



POSITION DESCRIPTION

Team	Stanford House Extended Term Regional Medium Secure Forensic Service
Position Title	Clinical psychologist
Reports to	Clinical nurse manager
Role Summary	Your position works principally within the department or service specified above, however you may be required to undertake duties in other areas of the organisation which promote the efficient and effective operation of Te Whatu Ora - Whanganui which reasonably fall within the general parameters of this position.
Purpose of the Position	This position will provide specialist clinical psychology services to service users/tangata whaiora and their family and whanau in the Extended Term Regional Medium Secure Forensic Service working in partnership with the multidisciplinary team (MDT) and the regional forensic service. The position provides psychological assessments, therapy based interventions, and evaluation to support people in their recovery to achieve wellbeing.
Direct Reports	<ul style="list-style-type: none"> ▪ Nil
Delegated Authorities	<p>Financial</p> <ul style="list-style-type: none"> ▪ Nil <p>Staff</p> <ul style="list-style-type: none"> ▪ Nil
Registration/ Scope of Practice	You must be able to demonstrate that you are registered with the New Zealand Psychologist Board and that your scope of practice enables you to undertake the duties of this position



Ngā Moemoeā Me Ngā Tino Whāinga **Our Vision and Mission**

Our Vision

He Hapori Ora – Thriving Communities

People in the Whanganui District rohe live their healthiest lives possible in thriving communities

Our mission

Kia tāea e te whānau me te hapori i tōna ake tino rangatiratanga

Together we build resilient communities, empowering whānau and individuals to determine their own wellbeing

Ngā Uaratanga Our Values



Aroha

The value of love, respect and empathy, demonstrating compassionate and non-judgemental relationships

Closely interlinked with:

Rangimārie

Humility, maintaining composure, peace, accountability and responsibility

Mauri

Life's essence and balance

Kotahitanga

The value of unity and vision sharing where we demonstrate trust and collaboration

Closely interlinked with:

Whanaungatanga

Spiritual wellness, relationships, beliefs, knowing who you are and what to do

Mana tangata

Dignity, respect, protections, safety and acceptance.

Manaakitanga

The value of respect, support and caring where we demonstrate doing our very best for others

Closely interlinked with:

Kaitiakitanga

Protection, maintaining values and taking care of people and things

Tikanga Māori

Guiding protocols and principles for how we do things

Tino Rangatiratanga

The value of self-determination where we empower individual/whānau choice

Closely interlinked with:

