



POSITION DESCRIPTION

Clinical Psychologist / Health Psychologist National Burn Centre

This role is considered a **non-core children's worker** and will be subject to safety checking as part of the Vulnerable Children Act 2014

Position Holder's Name:

Position Holder's Signature:

Manager/Supervisor's Name:

Manager/Supervisor's Signature:

Date:

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Counties Manukau Health			



Our Strategic Goal

We care about achieving health equity for our community.

Together, the Counties Manukau health system will work with others to achieve equity in key health indicators for Māori, Pacific and communities with health disparities by 2020.

We will measure the impact we have on healthy life years every year. This is our commitment to act and be deliberate in our choices and priorities.

This means that people will live longer healthier lives in the community.

Our Shared Values

Kind

Care for other people's wellbeing.

Excellent

Safe, professional, always improving.

Valuing everyone

Make everyone feel welcome and valued.

Together

Include everyone as part of the team.



PURPOSE OF THE POSITION

Clinical psychology and Health Psychology are disciplines that integrate psychological and associated science, theory, and practice to understand and alleviate human suffering and disability, as well as to promote individual and family/whanau development, adaptation, and recovery.

At Counties Manukau District Health Board (CMDHB), clinical and health psychologists work as part of multidisciplinary teams to provide psychological assessments and interventions for clients of their teams. Clinical and health psychologists also provide a range of other services to support the development and function of their teams and the organisation as a whole. These activities include, but are not limited to: case consultation, staff training and supervision, leadership and involvement in service development activities, and research and evaluation-related activities.

Assessments undertaken by clinical and health psychologists provide an understanding of the person and their difficulties from a broad bio-psycho-social and developmental perspective and include the use of detailed psychological, cognitive and behavioural assessment interviews, and the use of standardised cognitive, neuropsychological, and psychometric assessments.

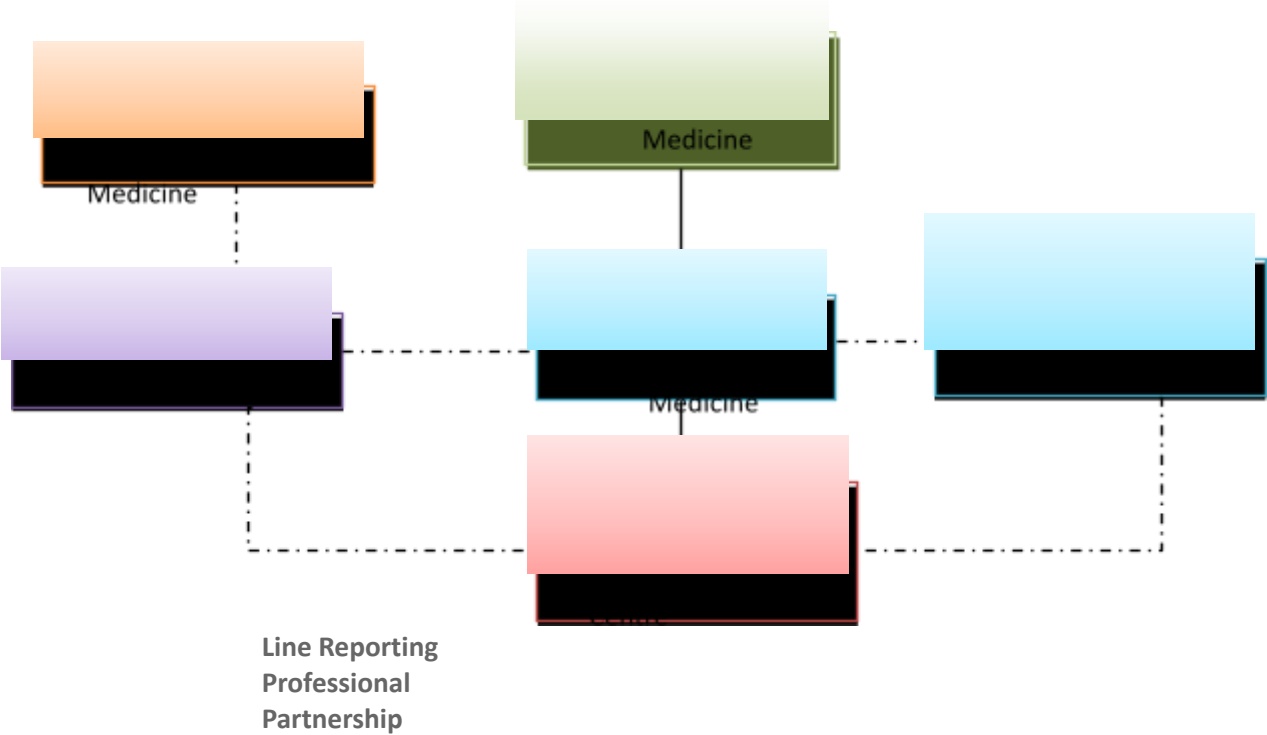
Interventions commonly used by CMDHB psychologists include individual therapy (often with a strong CBT focus), therapeutic groups, family therapy, psycho-educational groups, behaviour management, and case consultation.

