

## Position Description

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<b>Position</b>	Clinical Psychologist
<b>Team / Service</b>	Intellectual Disability
<b>Directorate</b>	MHAIDS Service – Mental Health, Addiction and Intellectual Disability
<b>District</b>	Capital, Coast, Hutt Valley & Wairarapa districts
<b>Responsible to</b>	Team Leader
<b>Children’s Act 2014</b>	This position is classified as a children’s worker, requiring a safety check including police vetting before commencing and every three years
<b>Location</b>	This position is expected to work from 45 Raiha Street, Porirua and/or Kenepuru Hospital.

## Te Whatu Ora

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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

## Context

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Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical, surgery and mental health and intellectual disability hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region

[TeWhatuOra.govt.nz](http://TeWhatuOra.govt.nz)

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*MHAIDS is the mental health, addiction and intellectual disability service  
for the Capital, Coast, Hutt Valley and Wairarapa districts*

- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addiction and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. The service holds national contracts some of which are delivered in other district localities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

## Te Tiriti o Waitangi and Māori Health Outcomes

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Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

- Mana whakahaere** Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources.
- Mana motuhake** Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori.
- Mana tāngata** Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness.
- Mana Māori** Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge).

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

## The Vision, Mission and Values from our District

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We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

### Hutt Valley

#### Vision

Whanau Ora ki te Awakairangi: Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.

#### Ō mātou uara – Values

Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu Always caring and Mahi Rangatira being our Best

#### Mission

Working together for health and wellbeing.

### Capital and Coast

#### Vision

Keeping our community healthy and well

#### Value

Manaakitanga – Respect, caring, kindness  
Kotahitanga – Connection, unity, equity  
Rangatiratanga – Autonomy, integrity, excellence

#### Mission

Together, Improve the Health and Independence of the People of the District

### Wairarapa

#### Vision

“Well Wairarapa – Better health for all”

#### Value

Manaakitanga – Respect, caring, kindness  
Auaha – Solutions, responsibility, better  
Kotahitanga – Connection, unity, equity  
Rangatiratanga – Autonomy, integrity, excellence

#### Mission

To improve, promote, and protect health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.

## District Responsibility

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The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

## Service Perspective

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The hospital and health services of the Districts provide a range of services, one such group of services includes Mental Health, Addiction and Intellectual Disability (MHAID) Service. The Service has over 1400 employees and annual revenue of \$135m.

MHAIDS spans two districts - Wairarapa, Capital, Coast and Hutt Valley and includes local, regional, and national services. The local MHAID services are provided from multiple sites within the sub-region – greater Wellington, Hutt Valley and Wairarapa. Te Korowai Whāriki services include regional forensic and rehabilitation services covering the Central region while the intellectual disability services extend the length and breadth of the country from six bases located in Whangarei, Auckland, Cambridge, Wellington, Christchurch, and Dunedin.

The core business of the Service is the provision of quality specialist services, integrated with primary and secondary providers in the communities we serve.

The Service is committed to the underlying principles of:

- Te Tiriti o Waitangi as the founding document of Aotearoa/New Zealand
- He Ara Oranga
- Mental Wellbeing Long Term Pathway
- Whakamaua – Māori Health Action Plan 2020-2025
- The New Zealand Disability Strategy: Making a World of Difference – Whakanui Oranga
- Intellectual Disability High and Complex Framework

The Service has access to business support services including People and Culture, and Finance. In addition, management and delivery of clinical services across the Service is underpinned by consultation, advice, and support from a range of cultural, consumer, and family advisors, and business, quality and organisational development personnel.

## Team Perspective

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The Regional Intellectual Disability Secure Service (RIDSS) provides secure (inpatient) care and rehabilitation services for male and female adults and adolescents who have a diagnosed intellectual disability and have committed often serious offences. Our clients are usually Care Recipients or Special Care Recipients under the Intellectual Disability (Compulsory Care and Rehabilitation) Act, 2003 who have been convicted or found unfit to stand trial.

The service is staffed by team of clinicians from medical, nursing, allied health and support work backgrounds. We also have management and administrative staff.

The maximum number of clients in our inpatient services is 31 people. The length of stay for each client varies, and in more recent years orders have been made for an average of two years.

To ensure that our clients receive the best possible care and rehabilitation, the RIDSS has developed a Model of Care that draws on the strengths of our clients and each discipline within the multidisciplinary team. This framework incorporates the Good Lives Model of offender rehabilitation, a comprehensive risk assessment structure, a Positive Behaviour Support approach to direct care, and a formal staff supervision and education programme.

