

Position Description | Te whakaturanga o mahi Health New Zealand | Te Whatu Ora

Title	Clinical Psychologist or Registered Psychologist			
Reports to	Manager – iCAMHS			
Location	Nelson / Tasman			
Department	Infant, Child & Adolescent Mental Health Services			
Direct Reports	Nil		Total FTE	
Budget Size	Opex	Nil	Capex	Nil
Delegated Authority	HR	Nil	Finance	Nil
Date	June 2026			
Salary band (indicative)*	APEX Psychologists Collective Agreement Step 1 to Step 8			

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 that health workers bring to their mahi.

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

Primary purpose of the role

This role is a pivotal role for mental health and addictions services to support our integration programme. The vision for our programme is:

Working with people of our community to promote, encourage and enable their health, wellbeing and independence by providing flexible responsive integrated mental health and addictions services

This role has been designed for an experienced clinician who has excellent skills in relationship development and networking to:

- Provide psychological interventions for clients referred to iCAMHS.
- Function as part of a multidisciplinary team to provide a quality psychological assessment and treatment service for clients referred to iCAMHS with a range of mental health conditions, using evidence-based psychological treatments and interventions.

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 focussed. They must demonstrate an awareness of the wider social determinants of health. They will ensure their contributions support the strengthening our system-wide priorities, as listed overleaf.

MH&A system-wide integration priorities



Achieve **Equity** and strengthen the **Equally Well** commitment by supporting district-wide access to safe and effective person centred care to reduce inequity and maximise wellbeing.



People and whanau are essential members of the care team



We take a **whole of person** approach by ensuring strong intra and inter sectoral relationships to ensure people access the range of support available to achieve recovery and optimal outcomes.



We work as **one team** with person centred plans, assisted by appropriate sharing of information and innovative technology solutions.



We support a diverse workforce that is recovery focussed, fosters independence, and is well connected, to ensure we **build trust**, respect and confidence.



Supporting and monitoring our services to be integrated, flexible and responsive and a **high performing** network of people and agencies.

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

Key Result Area	Expected Outcomes / Performance Indicators
<p>Clinical</p> <p>To provide psychological assessment and treatment for clients referred to iCAMHS</p>	<ul style="list-style-type: none"> • Referrals are actioned in accordance with service protocols, including documented informed consent. • Assessments are comprehensive, complete, and of relevance to the client's presenting problems. The assessment will include psychometrics as appropriate. • The outcomes of the assessments are communicated to the MDT in an appropriate format, and notes reflect formulation, clinical diagnosis if indicated, treatment planning, presentation & progress towards goals.

	<ul style="list-style-type: none"> • Works from a collaborative model with client and family, and other relevant parties and partner agencies, including the referrer. • Provides evidence-based psychological interventions and treatment for clients referred to iCAMHS.
<p>Client-Centred Care</p>	<ul style="list-style-type: none"> • The assessment and formulation are clearly communicated to the client and their family, and there is a shared understanding of the treatment plan. • Treatment process includes regular reviews of progress for this targeted episode of care. • Collaborative approach with client, family / whanau and any partner agencies.
<p>Consultation and Supervision</p> <ul style="list-style-type: none"> • To utilise consultation skills within multidisciplinary team. • To participate in Clinical supervision. <p>Participation in iCAMHS Duty roster</p>	<ul style="list-style-type: none"> • Takes opportunities to utilise consultation skills consistent with psychological theory and practice. • Appropriately participates in informal and formal supervision. • Utilises formal supervision for personal skill development and safe practice. • Work as part of the current iCAMHS duty team, completing daily routine referral screening, triage and duty work as required. • Support the triage process inclusive for Maori clients and their whanau offering culturally appropriate navigation for access to partners in care and external services.
<p>Service Development</p> <ul style="list-style-type: none"> • To participate in quality improvement initiatives within the team and within the discipline. 	<ul style="list-style-type: none"> • Is involved, as required, in training and developing programmes, based on psychological research evidence. • Participates in and understands quality assurance, service standards, Health and Safety, Risk Management, Performance Management and Privacy Act regulations. • A quality, customer-focused service is provided at all times, which follows best practice.
<p>Team Work</p> <p>To be an active integral member of the multi-disciplinary teams.</p>	<ul style="list-style-type: none"> • Complies with organisational policies and procedures and behaviour is consistent with and according to professional Code of Ethics. • Promotes best practise interventions for clinical needs of clients, and presents psychological perspective within the team.