Psychological services are provided in accordance with designated standards of practise and with a commitment to the principles of the Treaty of Waitangi.

The National Burns Centre provides treatment and initial rehabilitation for people with severe burns and similar difficulties from throughout New Zealand and the Pacific Islands. It has a multidisciplinary team that provide a wide range of services to assist burn sufferers with physical treatment, rehabilitation, and psychosocial support for their recovery.

This position is to provide psychological services to the National Burn Centre situated at Middlemore Hospital. The role would include provision of direct clinical services to patients of the service and their family/whanau/significant others, liaison with other burns services, particularly concerning patients of this service referred to other burns services, trauma support services for staff of the National Burns Centre, and research and service development input for this service.

PLACE IN THE ORGANISATION



NATURE AND SCOPE OF RESPONSIBILITIES

Key Accountability	Standards / Achievements
Essential Requirements	Registered as a Clinical Psychologist or Health Psychologist with acceptable qualifications and training to contribute to the provision of assessment and interventions services of the National Burn Centre. Acceptable qualifications are defined in more detail below.
Professional Delivery of Services	Apply and adhere to the legal requirements of the New Zealand Psychologists Board and the Health Practitioners Competence Assurance Act 2003 . Comply with the Code of Ethics of the New Zealand Psychological Society and the New Zealand College of Clinical Psychology. Comply with requirements of the Mental Health Act (1992) and amendments. Adhere to the policies and procedures of Counties Manukau District Health Board and the Mental Health Service. Adhere to the procedures and standards of practise for clinical psychology of Counties Manukau District Health Board. Participate in competency assurance activities required by the Psychologists Registration Board and CMDHB. Maintain all relevant legislative requirements, including those expressed through the Health and Disability Commissioner, the Code of Health and Disability Services Consumers' Rights and the Privacy Act (1993). Conduct oneself in a professional manner at all times.
Address needs of clients	Deliver high quality assessment and treatment for clients of the service. Develop and maintain supportive relationships with clients, their families/whanau and support networks, and recognise the diversity of peoples' cultures.

Key Accountability	Standards / Achievements
	Apply the principles of the Treaty of Waitangi and recognise Maaori as tangata whenua. Demonstrate awareness of cultural issues in clinical practise. Incorporate cultural consultation in clinical practise. Demonstrate an empathetic approach to clients, fostering a therapeutic alliance and informed consent.
Clinical Assessment	Conduct thorough assessment of clients, including: interviews, collateral contacts, file reviews, consideration of psychosocial history (developmental, family, relational, educational, medical, vocational, drug/alcohol, mental health, treatment, violence, legal), mental status examination, and risk to self/others. Develop sound psychological formulations based on thorough assessment that can assist the patients and their family/whanau to manage difficulties associated with their burns and their recovery process Conduct psychological testing procedures as appropriate to allow clarification of issues such as determination of cognitive function, diagnosis of differential diagnosis, or to assist with treatment planning. Analyse client behaviours identified as problematic to develop programmes to change specific behaviours, considering alterations in environment and by client, staff and significant others.

