to the development of team goals and service delivery. • Actively promotes and supports staff to work using an integrated approach across the continuum of care, promoting person centred practice • Attends and contributes to relevant department, clinical and team meetings, leading and facilitating such meetings as requested. • Assists line managers and professional leaders in clinical assurance activities as requested. • Contribute and where indicated, provide leadership and direction to the planning, organisation and evaluation of services 	<ul style="list-style-type: none"> • Utilises resources (time, equipment,) efficiently and effectively. • Represents the team / service at directorate as agreed with the line manager. • Presents a credible and positive profile for the service both within and external to Health NZ • Contributes to relevant certification and accreditation activities. • Maintains timely and accurate statistics as required by department
Clinical Practice / Te Mahi Haumanu	
<ul style="list-style-type: none"> • Provides psychological assessment and treatment for people with chronic and severe physical health problems. • Specialist assessment, including formulation and treatment plan, in response to referrals from physical health consultants. • Provide interventions using evidence-based individual therapy models, therapeutic groups, family therapy, psycho-educational groups, staff education, behavioural management, case consultation • Provides psychological perspective to MDT teams • Support MDTs to enhance health outcomes for patients, while also contributing to staff wellbeing 	<ul style="list-style-type: none"> • Delivers high quality, evidence-based and time efficient psychological assessment and treatment for service users • The assessment creates an understanding of the person and their difficulties from a broad bio-psycho- social and developmental perspective, using detailed psychological, cognitive and behavioural assessment interviews, and standardised assessments tools, if indicated. • Develops sound psychological formulations based on the assessment, including a response to referral questions, and providing treatment planning and recommendations as appropriate

<ul style="list-style-type: none"> • Provide psychological consultation to other services to assist them with the management of patients not directly treated • Commitment to the principles of Te Tiriti o Waitangi • Honouring Cultural Diversity & Equity • Demonstrates an awareness of health inequalities, with evidence of implementing actions within clinical practice and identifying solutions for wider service delivery that contribute towards reducing inequalities. • Represents the service and / or individual patient at clinical meetings and case conferences to ensure the delivery of a coordinated multidisciplinary service and to ensure the service profession is integrated into the overall treatment programme (where appropriate) including discharge planning. • Adheres to any applicable recognised best practice and any relevant clinical policies and practice guidelines. 	<ul style="list-style-type: none"> • Provide formal psychological assessment reports and psychological testing reports (if indicated), according to standard and within timeframes Using outcome measures / feedback to measure the effectiveness of the interventions • Participates in MDT clinical reviews, providing a psychological perspective and consultation, and acting as a resource for the MDT. • Adhere to the NZ Psychologists Board Cultural Competencies documents. • Respect, sensitivity, cultural awareness is evident in interpersonal relationships • Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices. • Be an active, integral member of the MDT. • Completes documentation consistent with legal and organisational requirements. Provide letters to referrers and other appropriate external agencies in an efficient and timely fashion. • Demonstrates provision of and support others with culturally safe / bicultural practice with patients/clients and their whānau.
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Teaching & Learning / Ako Atu, Ako Mai

<ul style="list-style-type: none"> • Maintains competency to practice through identification of learning needs and Continuing Competency (CPD) activities. This should comply with professional registration requirements. • Maintains an awareness of current developments in the clinical areas being worked in and make recommendations to changes in practice. • Be involved in the induction and training of newly appointed staff as required. • Supports and encourages the team, profession and other health professionals in developing collaborative interprofessional learning opportunities (across professions, services, DHBs & sectors). • Provides mentoring and clinical support and/or professional supervision where required. 	<ul style="list-style-type: none"> • Demonstrates the ability to critically evaluate research and apply to practice • Completes mandatory training as applicable for the role. • Participates in an annual performance review and associated clinical assurance activities. • Participates in regular professional supervision in line with the organisation's requirements and/or professional body. • Attends department in-service training programme.
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Service Improvement and Research / Te Whakapai Ratonga me te Rangahau