	<ul style="list-style-type: none"> Provides constructive advice and support to other staff on psychological issues related to clients.
Professional Development	<ul style="list-style-type: none"> Identifies own learning needs and uses professional development to maintain competence and improve skills base, in accordance with the psychology professional development allowance. Negotiates attendance at appropriate education and training. Participates in required annual performance review processes including review of performance goals and identification of areas for professional development. Complies with Psychologists Board CCP requirements.
Quality Improvement	<ul style="list-style-type: none"> Pro-actively participates in quality improvement processes in your area of work. Support our teams to, at all times, provide a high quality, customer oriented and focused service, which follows evidence based practice.
General	<ul style="list-style-type: none"> Other duties as negotiated with your Manager.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. 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.
Equity	<ul style="list-style-type: none"> Commits to helping all people achieve equitable health outcomes. Shows a willingness to personally take a stand for equity. Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> 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. Models an agile approach – tries new approaches, learns quickly, adapts fast. Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> 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. 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.

Health & safety	<ul style="list-style-type: none"> • Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • 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. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	<ul style="list-style-type: none"> • Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place. • Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred to the MANAGER – ICAMHS

- Any misconducts or breaching code of ethics / practice standards
- Conflict of interests

Relationships

External	Internal
<ul style="list-style-type: none"> • Mental Health NGO support services: Pathways, Health Action Trust • Kaupapa Maori Mental Health & Social Services: Te Piki Oranga • Primary Mental Health services • GP's • Education providers, school guidance counsellors • Oranga Tamariki • Community agencies 	<ul style="list-style-type: none"> • Emergency Department • Paediatric and Child Development Services • Support Services Coordinator • Addiction Services • Adult MH Services • MHAS General Manager, Professional Leads, ADON

About you – to succeed in this role

You will have

Essential:

Qualifications

- Registered in the Clinical Scope of practise with the NZ Psychologists Board under the Health Practitioners Competency Assurance Act (2003) and holding a current Annual Practising Certificate.
- A Masters or Bachelor (Honours) Degree, plus Post-graduate Diploma in Clinical Psychology (or acceptable equivalent).

Experience

- Previous experience in Mental Health and an interest in working with children, adolescents and their families would be an advantage.
- Able to provide specialised interventions including clinical psychometric and neuropsychological assessment tools.
- Experience working within a multi disciplinary team

Knowledge

- Current knowledge and experience of Mental Illness and related issues.
- Knowledge of and commitment to biculturalism and the Treaty of Waitangi.
- Up to date with the current research findings about major mental illness and trends in mental health service delivery.
- Beginner/Intermediate knowledge of Microsoft Office applications i.e.: Word, Excel, PowerPoint and Outlook
- Keeps up to date with available information technology relevant to position
- Understands and complies with Health NZ (Nelson Marlborough) Information Technology policies

Skills and Abilities

- Excellent communication skills.
- Willingness and ability to work in multi-disciplinary teams.
- Cultural sensitivity in the delivery of services.
- Ability to establish objectives, set priorities and work through their implementation.
- Commitment to ongoing professional education.
- Ability to work alongside a range of professionals in the Health System.
- Ability to negotiate and follow procedures to resolve issues in a professional manner.
- Proven conflict resolution skills and able to problem solve.

Desired:

- Experience in implementing Te Tiriti o Waitangi in action.

You will be able to

Essential:

- 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.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.
- 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.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*