Clinical Intervention	Develop treatment plans based upon comprehensive assessments. Recognise and utilise contributions of the multidisciplinary team in the management and treatment of clients; provide psychological input to clinical reviews of clients. Provide professional psychological consultation and opinions regarding clients. Provide behaviour management programmes. Provide individual psychotherapy to clients, aimed at resolution of symptoms or disorders for which they are being treated, and/or for
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Key Accountability	Standards / Achievements
	improvement in psychological well-being. Contribute to the development and leadership of psychological input for patients of the National Burn Centre
Communication	Communicate clearly and appropriately with all constituencies. Provide multidisciplinary team members, Team Leader, Service Manager or Professional Leader with relevant information in a timely manner. Produce formal psychological assessment reports and psychological testing reports according to standard and within timeframes. Maintain accurate and timely records, and comply with clinical documentation policy. Provide letters to referrers and other appropriate external agencies in an efficient and timely fashion. Utilise information technology competently: telephone and paging systems; clinical information systems; computer applications relevant to discipline (e.g., PIMS, Concerto, Outlook, Word, etc); attend relevant information technology educational programmes.

Team Membership	Work cooperatively as a team member; contribute to harmonious team relationships. Provide support for other staff to assist them to manage the stress of working with burns patients. Contribute to the development of and participate in achievement of team goals, quality assurance activities and initiatives that meet team and organisational standards. Contribute effectively to the planning, organisation and evaluation of services. Contribute to approved projects and applied research activities. Ensure that resources are used appropriately and effectively. Undertake any other functions as required by Team Leader that are in line with the role of a psychologist.
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Key Accountability	Standards / Achievements
Professional Development	Regularly participate in and actively meet requirements of clinical supervision; participate in peer review. Apply principles as a scientist-practitioner to appraise relevant research, enhance knowledge and incorporate learning into practise. Participate in and contribute to in-service training; attend conferences and training. Identify learning needs and address them through Professional Development Plan. Develop knowledge and skills, and provide services under supervision, based upon Senior Clinical Psychologist competencies.
Professional support	Attend monthly psychologists' meetings. Provide support/ debriefing to National Burn Centre staff As appropriate, be prepared to provide supervision for other psychologists.

CULTURAL SAFETY Commitment to the principles of Treaty of Waitangi Honouring Cultural Diversity	● Respect, sensitivity, cultural awareness is evident in interpersonal relationships. ● Our cultural differences are acknowledged by respecting spiritual beliefs, cultural practices and lifestyle choices.
Utilise Information Technology	● Demonstrate ability to access and use available clinical information systems. ● Is conversant with applications required for specific discipline/role. For example, i.PM, Concerto, Outlook, etc. ● Maintains own professional development by attending relevant IT educational programmes.

HEALTH AND SAFETY ACCOUNTABILITIES (non-management roles)

Health and Safety (H&S) is a key accountability of all Counties Manukau Health (CM Health) staff.

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Health and Safety (H&S) is a key accountability of all Counties Manukau Health (CM Health) staff.

All CM Health Employees are responsible to:

Zero Harm	• Engage in safe workplace practices and take care of the health and safety of themselves, other employees and people in the workplace
Risk Management	• Identify, evaluate and report all hazards and incidents they are aware of in the workplace • Adhere to apply risk controls, identified in risk assessments, such as 'Safe Operating Procedures' • Follow safety instructions • Stop work when there is an immediate risk of serious harm and notify the appropriate manager • Ensure nothing they do or don't do will cause harm to themselves or others
Safety Management System Requirements	• Understand and follow CM Health's Occupational Health and Safety policies, Health and Safety regulations, and personal responsibilities as outlined by these policies • Follow all Occupational Health and Safety policies and procedures
Work Safely	• Report for duty in a fit state, free from the influence of alcohol or other drugs • Participate in consultation activities regarding matters affecting your health, safety and wellbeing • Wear the required Personal Protective Equipment when undertaking specific activities, or when in nominated areas • Operate clinical or plant equipment safely • Participate in relevant safety training, and maintain safety related competencies • If relevant to your position, be in possession of required and current Certificates of Competency

COMMUNICATION AND INTERPERSONAL SKILLS

Will be required to interact on a regular basis with a range of Counties Manukau Health staff members including:

- Psychological Medicine Consult Liaison Team
- The National Burn Centre Team
- The Legal Team

Externally there will be contact with:

- Local hospitals throughout New Zealand
- Patients' family members /whaanau
- Community Mental Health Centres
- Police

Situations may often call for tact, diplomacy and will require information to be handled in a discreet and sensitive manner.

