

Position Description | Te whakaturanga ō mahi

Title	Clinical Psychologist
Reporting manager	Clinical Team Leader,
Department	Kāhui o te ihi (Mental Health and Addiction Services)
Location	Manaaki House CMHC, Auckland
Date reviewed	February 2024

Kia kotahi te oranga mo te iti me te rahi o te hāpori
Healthy communities | World-class healthcare | Achieved together

Te Toka Tumai recognises and respects Te Tiriti o Waitangi as the founding document which encapsulates the fundamental relationship between the Crown and Iwi. This established the New Zealand Government and defined Aotearoa as a bi-cultural nation. As a bi-cultural organisation, Te Toka Tumai understands that as Tangata Tiriti we have a Tiriti o Waitangi responsibility for Māori health improvement and a legislative responsibility to eliminate health inequities.

Our **vision** is to support our local population to achieve the outcomes determined for themselves, their whānau and their community, and to ensure high quality, safe and equitable services are accessible when needed. Our approach is patient and whānau-centred healthcare, which means people are at the heart of everything we do.

Our **purpose** is to support our population to be well and healthy, with special emphasis on accelerating health gain for Māori and achieving equitable health outcomes across our community. We commission health and disability services across the whole system from problem prevention to end of life care. We provide specialist healthcare services to patients and whānau from across districts, Aotearoa, and the Pacific.

About our values

Our shared values are the foundation to how we do things at Te Toka Tumai. It is about how we treat people, and about how we make our patients, whānau and each other feel.

<p>Haere Mai Welcome <i>we see you, we welcome you as a person</i></p>
<p>Manaaki Respect <i>we respect, nurture and care for each other</i></p>
<p>Tūhono Together <i>we are a high performing team: colleagues, patients and families</i></p>
<p>Angamua Aim High <i>we aspire to excellence and the safest care</i></p>



Our values in action

See me for who I am

When my team understands who I am, and where I come from, I feel accepted

My voice counts

When I know my voice is heard I feel a valued part of the team

Thank you goes a long way

When I'm thanked it motivates me to keep doing great work

Be kind to each other

When I'm respected, I'm happier in the workplace

I have your back

As a team we support each other and lend a helping hand when it's needed

I am part of a team

I give more of myself when we work together as one big whānau

Context for the role

To function as a clinical psychologist and provide clinical psychological services and a comprehensive range of psychological therapies for designated service users. Manaaki House provides a multi-disciplinary, recover focused service for clients living in the central Auckland area. You will be part of a dedicated service, supporting excellent clinical care while developing your existing Mental Health knowledge and clinical skills in an established and multi-disciplinary work environment.

You will be working closely with the multi-disciplinary team to deliver psychological assessments, undertaking group work and therapy with complex clients.

About the role

The primary purpose of the role is to:

1.Provision of clinical services to service users:

Service users are respected and empowered in their recovery.

Clinical psychological assessment and treatment is delivered using best practice principles.

Psychological therapies are provided for nominated individual service users, their families/whanau and/or care givers, and health professionals otherwise involved in the service users' care.

2.Planning and Quality activities:

There is active participation in the Planning and Quality activities of the Community Health Service with the aim of improving outcomes for service users.

3.Training and development

Training and development opportunities are provided for other staff and visiting students, especially those of clinical psychology.

Professional Practise and Development

Statutes, codes and other material related to professional practice are incorporated into service delivery such as: Treaty of Waitangi; Code of Ethics for Psychologists Working in Aotearoa/New Zealand, 2002; Health Practitioners Competence Assurance Act, 2003

Te Toka Tumai policies and procedures are followed

Professional development activities address HPCA Act 2003 and New Zealand Psychologists Registration Board requirements.

Important	Position Specific
Nga Pukenga Motuhake / important skills	You will have a particular interest in group work as well as cognitive assessment. Training and work experience in a Dialectical Behaviour Therapy programme is essential.
	Our ideal candidate will have a high level of time management and organisational skills whilst demonstrating clinical skills in working with people from a range of cultural backgrounds in a Mental Health setting. This role is not suitable for new graduates, and we are looking for a Clinical Psychologist with a breadth of experience in a Community Mental Health setting.
	It is essential you are a NZ Registered Clinical Psychologist with PG Diploma or Doctorate in Clinical Psychology qualification. A current annual practising certificate (Clinical Scope of Practice) is required.
Key result area	Expected outcomes / performance indicators – position specific
Provision of clinical services to service users	<ul style="list-style-type: none"> • Service Users are respected and empowered in their recovery • Clinical psychological assessment and treatment is delivered using best practice principles

	<ul style="list-style-type: none"> • Psychological therapies are provided for nominated individual service users, their families/whanau and in group settings. • Treatment plans are developed and followed in close collaboration with service-users, their family/whanau and/or care givers, and health professionals otherwise involved in service user's care.
Planning and Quality activities	<ul style="list-style-type: none"> • There is active participation in the Planning and Quality activities of the Community Health Service with the aim of • improving outcomes for service users
Training and Development	<ul style="list-style-type: none"> • Training and development opportunities are provided for other staff and visiting students, especially those of clinical • psychology
Professional Practise and Development	<ul style="list-style-type: none"> • Statutes, codes and other material related to professional practice are incorporated into service delivery such as: Treaty of Waitangi; Code of Ethics for Psychologists working in Aotearoa/New Zealand, 2002; Health Practitioners Competence Assurance Act, 2003. • Te Toka Tumai policies and procedures are followed • Professional development activities address HPCA Act 2003 and New Zealand Psychologists Board Registration Board requirements

