

## Position Description | Te whakaturanga ō mahi Health New Zealand | Te Whatu Ora

<b>Title</b>	Memory Clinic & FMU Clinical Psychologist			
<b>Reports to</b>	Clinical Team Leader and Charge Nurse			
<b>Location</b>	Awhi Mātua Fraser McDonald Unit – Inpatient, and Awhi Mātua Greenlane Clinical Centre- Community			
<b>Department</b>	Awhi Mātua Fraser McDonald Unit and Awhi Mātua Greenlane Clinical Centre			
<b>Direct Reports</b>	NIL	<b>Total FTE</b>	1.0	
<b>Budget Size</b>	<b>Opex</b>	N/A	<b>Capex</b>	N/A
<b>Delegated Authority</b>	<b>HR</b>	N/A	<b>Finance</b>	N/A
<b>Date</b>	April 2026			
<b>Job band (indicative)</b>				

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations.
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well.
3. Everyone will have equal access to high quality emergency and specialist care when they need it.
4. Digital services will provide more people the care they need in their homes and communities.
5. Health and care workers will be valued and well-trained for the future health system.

### Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

**Wairuatanga** – working with heart, the strong sense of purpose and commitment to service that health workers bring to their mahi.

**Rangatiratanga** – as organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all.

**Whanaungatanga** – we are a team, and together a team of teams. Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe.

**Te Korowai Āhuru** – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

## About the role

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This is a full time position which works across two roles both of which provide expert psychology services to designated service users and consultancy to multi- disciplinary teams.

### **Memory Clinic 0.5 FTE:**

To provide psychological assessment, evaluation and a differential diagnosis for people with cognitive impairment who are referred to the Te Toka Tumai Memory Clinic and Awhi Mātua Community.

### **Fraser McDonald Unit 0.5 FTE:**

To practice in a way that promotes effective integration between the in-patient and community team.

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Key Result Area	Expected Outcomes / Performance Indicators
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<p><b>Provision of clinical services to service users</b></p>	<p>To function as a clinical psychologist within the Fraser McDonald Older Adult Inpatient service, as part of an MDT.</p> <p>To undertake clinical psychological assessment and treatment is delivered to a range of selected clients using best practice principles.</p> <p>To develop psychological formulations for whaiora.</p> <p>To develop treatment plans in close collaboration with whaiora, their whanau and/or care givers, and other involved health professionals .</p> <p>To deliver assessment and treatment interventions that are based on best practice principles and up-to-date evidence-based treatment models.</p> <p>To provide psychoeducation and therapeutic interventions for tangata whaiora and their whānau as appropriate, both individually and in a group setting.</p> <p>To promptly liaise with the care team regarding risk issues and provide effective risk management as part of the wider MDT.</p> <p>To provide training and development opportunities for other staff and visiting students, especially those from clinical psychology training programmes.</p> <p>To function as a clinical psychologist within the Memory Clinic service.</p> <p>To be involved in Memory Clinic triage and referral management.</p> <p>To provide clinical psychological and neuropsychological assessment and treatment delivery to a range of selected clients using best practice principles.</p> <p>To develop treatment plans and follow these in close collaboration with whaiora, their family/ whanau and/or care givers, and other involved health professionals.</p> <p>To be a professional psychological resource and participant in for the multi-disciplinary team within the Memory Clinic and Awhi Matua teams.</p>
<p><b>Planning and Quality activities</b></p>	<p>There is active participation in the Planning and Quality activities of the Service with the aim of improving outcomes for service users.</p> <p>To support initiatives in relation to clinical governance.</p>

	<p>To undertake audit, service evaluation and research as per requirements of the service</p>
<p><b>Clinical Competency</b></p>	<p>To practise within the scope, knowledge and skills of clinical psychology.</p> <p>To have knowledge of current psychotherapy models, particularly CBT, ACT, psychological interventions for working with older adults with neurocognitive disorder and/or dementia.</p> <p>To have sound knowledge and skills in clinical and neuropsychological / cognitive assessment skills.</p> <p>To have specific skills and experience in relation to clinical and neuropsychological formulation and treatment of clients and their families.</p> <p>To be able to determine the potential impact of cognitive deficits and diminished insight on the individual's adjustment and response to rehabilitation.</p> <p>To be able to recognise and address difficulties of adjustment following cognitive changes secondary to various aetiology.</p> <p>To be able to undertake (or refer to relevant other professionals to provide) a family/whānau systems approach for education and support to the individual's significant others.</p> <p>To have the ability to work collaboratively with medical and other professional groups.</p> <p>To be familiar with post diagnostic support for people with dementia and their families.</p> <p>To be able to be reflective, review one's own performance and improve service delivery.</p> <p>To undertake and be proactive in engaging in regular clinical supervision with an appropriate psychologist, as per standard professional requirements.</p>
<p><b>Teamwork</b></p>	<p>To work collaboratively with fellow team members and other work groups to achieve service objectives for the good of the whole.</p> <p>To actively contribute to and accept consensus decisions made by the MDT working with whaiora.</p> <p>To seek out opportunities to support other team members in achieving whaiora goals.</p> <p>To recognise and respect- individual and cultural differences.</p>