Wairuatanga

Spiritual wellness, relationships and beliefs

Whakapapa

Whānau-centred approach which achieves equity in health outcomes for Māori

ORGANISATION ACCOUNTABILITIES

Key Area of Responsibility	Expected Outcomes	
Te Tiriti O Waitangi	<p>Te Whatu Ora - Whanganui is committed to honouring our obligations and responsibilities under Te Tiriti o Waitangi.</p> <p>The following principles provide the guidance for how we set out to achieve Māori health improvement and equity.</p>	
	<table border="1"> <tr> <td> <p>This means that we:</p> <ul style="list-style-type: none"> ▪ Tino rangatiratanga: Provide for Māori self-determination and mana motuhake in the design, delivery and monitoring of health and disability services. ▪ Equity: Commit to achieving equitable health outcomes for Māori. ▪ Active protection: Act to the fullest extent practicable to achieve equitable health outcomes for Māori. This includes ensuring that the Crown, its agents and its Treaty partner under Te Tiriti are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity. ▪ Options: Provide for and properly resource kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care. ▪ Partnership: Work in partnership with Māori in the governance, design, delivery and monitoring of health and </td><td> <p>This means that you:</p> <ul style="list-style-type: none"> ▪ are able to demonstrate an understanding of Te Tiriti o Waitangi ▪ are committed to Te Tiriti O Waitangi principles ▪ are committed to delivering effective and equitable healthcare to support Māori individuals and their whānau to meet their needs and aspirations. ▪ are committed to working in partnership and supporting initiatives that meet the health needs and aspirations of Māori individuals and whānau. ▪ will have insights into your own cultural awareness and an understanding of how your social-cultural influences inform biases that impact on your interactions with Māori, individuals, whānau, and colleagues. ▪ will ensure that where there is an inherent power imbalance it is not exacerbated by overlaying your own cultural values and practices on Māori, individuals, whānau, and colleagues. </td></tr> </table>	<p>This means that we:</p> <ul style="list-style-type: none"> ▪ Tino rangatiratanga: Provide for Māori self-determination and mana motuhake in the design, delivery and monitoring of health and disability services. ▪ Equity: Commit to achieving equitable health outcomes for Māori. ▪ Active protection: Act to the fullest extent practicable to achieve equitable health outcomes for Māori. This includes ensuring that the Crown, its agents and its Treaty partner under Te Tiriti are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity. ▪ Options: Provide for and properly resource kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care. ▪ Partnership: Work in partnership with Māori in the governance, design, delivery and monitoring of health and
<p>This means that we:</p> <ul style="list-style-type: none"> ▪ Tino rangatiratanga: Provide for Māori self-determination and mana motuhake in the design, delivery and monitoring of health and disability services. ▪ Equity: Commit to achieving equitable health outcomes for Māori. ▪ Active protection: Act to the fullest extent practicable to achieve equitable health outcomes for Māori. This includes ensuring that the Crown, its agents and its Treaty partner under Te Tiriti are well informed on the extent, and nature, of both Māori health outcomes and efforts to achieve Māori health equity. ▪ Options: Provide for and properly resource kaupapa Māori health and disability services. Furthermore, the Crown is obliged to ensure that all health and disability services are provided in a culturally appropriate way that recognises and supports the expression of hauora Māori models of care. ▪ Partnership: Work in partnership with Māori in the governance, design, delivery and monitoring of health and 	<p>This means that you:</p> <ul style="list-style-type: none"> ▪ are able to demonstrate an understanding of Te Tiriti o Waitangi ▪ are committed to Te Tiriti O Waitangi principles ▪ are committed to delivering effective and equitable healthcare to support Māori individuals and their whānau to meet their needs and aspirations. ▪ are committed to working in partnership and supporting initiatives that meet the health needs and aspirations of Māori individuals and whānau. ▪ will have insights into your own cultural awareness and an understanding of how your social-cultural influences inform biases that impact on your interactions with Māori, individuals, whānau, and colleagues. ▪ will ensure that where there is an inherent power imbalance it is not exacerbated by overlaying your own cultural values and practices on Māori, individuals, whānau, and colleagues. 	

	disability services.	
Pro-Equity	<p>Te Whatu Ora - Whanganui is committed to achieving equity of health outcomes, across all population groups, with a view of eliminating disparity, particularly for Māori.</p> <p>We are going beyond the language of 'equity', to be 'pro-equity'.</p>	
	<p>This means that we:</p> <ul style="list-style-type: none"> ▪ have an organisation and region-wide goal of health equity ▪ are putting systems and processes in place to support our health equity goal ▪ work across the wider determinants of health ▪ have a robust understanding of the drivers of inequities ▪ work in partnership with Iwi and Iwi health provider organisations across the district, starting with the Iwi Partnership Board. ▪ actively grow the Māori workforce and strengthen and enable Māori leadership in health 	<p>This means that you:</p> <ul style="list-style-type: none"> ▪ ensure equity is considered and demonstrated in activities, in planning, in processes, in professional development and in outcomes. ▪ are committed to continuous quality improvement processes that focus on achieving health equity.
Whānau Ora	<p>Te Whatu Ora - Whanganui is committed to whānau ora as a fundamental philosophy for creating strong, healthy and empowered whānau.</p> <p>We ensure our health care and approaches place people and their whānau at the centre of everything we do with and for them.</p>	
	<p>This means that we:</p> <ul style="list-style-type: none"> ▪ support and empower individuals and whānau to determine their own wellbeing ▪ are committed to working in authentic partnership with other health care providers, 	<p>This means that you:</p> <ul style="list-style-type: none"> ▪ are able to articulate whānau ora in practice, specific to your position ▪ are able to demonstrate an understanding and awareness of Māori culture, practices and protocols

	iwi, government, social and community agencies to build strong, resilient, connected people and whānau.	<ul style="list-style-type: none"> ▪ have the ability to incorporate Māori models of health, values-based patient and whānau-centred models of care, and mātauranga Māori (Māori Knowledge) to support empowerment and health outcomes for individuals and whānau
--	---	--