## Purpose of the role

To provide a high quality clinical psychology service in the assessment and treatment of clients with an intellectual disability and complex offending and behavioural needs. Key tasks undertaken by the clinical psychologist include:

- Assessment, formulation and treatment of clients on an individual and group basis.
- Consultation to other team members about the day-to-day management of clients.
- The provision of expert advice and assistance to multidisciplinary team members on complex casework matters.
- Cognitive, psychometric and neuropsychological assessment.
- Development and implementation of group-based psychological interventions and programs.
- The provision of supervised training to clinical psychology students.
- The provision of clinical supervision to other clinicians.
- Liaison with government and non-government organisations.
- Research and maintenance of knowledge of current and emerging trends and practices concerning clinical psychology, mental health and intellectual disability.
- Contributing to strategic, clinical and operational planning and key decision making processes for the service.

## Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

Key accountabilities	Deliverables/Outcomes	Key Performance Indications/Measures
1. Professional Practice	<ul style="list-style-type: none"> <li>▪ Maintains standards of professional practice and promotes and supports other's professional development.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Complies with statutory obligations, such as the Intellectual Disability (Compulsory Care and Rehabilitation) Act, the Mental Health Act, the Privacy Act, the Children &amp; Young Persons Act, the Criminal Procedure (Mentally Impaired Persons) Act 2003 and all other relevant Acts;</li> <li>▪ Complies with psychology professional guidelines, including the Psychologists' Code of Ethics and all relevant NZ Psychologists' Board guidelines;</li> <li>▪ Ensures continuing personal and professional development and training activities;</li> </ul>

		<ul style="list-style-type: none"> <li>▪ Consults with relevant health professionals and advises accordingly;</li> <li>▪ Maintains professional relationships.</li> </ul>
2. Clinical Practice	<ul style="list-style-type: none"> <li>▪ Demonstrate a high level of clinical skill and knowledge in the provision of clinical psychology services.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Be responsible for making sound clinical decisions with support from the multidisciplinary team;</li> <li>▪ Receive relevant clinical supervision/advice concerning professional and practice issues.</li> </ul>
3. Service Planning	<ul style="list-style-type: none"> <li>▪ Actively participate in the service planning and development.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Provides expert input to case conferences and in service education sessions, contributes to local and regional training. Also contributes to team development and planning, as appropriate;</li> <li>▪ Client related documentation is developed and maintained;</li> <li>▪ All documentation is complete and accurate;</li> <li>▪ All parties are kept appropriately informed about a service user's treatment.</li> </ul>
4. Cultural Effectiveness	<ul style="list-style-type: none"> <li>▪ Work with all service users in a manner relevant and appropriate to their culture.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Demonstrate cultural sensitivity and provide culturally appropriate services through a range of cultural networks and according to team procedures;</li> <li>▪ Ensure that the principles of the Treaty of Waitangi are adhered to in addressing work responsibilities;</li> <li>▪ Attend training and workshops related to improving services for Maori and Pacific people;</li> <li>▪ Seek appropriate cultural supervision when necessary to provide a responsive service.</li> </ul>

Key accountabilities	Deliverables/Outcomes	Key Performance Indications/Measures
5. Continuous Quality Improvement	<ul style="list-style-type: none"> <li>▪ Actively contribute to CQI activities within the service</li> </ul>	<ul style="list-style-type: none"> <li>▪ Identifies improvement opportunities and notifies the manager of these;</li> <li>▪ Participates in the service's quality improvement activities;</li> <li>▪ Provides professional service to service users and is responsive to service user requests or complaints;</li> <li>▪ Complies with standards and works to improve service user satisfaction.</li> </ul>
6. Risk Minimisation	<ul style="list-style-type: none"> <li>▪ Actively contributes to risk minimisation activities within the service.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Identifies risk and notifies team leader;</li> <li>▪ Participates in service's risk minimisation activities;</li> <li>▪ Complies with the Districts Reportable Events policy and other policies and procedures;</li> <li>▪ Participates in audits and works to update service user files.</li> </ul>
7. Occupational Health and Safety	<ul style="list-style-type: none"> <li>▪ Complies with responsibilities under the Health &amp; Safety at Work Act 2015</li> </ul>	<ul style="list-style-type: none"> <li>▪ Has read and understood the Health &amp; Safety policy and procedures;</li> <li>▪ Actively supports and complies with Health &amp; Safety policy and procedures;</li> <li>▪ Evidence of support and compliance with health and safety policy and procedures including use of protective clothing and equipment as required, active participation in hazard management and identification process, and proactive reporting and remedying of any unsafe work condition, accident or injury.</li> </ul>

