

Position Description | Te whakaturanga ō mahi

Health New Zealand | Te Whatu Ora

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.

Title	Clinical / Child & Family Psychology Intern
Reports to	Manager ICAMHS
Location	Nelson / Tasman
Department	Mental Health
Date	30 July 2026
Salary band (indicative)ⁱ	APEX Psychologists Collective Agreement Step 1
Children's Worker roleⁱⁱ	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

Provide psychological assessment, formulation and intervention for clients (and their families) referred to mental health services, and to be an active member of the multi-disciplinary team.

Clinical / Child & Family Psychology Intern is a person undertaking the final stage of training in a recognised Postgraduate Diploma or Doctoral programme in Clinical Psychology, or the Postgraduate Child & Family Psychology programme. On successful completion of their practicum and academic requirements, they will be eligible for registration as a Psychologist under the Health Practitioners Competence Assurance Act, 2003. At the time of engagement as a Psychology Intern, the person is not eligible for registration as a psychologist and must work under close supervision from a suitably experienced registered psychologist.

This Position Description is also to be used when employing a person who has not fully completed their Clinical or Child & Family Psychologist qualification requirements into a Clinical or Registered Psychology position. The person has completed the clinical or child & family psychology course papers and internship. They are still considered an Intern (see below) and cannot practice as a registered psychologist and are required to maintain the Intern registration until obtaining full registration as a psychologist.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical	• Referrals are actioned in accordance with service protocols, including informed consent. • Assessments are comprehensive, complete and of relevance to the clients and referrer. • The outcomes of the assessments are communicated to the MDT in an appropriate format and notes reflect formulation, treatment planning, presentation & progress towards goals. • Works from a collaborative model with client and family, and other relevant parties • Provide specialist reports as required which are to be countersigned by Supervising Psychologist.
Team Work	• 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 in the team. • Actively participate in Health NZ In-service education.
Professional Development	• To comply with the requirements of the HPCA Act and to seek professional advice where indicated. • Attend regular supervision with a senior clinical psychologist as appropriate to the needs of the Intern. • Attend Health NZ Psychologists professional meeting. • Identify professional development needs and attend education and training opportunities required during their internship.
Professional delivery of Services	• Apply and adhere to the legal, ethical, legislative and policy requirements as outlined in: • Compliance with Health Practitioners Competence Assurance Act (2003) • Health and Disability Commissioner, the Code of Health and Disability Services Consumers' Rights and the Privacy Act (1993) • Adherence to the policies and procedures of Nelson-Marlborough District Health Board and the Mental Health Service • Conduct oneself in a professional manner at all times.
General	• Other duties as negotiated with your Manager
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.

Health & safety	- 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	- 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.

- Nil

Matters which must be referred to your manager

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- Nil.

Relationships

External	Internal
- Non-Government Organisations - Public Health Organisations - General Practitioner - Community Groups - Statutory Agencies - Consumer Groups	- Clinical Coordinator ICAMHS - Supervising Psychologist - Multidisciplinary Team - Psychology Leader - Regional Mental Health Services - Wahi Oranga - Adult Mental Health Service - Alcohol and Other Drug Service - Mental Health Services for Older People

About you – to succeed in this role

You will have

Essential:

- Currently completing the requirements of a recognised Postgraduate Diploma or Doctoral Clinical psychology Programme, or the Postgraduate Child & family Psychology programme.
- Registered as an intern with the New Zealand Psychologists Board, and holds current Intern Practicing Certificate.
- Student member of NZ Psychological Society of NZ College of Clinical Psychologists.
- Assessment skills.

- Able to provide specialised interventions including: neuropsychological and psychometric testing and evidenced based therapies.
- A high degree of flexibility, enthusiasm and energy.
- Ability to recognise and manage personal stress.
- Innovation and self motivation.
- Ability to function well in a team.
- Ability to work alongside a range of health professionals.
- A current drivers license.

Desired:

- Experience in care co-ordination.
- Experience in group therapy.
- Experience working within a multidisciplinary team.

You will be able to Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.
- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.

ⁱ Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

ⁱⁱ The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.