<ul style="list-style-type: none"> • Drives 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. • Participates in quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may 	<ul style="list-style-type: none"> • Support and promote audit and research • Pro-actively participate in quality improvement processes in your area of work • Active participation in department quality and service developments.
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<p>include care pathways/treatment protocols, standards of practice etc.</p> <ul style="list-style-type: none"> • Contributes to annual planning process, including identifying gaps in service and participating in work/projects that may result from the planning process. • Practises in a way that utilises resources in the most cost-effective manner, including inter-disciplinary and transdisciplinary practice. 	
Professional Competencies	
<ul style="list-style-type: none"> • Maintain own professional registration requirements as directed by the legislation relevant to the incumbent's profession. 	<ul style="list-style-type: none"> • Complies with the requirements of the NZ Psychologists Board and the Health Practitioners Competence Assurance Act (2003); Code of Ethics for Psychologists Working in Aotearoa New Zealand (2002); Core Competencies for the Practice of Psychology in New Zealand by the NZ Psychologists Board; NZ Psychologists Board's Best Practise Guidelines where relevant. • You have an up-to-date professional development plan.
Other Duties	
<ul style="list-style-type: none"> • Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience. 	<ul style="list-style-type: none"> • You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness. • You produce work that complies with Health NZ processes and reflects best practice. • Live and support the Health NZ values in everything you do.
Professional Development – self	
<ul style="list-style-type: none"> • Identifying areas for personal and professional development. • Negotiate attendance at appropriate education & training following due process. • Participates in professional supervision in line with the organisation's requirements and/or professional body. • Utilises formal supervision for safe practise and skill development. • Participates in the organisation performance development process. 	<ul style="list-style-type: none"> • Training and development goals are identified/agreed with line manager / professional leader. • Performance objectives reviewed annually with the line manager / professional leader. • Continue to seek clinical supervision and professional education in areas of relevance to the role • Regularly participate in, and actively meet requirements of clinical supervision; and participate in peer review • You actively seek feedback and accept constructive criticism.
KEY RELATIONSHIPS AND AUTHORITIES	
Key Relationships within the DHB:	Key relationships external DHB

<ul style="list-style-type: none"> • Clients / Consumers • Caregivers and whānau • Clinical Staff • Te Waka Hauora • Mental Health & Addictions Services • Needs Assessment & Service Coordination 	<ul style="list-style-type: none"> • Registration Authority • Professional Association • NGO Maori Providers • NGO - Community • GP's and Primary care • ACC • Peers in other DHB's
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General Responsibilities of an Employee of Health NZ – Appendix 1

PERSON SPECIFICATIONS

	ESSENTIAL
Education and Qualifications (or equivalent level of learning)	<ul style="list-style-type: none"> • Doctoral Degree or Masters plus Post-graduate Diploma in Health or Clinical Psychology, or equivalent • Registered with the NZ Psychologists Board under the Health Practitioners Competency Assurance (HPCA) Act 2003, with a current Annual Practising Certificate • Appropriate scope of practice for area of competence • Membership of either NZ Psychological Society or NZ College of Clinical Psychologists. • Evidence of continuing professional education • Must be eligible to work in New Zealand or have a work visa/permit • Be a member of Professional Association • Current full drivers' licence.
Experience	<ul style="list-style-type: none"> • Not less than 12 months practical experience in health or clinical psychology (including practicum experience during training) • Experience in therapy with people with physical health difficulties and concerns
Knowledge and Skills	<ul style="list-style-type: none"> • High level of verbal and written communication skills • Excellent report writing skills • PC based computer skills, including word processing • Knowledge of health psychology theory and practice • Cultural awareness and sensitivity in clinical practise and the delivery of services • Competencies in psychological assessment, including psychometrics where appropriate; treatment planning and provision of individual psychotherapy. • Ability to work with as part of a multidisciplinary team • Be evidence/best practice focused on service delivery and be motivated and a commitment to directing professional development and personal growth. <p>Work actively and co-operatively in an inter-professional team and liaise appropriately with relevant health care professionals and others involved with the patient including family, support persons, and external organisations.</p>
Personal Qualities	<ul style="list-style-type: none"> • Ability to positively contribute to the welfare of the team • Ability to positively contribute to the health psychology discipline • Able to work as an independent professional • Commitment to working in a multidisciplinary team • Flexibility to provide variety of clinical services at times and locations as required. Outstanding interpersonal and communication skills. • Ability to network, development key relationships and partnership. • Influencing skills, ability to get others on board and motivate them to reach their potential. • Possesses the ability to think outside the square as well as to communicate and influence at all levels. • Innovative, proactive, enthusiastic, flexible and creative with a positive approach to all situations including problem solving.

