Health New Zealand
Te Whatu Ora

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 or Health Psychologist – Kaimātai Hinengaro
Reports to	Director of Allied Health
Location	Nelson
Department	
Date	27 July 2026
Salary band (indicative)[i]	Psychologists MECA APEX Step 1 to Step 8
Children's Worker role[ii]	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, 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 oursystem 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 Result Area	Expected Outcomes / Performance Indicators
Leadership & Management /	• Contributes to the development of team goals andservice delivery.

Te Ārahi me te	• 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. • 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	• 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. • 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. • Delivers high quality, evidence-based and time efficient psychological assessment and treatment for service users.

	• The assessment creates an understanding ofthe person and their difficulties from a broad bio-psycho- social and developmentalperspective, using detailed psychological, cognitive and behavioural assessment interviews, and standardised assessments tools, if indicated. • Develops sound psychological formulationsbased on the assessment, including a response to referral questions, and providing treatment planning and recommendations as appropriate. • Provide formal psychological assessment reports and psychological testing reports (if indicated), according to standard and withintimeframes Using outcome measures / feedback to measure the effectiveness of the interventions. • Participates in MDT clinical reviews, providing a psychological perspective andconsultation, and acting as a resource forthe MDT. • Adhere to the NZ Psychologists BoardCultural Competencies documents. • Respect, sensitivity, cultural awareness isevident in interpersonal relationships. • Our cultural differences are acknowledgedby 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 efficientand timely fashion. • Demonstrates provision of and supportothers with culturally safe / bicultural practice with patients/clients and their whānau.
Teaching & Learning / Ako Atu, Ako Mai	• Maintains competency to practice through identification of learning needs and Continuing Competency (CPD) activities. This should complywith professional registration requirements. • Maintains an awareness of current developmentsin the clinical areas being worked in and make recommendations to changes in practice. • Be involved in the induction and training of newlyappointed staff as required. • Supports and encourages the team, profession andother health professionals in developing collaborative interprofessional learning opportunities (across professions, services, DHBs &sectors). • Provides mentoring and clinical support and/orprofessional supervision where required. • Demonstrates the ability to critically evaluate research and apply to practice. • Completes mandatory training as applicablefor 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.
Service Improvement and Research / Te Whakapai Ratonga me te Rangahau	• 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 include care pathways/treatment protocols, standards of practice etc. • 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. • 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.
Professional Competencies	• Maintain own professional registration requirements as directed by the legislation relevant to the incumbent's profession. • 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	• Undertaking duties from time to time that may be in addition to those outlined above but which fall within your capabilities and experience. • You respond positively to requests for assistance in own and other areas, demonstrating adaptability and willingness. • You produce work that complies with Te Whatu Ora processes and reflects best practice. • Live and support the Te Whatu Ora values in everything you do.

Professional Development – Self	• Identifying areas for personal and professional development. • Negotiate attendance at appropriate education &training following due process. • Participates in professional supervision in line withthe organisation's requirements and/or professional body. • Utilises formal supervision for safe practise and skill development. • Participates in the organisation performance development process. • 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 relevanceto the role. • Regularly participate in, and actively meet requirements of clinical supervision; and participate in peer review. • You actively seek feedback and acceptconstructive criticism.
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.

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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.
- [insert other matters which must be referred]

Relationships

External	Internal
• Registration Authority • Professional Association • NGO Maori Providers • NGO - Community • GP's and Primary care • ACC • Peers in other DHB's	• Clients / Consumers • Caregivers and whānau • Clinical Staff • Te Waka Hauora • Mental Health & Addictions Services • Needs Assessment & Service Coordination

About you – to succeed in this role

You will have

Essential:

Education and Qualifications (or equivalent level of learning)

- 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

- 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

- 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 acommitment to directing professional development and personal growth.
- 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.

Personal Qualities

- 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 toall 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.

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.]

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[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.