ROLE ACCOUNTABILITIES

Clinical psychologist	<p>This role is primarily accountable for:</p> <ul style="list-style-type: none"> • Maintaining professional responsibilities and relationships • Management of professional practice • Inter-professional health care and quality improvement • Health and Safety in employment <p>A set of performance objectives will be agreed annually between your manager and yourself reflecting applicable strategic and operational ambitions.</p>	
Key Area of Responsibility	Expected Outcomes	
Key Accountabilities (Key areas of your focus)	Tasks (How you achieve)	Performance Indicators (How you will be measured)
Professional responsibility	<p>Be accountable for your practice in accordance with the organisational expectations and professional competencies and Code of Conduct</p> <p>Demonstrates the ability to apply the principles of the Treaty of Waitangi/Te Tiriti o Waitangi to clinical practice</p> <p>Practises in a manner that the service user/tangata whaiora and their family/whanau determine as being culturally safe</p> <p>Demonstrates accountability for directing, monitoring and evaluating clinical care that is provided by the clinician, registered and enrolled nurses, students and others</p>	<p>Able to demonstrate knowledge, judgment and accountability for own actions and decisions, while promoting an environment that maximises service user/tangata whaiora safety, independence, quality of life and health as evidenced through individual performance reviews with clinical nurse manager. Professional recognition must be current through professional registration</p> <p>Uses clinical knowledge and experience to facilitate the best outcomes for people through a range of therapeutic assessment and interventions of interventions with service user/tangata whaiora</p>

	<p>Promotes an environment that enables service user/tangata whaiora and their family/whanau to be involved with the recovery care planning process and that a range of helpful options are explored</p> <p>All updates/changes to clinical care plans are documented within the electronic patient record system as soon as possible after the event</p>	<p>To ensure that clinical care is conducted in accordance with the Articles contained in the Treaty of Waitangi/Te Tiriti o Waitangi to nursing or allied practice</p> <p>Recognises and respects the uniqueness of all cultures and safely meets their needs, expectations and rights</p> <p>Evidence that the service user/tangata whaiora and their family/whanau are involved in partnership with the recovery care planning process and that a range of helpful options are explored</p> <p>All changes to clinical care is current within the electronic patient record system</p> <p>Documentation meets organisational expectations</p>
Professional relationships	<p>Establishes, maintains and concludes therapeutic professional relationships with the service user/tangata whaiora and their family/whanau whilst working within the Te Whatu Ora Whanganui policies</p> <p>Establishes an appropriate and purposeful negotiated partnership with the service user/tangata whaiora and their family/whanau</p> <p>Communicates effectively with the service user/tangata whaiora, their family/whanau and members of the health care team</p>	<p>Provides evidence through the supervision and individual performance review and documentation processes, which identifies effective professional skills and therapeutic communication with the service user/tangata whaiora and their family/whanau</p> <p>Ensures appropriate consent is gained to enable effective communication with family/whanau and service providers</p> <p>Ensures the service user/tangata whaiora, their family/ whanau is aware of the therapeutic expectations</p> <p>Meets with key health professionals as evidenced in meeting minutes and other relevant documentation</p>

Management of professional practice	<p>Undertakes comprehensive and accurate psychological assessment of service user/tangata whaiora in a variety of community settings as deemed appropriate for this position</p> <p>Provides planned psychological interventions to achieve identified outcomes</p> <p>Ensures documentation is accurate and maintains confidentiality of information</p> <p>Provides the service user/tangata whaiora and their family/whanau with explanation of the effects, consequences and alternatives of proposed treatment and therapeutic intervention options</p> <p>Acts appropriately to protect oneself and others when faced with unexpected service user/tangata whaiora responses, confrontation, personal threat or other crisis situations</p> <p>Evaluates the service user/tangata whaiora progress toward expected outcomes in partnership with the service user/tangata whaiora and their family/whanau</p> <p>Provides health education appropriate to the needs of the service user/tangata whaiora and their family/whanau within a psychology framework</p> <p>Reflects upon and evaluates with peers and experienced</p>	<p>Ensures psychological assessments are supported by the knowledge and evidence based research as evidenced through the individual performance reviews and Professional Practice Competency (PPC)</p> <p>Is able to demonstrate competence in psychology practice related to the service user/tangata whaiora assessment and interventions. Ensures these interventions are appropriate and responsive to the service user/tangata whaiora needs</p> <p>Hard copy and all electronic patient management systems are up to date</p> <p>Relevant HoNOS / HoNOS Secure, care plans, behavioural support plans, Risk Assessments and Relapse Prevention plans are all current</p> <p>Can evidence the provision of information and research documentation on models of treatment, medications and established therapies</p> <p>Attends de escalation training as appropriate</p> <p>Ensures she/he does not work beyond their scope of practice</p> <p>Psychologist works in partnership with service user/tangata whaiora to implement a course of action for outcomes based on agreed treatment plan</p> <p>Attention is given to matters in</p>
--	--	---