- Ability to motivate.
- Ability to work in a supportive and honest manner.
- Demonstrable peer credibility and respect.
- Accepts responsibility for own actions.

Note: the above example measures are provided as a guide only. The precise performance measures for this position will require further discussion between the job holder and manager.

APPENDIX 1

General Responsibilities of an Employee of Health NZ Nelson Marlborough

1. Professional Responsibilities

As an employee of Health NZ you are required to:

- Maintain any qualifications, including registrations and practising certificates, required for legal and safe practice.
- Keep yourself up to date on knowledge, best practices and legislation relating to your work.
- Make a personal contribution towards effective and efficient working relationships within your team and with other Health NZ departments.
- Ensure you carry out your work in a way that is customer-focused and meets professional standards.
- In conjunction with your manager, identify your own training needs and plan to meet these needs.
- Manage your own time and prioritise your work effectively.

2. Health, Safety and Wellbeing

- Compliance with all health and safety legislative requirements.
- Compliance with the ACC Partnership Programme requirements.
- Compliance with all organisation-wide health and safety policies and procedures.
- Compliance with the Health and Safety Manual, any relevant chemical information and the emergency plan.
- Work is carried out in a healthy and safe manner and others are encouraged and assisted to work in the same way.
- Unsafe workplace conditions/practices (hazards) are identified, reported and mitigated/rectified early.
- Knowledge of identified hazards is kept up to date.
- Reportable event form is completed (via *Safety First*) for any accident or injury which has taken place at work, ensuring, in the case of injury, that your supervisor or manager is notified within 24 hours.
- Co-operation, support and promotion of occupational health and safety actions and initiatives in the workplace.

3. Right to Raise Concerns

- All employees of Health NZ are expected and encouraged to immediately ask questions and raise any concerns/issues with their colleagues at their place of work, particularly if the care of a patient could potentially be compromised.
- All staff are expected to act professionally and to actively listen to the concerns or opinions of others being raised at the time.

4. Child Wellbeing and Protection

Health NZ is committed to identifying, supporting and protecting vulnerable children. The prevention of abuse and enhancing the wellbeing of children and their families aims to keep vulnerable children safe before they come to harm so they can thrive, achieve and belong. As an employee you are required to comply with all relevant legislation e.g. the Vulnerable Children Act 2014 and the Children, Young Persons and their Families Act 1989. You are also required to:

- Contribute to and support the organisation's strong commitment to a child centred approach to protect children across the region.
- Act at all times in the best interest of the children and young people, putting their interests first.
- Ensure collaborative working practices and recording and sharing of information to address abuse, suspected abuse or disclosure of abuse in a timely and appropriate fashion.

5. Legislation, Regulations and Board Policies

You are required to be familiar with and adhere to the provisions of:

- All relevant acts and regulations
- All Board, hospital and department policies
- All relevant procedure manuals
- The “Employee Obligations” within Health NZ’s Disciplinary Policy.