In conflict situations will be required to exercise sound judgement, negotiation and persuasiveness skills, toward facilitating a workable outcome.

PROBLEM COMPLEXITY

Will be regularly challenged by a wide range of complex physical and mental health issues. There will be a requirement to be able to prioritise issues and negotiate time frames, while still providing a quality customer service.

The range of problems will be diverse and require solutions customised to meet the circumstances of the client. Therefore opportunities will arise to provide innovative options to the client based on proven outcomes.

There will be demands to meet deadlines, maintain accuracy and quality of information. Failure to do so could impact on the organisation.

Will refer to the Consultant, the National Burn Service Coordinator, a Consult Liaison Consultant, Manager or Clinical Head for advice or second opinion.

SCOPE FOR ACTION

Are empowered to make decisions or recommendations relating to own clinical work. Are encouraged to use initiative and problem solving skills to develop innovative approaches to issues.

Discretion is required to be exercised in releasing confidential information to the appropriate parties.

DIMENSION OF THE POSITION

Will be responsible to the Manager, Department of Psychological Medicine, for the achievement of agreed objectives and operates within the confines of Counties Manukau Health.

POSITIONS REPORTING

Directly Nil

Indirectly Nil

PERSON SPECIFICATIONS

	Minimum	Preferred
Qualification	• Doctoral Degree or Masters plus Diploma of Clinical or Health Psychology or equivalent. • Registration as psychologist with the NZ Psychologists Board	• Member of NZ Psychological Society or NZ College of Clinical Psychologists. • Evidence of continuing professional education. •
Experience	• Minimum 12 months practical experience in clinical or health psychology. • Previous experience working with people with physical health concerns. • Experience providing individual psychotherapy • Experience providing psychoeducational groups • Experience with behavioural management	• Minimum 12 months practical experience in psychology in an appropriate setting. • Previous experience working with patients that have experienced burns or related difficulties. • Experience with applied research • Experience administering and interpreting a variety of psychological tests • In-depth knowledge of at least one theory of psychotherapy • Experience providing case consultation

		● Experience providing consultation to families ● Knowledge of community resources and networks
Skills/Knowledge/Behaviour	● Knowledge of psychological approaches to burns management including pain management, adjustment to injury, disability and disfigurement, grief management, and health psychology ● Knowledge of family responses to physical injury / trauma in a family member ● Knowledge of psychopathology ● Knowledge of psychological theories ● Knowledge of psychometrics and experience with psychological testing ● Knowledge of family dynamics ● Knowledge of professional ethics ● Knowledge of Mental Health Act (1992) ● Knowledge of bicultural practises and awareness of cultural issues	.
Personal Qualities	● Hold clean NZ driver's license ● Positively contribute to the welfare of the team ● Positively contribute to the clinical/health psychology discipline ● Maintain professional demeanour ● Able to work as an independent professional ● Recognise need for and seek clinical supervision ● Commitment to working in a multidisciplinary team ● Flexibility to provide variety	.

	of clinical services at times and locations required • Satisfactorily meet performance management targets • Fulfil Professional Development Plan • Sense of humour	
Other relevant skills	• High level of verbal and written communication skills • Excellent report writing skills • PC based computer skills, including word processing • Competencies in psychological assessment • Competencies in psychological testing • Competencies in treatment planning • Competencies to work with a multidisciplinary team • Competencies to provide behaviour management programmes • Competencies to provide individual psychotherapy • Competencies to provide psychoeducational groups • Competencies to provide family consultation • Competencies in professional ethics • Competencies to Incorporate cultural components & consultation in clinical practise	• Skills to prepare and make professional presentations • Touch-typing skills • Skills to conduct mental status examinations • Skills in cognitive testing • Skills in personality testing • Skills to provide group psychotherapy • Skills to provide family therapy