

## Job Description

### Clinical/Registered Psychologist

### Mental Health and Addictions Services

<b>Position Title:</b>	Clinical/Registered Psychologist
<b>Organisation Unit:</b>	Mental Health and Addictions Services
<b>Location:</b>	Kaitaia, Te Whatu Ora Te Tai Tokerau
<b>Responsible to:</b>	Clinical Team Manager and Service Manager, Far North Mental Health and Addictions Services, Te Whatu Ora Te Tai Tokerau
<b>Primary Functions of the Position:</b>	<ul style="list-style-type: none"> <li>To provide a high standard of clinical psychology practice and expertise, contributing to the provision of a comprehensive, culturally appropriate and ethical service within Mental Health and Addiction Services in Northland.</li> <li>To work as a key member of the multi-disciplinary team providing psychological assessment, including psychometrics, leading to sound formulations and multi-axial DSM diagnoses.</li> <li>To provide psychological treatment to clients and their families, consultation to other staff in the team, and liaison with other services as required.</li> <li>To provide psychological assessment and treatment for individual forensic mental health clients when required.</li> </ul>

### Functional Relationships

The Clinical/Registered Psychologist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> <li>Te Whatu Ora Healthcare services and MHAS managers, teams and staff</li> <li>General Manager MHAS</li> <li>Service Manager of Far &amp; Mid North MHAS</li> <li>Clinical Team Manager of Far North MHAS</li> <li>Psychology Professional Advisor</li> <li>DAMHS for Mental Health Services</li> <li>Mental Health Act Administrator</li> <li>Other Health Professionals</li> </ul>	<ul style="list-style-type: none"> <li>Local iwi and hapu</li> <li>Clients and their families/whanau</li> <li>GPs</li> <li>Community agencies e.g. Primary Healthcare Organisations, Oranga Tamariki, Justice Services, New Zealand Police</li> </ul>

## Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
<b>Tāngata i te tuatahi</b> People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
<b>Whakaute (tuku mana)</b> Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
<b>Manaaki</b> Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
<b>Whakawhitiwhiti Kōrero</b> Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te aroha We communicate openly, safely and with respect to promote clear understanding
<b>Te Hiranga</b> Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Clinical/Registered Psychologist encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- Provision of professional client-focused psychological practice
- Provision of psychological assessment and treatment
- Effective team member of the Mental Health and Addictions Services
- Continual development of knowledge and skills
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> <li>• Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora Te Tai Tokerau management processes and procedures</li> <li>• Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes</li> <li>• Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner</li> <li>• Attend the Te Whatu Ora Te Tai Tokerau Te Tiriti o Waitangi Training</li> </ul>
Provision of professional client-focussed psychological practice	<ul style="list-style-type: none"> <li>• Maintain a high standard of professional care in accordance with the standards set by the New Zealand Psychologists Board, relevant legislation, and the policies of Te Whatu Ora.</li> <li>• Collect and document information consistently and systematically, defining confidentiality from the outset, and maintaining a safe pathway of care for consumers throughout their contact with the MHAS.</li> </ul>
Provision of psychological assessment and treatment	<ul style="list-style-type: none"> <li>• Conduct comprehensive assessments, utilising psychometric tests as appropriate, leading to sound psychological formulations and multi-axial DSM diagnoses.</li> <li>• Conduct psychological testing to determine intellectual functioning for purposes of diagnosis of intellectual disability or to assist with treatment planning.</li> <li>• Conduct personality testing to determine psychological processes or state for purposes of differential diagnosis or to assist with treatment planning.</li> <li>• Analyse client behaviours identified as problematic to develop programmes to change specific behaviours, considering alterations in environment and by client, staff and significant others.</li> <li>• Develop treatment plans based upon comprehensive assessments.</li> <li>• Recognise and utilise contributions of multi-disciplinary team in the management and treatment of clients; provide psychological input to clinical reviews of clients.</li> <li>• Provide professional psychological consultation and opinion regarding client.</li> <li>• Provide individual psychotherapy to clients and/or families, aimed at resolution of symptoms or disorders for which they are being treated, or for improvement in psychological wellbeing.</li> <li>• Where appropriate, provide information and educational experiences to a groups of clients aimed at increasing understanding of symptoms and mental disorder, and enhancing coping skills and adjustment.</li> <li>• Provide cognitive, personality and other psychometric assessments and reports to the Courts and the Forensic Mental Health Service as requested.</li> </ul>