6. Confidentiality

You are required to:

- Adhere to the Privacy Act 1993, the Health Information Privacy Code 1994 and subsequent amendments in regard to the non-disclosure of information.
- Maintain strict confidentiality of patient, applicant and employee information at all times.

7. Risk Management

You are required to:

- Support and promote actions and initiatives in your work area which enable risks to be identified and eliminated or reduced.
- Be especially aware of those risks which have high cost or safety implications.
- Complete an accident/incident report for any accident, incident or near miss which has taken place at work.
- Respond to complaints according to appropriate policies.

8. Security

You are required to:

- Wear your identification badge at all times when on site or when carrying out official duties.
- Notify Human Resources of any changes required for your ID badge.
- Report any suspicious or unusual occurrence to the security officer, orderly or telephone operator.
- Complete an incident report for any incident which has or might have compromised the safety of staff, consumers and visitors.

9. Treaty of Waitangi

Health NZ is committed to its obligations under the Treaty of Waitangi. As an employee you are required to give effect to the principles of the Treaty of Waitangi: Partnership, Participation and Protection.

10. Smoke free

Health NZ is a Smoke free Organisation. This applies to all staff and contractors working within Health NZ buildings, grounds and vehicles. Staff are required to comply with the policy and ensure all visitors, consumers and others are informed of the policy. This also applies to Health NZ staff employed on Board business in the community.

CHANGES TO POSITION DESCRIPTION

From time to time it may be necessary to consider changes to the position description in response to the changing nature of our work environment – including technological requirements or statutory changes. This Position Description may be reviewed as part of the preparation for your annual performance and development review.

APPENDIX 2

The preferred candidate is required to complete a Pre-Employment Health Questionnaire. The table below outlines the tests to be carried out - depending on the nature of the position applied for.

Condition	Information to include in Position Description
TB Active	No person with active pulmonary or laryngeal tuberculosis (TB) is allowed to be at work in Health NZ
TB Latent	Staff who expect to have contact with consumers or infectious materials must have assessment of previous TB exposure at the time of employment
BBV	No person who is susceptible to hepatitis B is allowed to have contact with consumers or human materials (e.g., blood) unless they have taken part or agree to take part in a blood-borne virus education, prevention and vaccination program
MRSA	No person colonised or infected with methicillin-resistant <i>Staphylococcus aureus</i> (MRSA) is allowed to work in clinical areas ¹ New staff who will be working in clinical areas should be screened for MRSA if they have: <ul style="list-style-type: none">• a chronic skin condition• been working in an overseas healthcare facility in the last year• been MRSA-positive in the last year
Skin	No person with a skin condition that by virtue of its site and type could be an infection risk is allowed to have contact with patients, food, microbiology samples or sterile items
Measles/Rubella	No person who is susceptible to measles or rubella is allowed to have contact with pregnant women.
VZV	No person susceptible to varicella-zoster virus (chickenpox) is allowed to have contact with new-born babies or pregnant women
EPP	No person who has detectable hepatitis B e antigen or high levels of hepatitis B virus DNA in their serum is allowed to undertake or assist with exposure-prone surgical procedures ²

¹Clinical areas include inpatient medical and surgical wards (includes Medical Units, AT&R Units, Surgical Wards, Paediatrics, Day Stay, Neonates and Women's Health). Screening does not apply to staff working in outpatient areas (e.g., clinics, Radiology, Respiratory Function lab) or in DSS, Mental Health or Drug and Alcohol services (transmission of MRSA is less likely and infection is rare in these sites.)

²Exposure-prone surgical procedure = a procedure where there is the potential for direct contact between the skin (usually finger or thumb) of the health care worker and sharp surgical instruments, needles, or sharp tissues (spicules of bone or teeth) in a blind or highly confined anatomic site such as a body cavity or in poorly visualised and/or confined body sites. Such sites include body cavities encountered during emergency and trauma procedures, abdominal, cardiothoracic, obstetric/gynaecological, orthopaedic and oral surgery.