	<p>psychologist the effectiveness of the professional psychologist standards of practice</p> <p>Receives supervision in accordance with the organisational policies and Psychology Professional Advisor</p> <p>Maintains own professional development</p> <p>Contributes to research</p> <p>To assist in the provision of quality clinical psychology into clinical services being provided at Stanford House</p> <p>To improve or maintain the service users/tangata whaiora self-understanding and ability to function safely and appropriately in their environment</p>	<p>relation to early intervention, maintenance of health, relapse prevention and promotion of good health</p> <p>Demonstrates knowledge of resources, services and opportunities to meet service user/tangata whaiora needs</p> <p>Able to consolidate knowledge and skills for effective care and support and is able to establish own performance standards</p> <p>Participates regularly in and records supervision</p> <p>Participates in mandatory training and professional development programmes as identified in the annual performance agreement</p> <p>Critiques, participates or does research that contributes to grow the knowledge in forensic/community mental health and or psychology</p> <p>Psychologist plan has and implements with the service user/tangata whaiora, a course of action for outcomes based on agreed treatment plan</p>
Inter-professional care and improvement	health quality <p>Collaborates and participates with colleagues and members of the health care team to facilitate and coordinate care</p> <p>Recognises and values the roles and skills of all members of the MDT in the delivery of care</p> <p>Participates in quality improvement activities to</p>	<p>Inter-professional healthcare and quality improvement which is evidenced through the individual performance reviews and demonstrates an ability to evaluate the effectiveness of care and promote a psychological perspective within the inter-professional activities of the team</p> <p>Timely and accurate report</p>

	monitor and improve services provided	<p>completion for the MDT and Special Patient Review Panel</p> <p>Attends and reports back to Stanford House MDT meetings and six-monthly special patient reviews</p> <p>Demonstrates the ability to evaluate the effectiveness of care and promote a multi-disciplinary perspective within the team</p> <p>Demonstrates a commitment to continuous quality improvement through interaction with service users/tangata whaiora and their family/whanau and key stakeholders</p>
Wellbeing, Health and Safety	<p>Comply with all safe work procedures, policies and instructions</p> <p>Report all incidents hazards and injuries to supervisors in a timely manner</p> <p>Actively participate in the ongoing development of safe workplace practices in Te Whatu Ora Whanganui</p>	<p>Completed the Te Whatu Ora Whanganui Health and Safety Orientation Course and updates</p> <p>Attendance at workplace safety meetings (indicated by minutes)</p> <p>Demonstrated by signed training records</p> <p>Active Involvement in, and completion of, rehabilitation programmes as required</p> <p>Timely, full and accurate completion of accident and hazard forms if and when required</p>

ROLE CAPABILITY & QUALITIES

My Capability & Personal Qualities	<p>To be effective and succeed in this role it is expected that you will have the following proven capabilities:</p> <ul style="list-style-type: none"> Registration as a psychologist (clinical scope) with the New Zealand Psychologist Board and a current annual practicing certificate
------------------------------------	--

	<ul style="list-style-type: none"> ▪ computer literacy and experience working with/understanding of MS Word, Excel, Outlook, relevant tools and social media ▪ pragmatic sound judgement, and curious nature ▪ proactively investigates new perspectives, approaches, and behaviors, and takes steps to evaluate and improve performance ▪ outstanding people and relationship skills ▪ ability to build rapport quickly; networking to maintain and develop effective working relationships ▪ uses verbal and written communication skills effectively, listens actively and shares relevant information ▪ builds a logical approach to address problems or opportunities or manage the situation at hand by drawing on own knowledge and experience base and calling on other references and resources as necessary ▪ makes the best use of time available, allocating the right time to the right activities, assigning priorities to tasks based on an understanding of importance and urgency requirements ▪ accepts full responsibility for self and contribution as a team member; displays honesty and truthfulness; confronts problems quickly; displays a strong commitment to organisational success ▪ takes responsibility for the consequences of own actions, decisions and behaviour and not shifting focus on blame or poor performance somewhere else or on others ▪ uses initiative to identify what needs to be done and takes action to achieve standards of excellence beyond job expectations ▪ helping or serving others, to meet their needs and is dedicated to meeting and exceeding the expectations and requirements of customers, patients and visitors. It means focusing on discovering those needs and figuring out how to best meet them. ▪ works effectively in partnership with others, maintaining a positive open and objective attitude towards others in achieving objectives ▪ actively addresses conflicts by focussing on the issues
--	--