<p><b>Communication and Interpersonal Skills</b></p>	<p>To actively listen and collate accurate information.</p> <p>To provide feedback to whaiora and whānau clearly and sensitively. To be able to translate assessment findings into accessible language appropriate to the person’s cognitive ability.</p> <p>To be able to adapt your style of communication to people with differing levels of cognitive ability, sensory acuity, and modes of communication.</p> <p>To be able to communicate effectively with whaiora who may have significant communication impairment.</p> <p>To be able to provide feedback to different audiences, taking into account factors such as culture, intellectual/educational skills, and emotional state.</p> <p>To be able to use neuropsychological formulations to assist multi-professional communication.</p> <p>To express information effectively, both orally and in writing (clinical notes, reports, presentations) and adjust language and style to the recipients with consideration of need.</p> <p>To be able to empathise with others and considers their needs and feelings.</p>
<p><b>Organisational Skill</b></p>	<p>To establish a plan of action and achieves priority goals. Manage workflow/load, recognise and address barriers, taking account of changing priorities.</p>
<p><b>Service User Orientation</b></p>	<p>To adopt models of inclusiveness, partnership and work collaboratively with service users to integrate recovery principles into all work practices.</p> <p>To work collaboratively with whaiora and whanau, obtaining their perspective and views for consideration in assessment, intervention and evaluation.</p> <p>To demonstrate the attributes of transparency, instilling hope, and inclusion.</p> <p>To clearly articulate rationale for all procedures, prescribed actions and facilitate informed consent with whaiora and/or family/whānau where possible.</p> <p>To develop positive working relationships with consumers and treat them as a ‘first priority’, keeping whaiora needs at front of mind at all times.</p>

	To identify and seek to meet whaiora / whānau needs.
<b>Quality Orientation</b>	<p>To monitor quality and engage in system initiatives to support continuous improvement.</p> <p>To conduct small scale service related audits and projects that are relevant for the service.</p>
<b>Research Theory and Practice</b>	<p>To contribute to up to date practice and research and maintaining contemporary views and practices through formal and informal training and activities.</p> <p>To use outcome measures, questionnaires and surveys, implementing both qualitative and quantitative research methodologies.</p> <p>To support staff with knowledge and skills in this area and work collaboratively to enhance the team's capabilities.</p>
<b>Training and development</b>	<p>To provide training and development opportunities for other staff and visiting students, especially those of clinical psychology (e.g. in-service, one off training sessions, in vivo sessions etc.).</p> <p>To provide supervision to students and intern Clinical Psychologists as appropriate to experience.</p> <p>To undertake your own continuing professional development to maintain your knowledge and skills in working in an older adult population and teams.</p>
<b>Professional Practice and Development</b>	<p>To adhere and work in accordance with statutes, codes and other material related to professional practice that are incorporated into service delivery such as: Treaty of Waitangi; Code of Ethics for Psychologists Working in Aotearoa/New Zealand, 2002; New Zealand Psychologists Board Registration Board requirements, Health Practitioners Competence Assurance Act, 2003.</p> <p>To ensure Te Toka Tumai policies and procedures are followed.</p>
<b>Te Tiriti o Waitangi</b>	<p>To remain focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori.</p> <p>To support tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care.</p>

	To support kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
<b>Equity</b>	<p>To commit to helping all people achieve equitable health outcomes.</p> <p>To demonstrate awareness of colonisation and power relationships.</p> <p>To demonstrate critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery.</p> <p>To show a willingness to personally take a stand for equity.</p> <p>To support Māori-led and Pacific-led responses.</p>
<b>Innovation &amp; Improvement</b>	<p>To be open to new ideas and embraces a culture where individuals at all levels bring their ideas on how to 'do it better' to the table.</p> <p>To model an agile approach –tries new approaches, learns quickly, adapts fast.</p> <p>To develop and maintain appropriate external networks to support current knowledge of leading practices.</p>

**Matters which must be referred to the Charge Nurse (at FMU) or CTL (Awhi Matua)**

- Any significant clinical or operational concern or risk requiring further advice and/or notification.

**Relationships**

<b>External</b>	<b>Internal</b>
<ul style="list-style-type: none"> <li>• Referring clinicians and agencies</li> <li>• Other mental health services</li> <li>• Training organisations</li> <li>• NGOs</li> <li>• GPs and other health providers</li> <li>• Dementia Auckland</li> <li>• NZ POPS</li> </ul>	<ul style="list-style-type: none"> <li>• Awhi Mātua Community Team</li> <li>• Awhi Mātua Fraser MacDonald Unit</li> <li>• NASC</li> <li>• Mana Awhi Older Peoples Health Multidisciplinary team members</li> <li>• Operations Manager</li> <li>• Service Clinical Director</li> <li>• Awhi Matua FMU Charge Nurse</li> <li>• Awhi Matua Community Clinical Team Leader</li> <li>• Awhi Matua Clinical Coordinator</li> <li>• Professional Leader Psychology</li> <li>• Practice Supervisor Psychology</li> <li>• Cultural services</li> </ul>

- Consumer Team
- Family Advisor
- Students

## About you – to succeed in this role

### You will have

#### Essential:

Education & Qualifications -

- A relevant graduate and post-graduate qualification in psychology.
- Minimum of a Post Graduate degree in Clinical Psychology (or its recognised equivalent) Registration with the NZ Psychologists Board with a Clinical Scope of practice Current Annual Practicing Certificate

Work Experience

Experience as a clinical psychologist for older adults and/or in mental health

Skills and Abilities -

- Have neuro-psychological / cognitive assessment skills
- Sound experience and skills in CBT, ACT, behavioural interventions and neuropsychological rehabilitation
- Hold a current Driver's License

#### Desired:

Additional training in mental health and/or older people's health, neuropsychology

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### 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.
- Take care of own physical and mental wellbeing,
- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.

- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

*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.*