## Key Relationships & Authorities

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## Capability Profile

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
<b>Commitment to Health and Independence Improvement Goals</b>	<ul style="list-style-type: none"> <li>▪ Is committed to the values and goals of Te Whatu Ora;</li> <li>▪ Is committed to continuous learning and performance development;</li> <li>▪ Encourages the development of all team members.</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>▪ Develops and maintains positive relationships and works in partnership with other team members;</li> <li>▪ Develops rapport and builds networks of constructive working relationships with key people;</li> <li>▪ Effectively uses team dynamics and individual operating styles to build team processes and strengths;</li> <li>▪ Shares knowledge and works cohesively with the team;</li> <li>▪ Attends relevant meetings.</li> </ul>
<b>Innovation</b>	<ul style="list-style-type: none"> <li>▪ Is innovative in the development of business initiatives and projects;</li> <li>▪ Is proactive and motivated and responds positively to new challenges and opportunities;</li> <li>▪ Develops new and/or more effective work processes and systems through lateral thinking and creativity.</li> </ul>
<b>Work Approach</b>	<ul style="list-style-type: none"> <li>▪ Is results focussed and committed to making a difference;</li> <li>▪ Plan and organises own workload, allocating time to priority issues, meeting deadlines and coping with the unexpected;</li> <li>▪ Adjusts work style and approach to fit in with requirements;</li> <li>▪ Focuses on quality improvement and customer satisfaction;</li> <li>▪ Perseveres with tasks and achieves objectives despite obstacles.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>▪ Listens with a preparedness to understand;</li> <li>▪ Is confident and appropriately assertive in dealing with others;</li> <li>▪ Deals effectively with conflict.</li> </ul>
<b>Cultural Skills</b>	<ul style="list-style-type: none"> <li>▪ Words and actions show an understanding of the implications of Te Tiriti o Waitangi principles and Maori perspective;</li> <li>▪ Values and celebrates diversity, showing respect for other cultures and people's different needs and ways of living;</li> <li>▪ Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work;</li> <li>▪ Accesses resources to make sure culturally appropriate and language appropriate services are provided;</li> <li>▪ Draws on a client's own cultural resources and support frameworks.</li> </ul>

## Experience and Capability

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Essential qualifications, skills and experience

### A. Knowledge, Skills & Experience:

- A sound knowledge of DSM diagnoses and at least one therapy model is essential.
- A sound knowledge of psychometrics and experience with psychological testing.
- Ability to develop sound psychological formulations based on thorough assessments.
- Ability to assess, diagnose and treat people experiencing intellectual disability and emotional and behavioural difficulties.
- Ability to advise, consult and educate the client and relevant others about their psychological formulation and corresponding treatment options.
- Ability to work alongside other mental health staff to provide psychological expertise within the CCDHB integrated care approach.
- Ability to attend and actively participate in regular meetings for the purposes of assessment, planning and implementing treatment.
- Experience in facilitating groups would be advantageous.
- Ability to practice in a manner consistent with established ethical and clinical practices standards as provided by the HPCAA, the Psychologists Board and other professional bodies.

### B. Essential Professional Qualifications / Accreditations / Registrations:

- Minimum of a Masters Degree in Psychology and Post graduate Diploma in Clinical Psychology or equivalent.
- Registration with NZ Psychologist Board, with Clinical Psychology as Vocational Scope of Practice.
- Current annual practising certificate.

### C. Someone well-suited to the role will place a high value on the following:

- Understanding of mental health and intellectual Disability in adults and youth and the impact of these issues on clients, their families and community.
- Effective oral and written communication.
- Knowledge or experience in the application of Positive Behaviour Support
- Recognising and managing risk in a clinical environment.
- Working in an emotionally challenging and changing environment.
- Responding to changing demands / priorities / workloads at short notice.
- Working in a multi-disciplinary environment.
- Showing patience and compassion to distressed people

### D. Other:

- Can use Microsoft Office suite (eg Word and Excel)
- Can keep detailed written file notes, complete client pathway documentation and provide formal assessment reports as required
- Clean and current full class 1 New Zealand driver's licence

**Ma tini, ma mano, ka rapa te whai  
By joining together we will succeed**

Te Whatu Ora is committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

We are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.