Key result area	Expected outcomes / performance indicators for all Te Toka Tumai employees
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Supports the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori • Supports tangata whenua/mana whenua led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care • Supports Māori oversight and ownership of decision-making processes necessary to achieve Māori health equity • Support the expression of hauora Māori models of care and mātauranga Māori
Equity	<ul style="list-style-type: none"> • Commits to helping all of our residents achieve equitable health outcomes • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Supports the dismantling of policies, procedures and practices that cause inequity • Supports Māori-led responses • Supports Pacific-led responses
Digital	<ul style="list-style-type: none"> • Supports digital tools that foster organisational effectiveness
Whānau-centric	<ul style="list-style-type: none"> • Supports improved service engagement with whānau • Supports people and service user experience in the design, delivery and evaluation of services
Resilient services	<ul style="list-style-type: none"> • Demonstrates performance improvement and efficiency • Supports the implementation of agreed continuous improvement initiatives
Health & Safety	<ul style="list-style-type: none"> • Takes responsibility for keeping self and others free from harm at work • Complies with the requirements of the Health and Safety policy and procedures of Te Toka Tumai
Risk	<ul style="list-style-type: none"> • Actively participates in Te Toka Tumai's approach to risk management
Digital	<ul style="list-style-type: none"> • Supports digital tools that foster organisational effectiveness
Recordkeeping	<ul style="list-style-type: none"> • Creates accurate and appropriate records to support and evidence business activities and regularly files to ensure that corporate information is secure, unchanged and not removed until its compliant disposal date.

Matters which must be referred to the Clinical Team Leader

Authorities

Delegated financial authority	Nil
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Relationships

External	Internal
<ul style="list-style-type: none"> Referring clinicians and agencies Other mental health services Training organisations NGOs Review meetings Quality of service and service development meetings (as required) Staff meetings 	<ul style="list-style-type: none"> Service users Multidisciplinary team members Portfolio Performance Manager (PPM) Clinical Service Director Lead Clinician Consumer Advisor Cultural services Psychology Professional Leader Students]

About you – to succeed in this role

You will have

Essential:

- A commitment to biculturalism
- A commitment to achieving equitable outcomes for Māori
- Minimum of master's degree in psychology
- Minimum of a Post graduate degree in Clinical Psychology (or its recognised equivalent)
- NZ Registration with the NZ Psychologists Board with a Clinical Scope of practice and a current Practising Certificate
- Recent experience in mental health
- Computer skills including word processing
- Holds a current Drivers Licence

Desired:

- Post graduate qualifications in the child and adolescent mental health field
- Well-formed skills in CBT and DBT
- Skills in other psychological therapies
- Neuro-psychological assessment skills

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
- Demonstrate alignment with Te Toka Tumai values

Critical competencies

Clinical	<ul style="list-style-type: none"> Is respectful and empowering Practises within knowledge and abilities Ability to review own performance and improve service delivery Skills and experience in clinical assessment, formulation and treatment of clients and their families Knowledge of recovery and current psychotherapy models, particularly CBT and DBT Can facilitate education and therapy groups
Values Diversity	<ul style="list-style-type: none"> Understands the significance of the Treaty of Waitangi Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve opportunities for Maori

	<ul style="list-style-type: none"> • Recognises and respects individual difference
Self-Management	<ul style="list-style-type: none"> • Plans/prioritises and manages workload • Copes with stress and understands personal limitations and professional boundaries • Is proactive and displays initiative • Sets high standards and strives to achieve stretching goals • Displays drive and energy and persists in overcoming obstacles
Teamwork	<ul style="list-style-type: none"> • Collaborates with fellow team members and other work groups to achieve service objectives for the good of the whole • Actively contributes to and accepts consensus decisions • Seeks out opportunities to support others in achieving goals
Communication and Interpersonal skills	<ul style="list-style-type: none"> • Actively listens, obtaining correct information and reflecting understanding • Expresses information effectively, both orally and in writing, adjusts language and style to the recipients and considers their frame of reference • Empathises with others and considers their needs and feelings
Service User Orientation	<ul style="list-style-type: none"> • Models inclusiveness, partnership and works collaboratively with service users to integrate recovery principles into all work practices • Demonstrates the attributes of transparency, instilling hope and inclusion • Clearly articulates rationale for all procedures, prescribed actions and facilitates informed consent. • Develops positive working relationships with consumers and treats them as a 'first priority'. Identifies and seeks to meet their needs.
Quality Orientation	<ul style="list-style-type: none"> • Pays attention to detail and initiates self-checking procedures; ensures high levels of accuracy and consistent quality • Monitors quality and devises systems to support continuous improvement.

Document Control [remove this section if not required]

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