Key Responsibility Area	Expected Outcomes
Effective team member of the Mental Health and Addictions Services	<ul style="list-style-type: none"> <li>• Participate in the development and delivery of culturally / ethically acceptable mental health services.</li> <li>• Attend team meetings, i.e., multi-disciplinary team meetings, in-service education, team planning and business meetings etc., as required.</li> <li>• Provide team with up-to-date knowledge of relevant work practice.</li> <li>• Be available for consultation and/or supervision with colleagues.</li> <li>• Participate in quality improvement processes.</li> <li>• Liaise with other professionals involved in client care, including inpatient staff.</li> <li>• Ensure that all concerns, complaints and issues are brought to the attention of the Clinical Team Manager or Service Manager, MHAS in a timely and effective manner in accordance with MHAS policies and procedures.</li> </ul>
Continual development of knowledge and skills	<ul style="list-style-type: none"> <li>• Develop and maintain personal professional practice in accordance with professional standards, legislative requirements, policies and guidelines.</li> <li>• Participate in clinical supervision on a regular basis, both team and individual, in accordance with MHAS protocol on supervision.</li> <li>• Participate in formal performance appraisals which will take place not less frequently than annually, and will involve the formulation of a professional development plan which will be revised annually.</li> <li>• Develop special areas of expertise consistent with own professional discipline and interests, in accordance with MHAS delivery priorities and thereby act as a Resource person for the MHAS.</li> </ul>
Health & Safety	<ul style="list-style-type: none"> <li>• Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management</li> <li>• Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> <li>• Practicing and observing safe work methods;</li> <li>• The use of safety equipment;</li> <li>• Reporting unsafe conditions or equipment; and</li> <li>• Reporting and documenting all accidents or incidents</li> </ul> </li> </ul>
Privacy and Confidentiality	<ul style="list-style-type: none"> <li>• Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau</li> <li>• Complete mandatory induction training on Privacy responsibilities</li> </ul>

### Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and

responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

## Person Specification

### Education and Qualifications

Essential	Desirable
Psychologist Registered with the New Zealand Psychologists Board	Registered in the Clinical Scope of Practice

### Experience

Essential	Desirable
<ul style="list-style-type: none"> <li>Working knowledge and commitment to Tikanga</li> <li>Appropriate experience of service provision, including early intervention with Psychological and Psychometric screening with the provision of a variety of Psychological treatments.</li> <li>The ability and willingness to work as part of a multi-disciplinary team.</li> <li>Experience in working with individuals with Axis I and Axis II disorders.</li> </ul>	<ul style="list-style-type: none"> <li>A working knowledge of the Justice system.</li> <li>Knowledge and experience in working within a CBT/DBT framework.</li> </ul>

### Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"> <li>Te Tiriti o Waitangi and its application to the health setting</li> <li>Privacy Act (2020) and Health Information Privacy Code (2020)</li> <li>Health and Safety at Work Act 2015</li> </ul>	<ul style="list-style-type: none"> <li>Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)</li> <li>New Zealand Council of Healthcare Standards</li> </ul>

### Skills & Personal Attributes

Skills
<ul style="list-style-type: none"> <li>Excellent written and verbal communication skills.</li> <li>The ability to work with a wide variety of clients including those from various cultural/ethnic backgrounds.</li> <li>Developed interpersonal skills.</li> <li>Ability to prioritise workload.</li> <li>Ability to be reflective of own Professional Practice and to seek and respond to clinical supervision.</li> <li>Ability to work actively within an MDT framework.</li> </ul>

Personal Attributes
<ul style="list-style-type: none"> <li>Commitment to working both culturally and ethically to promote the MHAS.</li> <li>Ability to be flexible, versatile, and open to change.</li> </ul>

- Ability to be empathic and non-judgmental with clients.
- Honesty and integrity

### Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team’s objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

### Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title: \_\_\_\_\_

Signature of employee: \_\_\_\_\_

Date: \_\_\_\_\_