	<p>at hand to develop effective solutions when disputes or disagreements occur</p> <ul style="list-style-type: none"> ▪ demonstrates an open-minded approach to understanding people regardless of their gender, age, race, national origin, religion, ethnicity, disability status, or other characteristics; treats all people fairly and consistently; effectively works with people from diverse backgrounds by treating them with dignity and respect ▪ commitment to the Treaty of Waitangi and Whānau Ora principles ▪ a valid driver's license ▪ forensic clinical psychology and rehabilitation experiences desirable but not mandatory
--	--

ROLE RELATIONSHIPS

My Relationships to nurture	It is the responsibility of each Te Whatu Ora employee to establish and maintain positive, healthy, collaborative and constructive partnerships with leaders, managers, clinicians, support staff and administrators and relevant external networks; stay abreast of, and contribute to local, regional and national health care activities and initiatives.	
	Internal	External
	<ul style="list-style-type: none"> ▪ Clinical nurse manager Stanford House ▪ Clinical coordinator Stanford House ▪ Registered and non-registered staff Stanford House ▪ Director of Area Mental Health Services (DAMHS) 	<ul style="list-style-type: none"> ▪ Service user/tangata whaiora and their family/whanau ▪ Primary care providers ▪ External community agencies/NGO's ▪ Regional forensic mental health services

ROLE WELLBEING, HEALTH & SAFETY

My Wellbeing, Health & Safety	<p>Safety starts with each of us:</p> <ul style="list-style-type: none"> ▪ No business objective will take priority over health and safety ▪ Most incidents are preventable ▪ While management have ultimate accountability, each of us is responsible for our own health & safety as well as that of our colleagues, patients, visitors and
--	---

	<p>contractors</p> <ul style="list-style-type: none"> ▪ Every individual should feel safe in their workplace ▪ It is everyone's responsibility to work safely. This requires us to be proactive, flexible and resilient; anticipate hazards and events and: ▪ resolve risks and hazards yourself if that's the right thing to do ▪ speak up so that we can resolve this as a team ▪ report all health and safety concerns ▪ if you're not sure what to do refer to the relevant policy and procedure ▪ Our people prevent incidents and determine whether we work safely. Our people therefore are the solution to ensure as many things as possible go right, that we learn from events and adjust the way we work for the conditions. Staying safe only succeeds because individuals and teams adjust to and meet the conditions at work ▪ Each of us is responsible to take care of ourselves and each other so we can take care of others.
Physical Attributes	<p>We will make all reasonable efforts to provide a safe and healthy workplace for all, including persons with disability.</p> <ul style="list-style-type: none"> ▪ Must be able to function in rapidly changing and demanding conditions when required. ▪ Hearing and speech sufficient to communicate clearly with patients and co-workers, monitor patient status and equipment, recognize impending emergencies relating to patients and equipment and hear emergency alarm. ▪ Absence of a health condition which could increase appointee's susceptibility if exposed to infections more frequently than usual ▪ Skin should not be fissured, scaly, cracked on hands, forearms, face or neck. ▪ The appointee must not have infection or colonisation with MRSA. ▪ The appointee must not have a health condition that will put others at risk. ▪ Manual dexterity sufficient to operate a variety of specialized equipment used within wards/departments at Whanganui Hospital as required, <i>including the</i> use of clerical items including personal computers. ▪ Visual ability sufficient to read, write/record, operate equipment, monitor equipment and patient status enabling accurate performance of essential job duties

Approved:

Manager		Date	
----------------	--	-------------	--

Accepted:

Employee		Date	
-----------------	--	-------------	--