

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 Psychologist or Registered Psychologist
Reports to	Manager – Integrated Community Mental Health Teams Nelson/Tasman
Location	Nelson / Tasman
Department	Community Mental Health
Date	15 October 2026
Salary band (indicative)ⁱ	Psychologists MECA APEX Step 1 to Step 15
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:

Function as part of a multidisciplinary team to provide quality psychological assessment and treatment using a range of psychological therapeutic interventions, including individual and group work.

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, working equally across the inpatient and adult community mental health teams in Nelson/Tasman.

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 below.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical To provide psychological assessment and treatment (including psychometrics where necessary) of clients referred to the services	• Referrals are actioned in accordance with service protocols. • Assessments and treatment using accepted clinical models of working e.g. CBT. • The outcomes of the assessments are communicated in an appropriate format and notes reflect formulation, treatment planning, presentation and progress towards goals. • Works from a collaborative model with client and informed consent is evident. • Works within a multi-disciplinary team model to maximise treatment efficiency.
Consultation and Supervision • To utilise consultation skills within multidisciplinary team • To participate in Clinical supervision	• 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.
Service Development • To participate in quality improvement initiatives within the team and within the discipline	• Is involved, as required, in training, developing programmes based on psychological research evidence. • Participates in quality assurance, H & D 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.
Personal & Professional Development To participate in educational programmes, professional supervision and in-service education	• Identifies own learning needs and uses professional development to maintain competence and improve skills base. • Negotiates attendance at appropriate education and training and participates in performance reviews. • Participates in annual performance review process including review of performance goals and identification of areas for professional development. • Complies with Psychologists Board CCP requirements.

Team Work To be an active integral member of the multi-disciplinary teams	- Complies with organisational policies & procedures and behaviour is consistent with and according to professional Code of Ethics. - Advocates for clients and presents psychological perspective in the team. - Provides constructive feedback to other staff on psychological issues.
Quality Improvement	- Participates in quality improvement processes in your area of work. - A quality, customer-focused service is provided at all times, which follows best practice.
General	Other duties as negotiated with your Manager.

Key Result Area	Expected Outcomes / Performance Indicators
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.

Matters which must be referred

- Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.
- [insert other matters which must be referred, and who they should be referred to]

Relationships

External	Internal
• Non-Government Organisations • Public Health Organisations • General Practitioner • Community Groups • Statutory Agencies • Consumer Groups	• Supervising Psychologist • Multidisciplinary Team • Psychology Leader • Wahi Oranga • Alcohol and Other Drug Service • Mental Health Services for Older People • Clinical Co-ordinator • Line Manager

About you – to succeed in this role

You will have

Essential:

- Registered in the Clinical Scope of practise with the NZ Psychologists Board under the Health Practitioners. Competency Assurance Act (2003) and in possession of a current Annual Practising Certificate.
- A Master or Bachelor (Honours) Degree plus Diploma in Clinical Psychology (or acceptable equivalent).
- Previous experience in Adult Mental Health an advantage.
- Able to use psychometric and neuropsychological assessment tools.
- 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 delivery of psychological therapies.
- 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 Information Technology policies.
- 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.

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.