Health New Zealand
Te Whatu Ora

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

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.

Title	Clinical Psychologist
Reports to	Team Leader
Location	Ratonga Rua o Porirua Campus
Department	Rangipapa
Date	04/11/2026
Salary band (indicative)[i]	As per MECA and experience
Children's Worker role[ii]	Yes

Better Health, Better Care, Every Day.

Health New Zealand | Te Whatu Ora is committed to providing high-quality healthcare for all New Zealanders. We are focused on improving access to care, delivering better health outcomes, achieving national health targets, and ensuring the long-term sustainability of our health system.

We know that great healthcare starts with great people. That's why we are committed to building a high-performing, inclusive workplace where our people are supported to grow, contribute, and make a real difference for patients, whānau, and communities across Aotearoa.

About the role

The primary purpose of the role is to:

[provide high quality clinical psychology service in the assessment and treatment of clients, ensuring clients needs are met in a culturally, clinically and legally safe manner.

Key Result Area	Expected Outcomes / Performance Indicators
Professional Practice	• Maintains standards of professional practice and promotes and supports others professional development. • Complies with the statutory obligations, such as the Mental Health Act, the Privacy Act, the Criminal Procedure (Mentally Impaired Persons) Act 2003 and all other acts. • Complies with psychology professional guidelines, including the Psychologists Code of Ethics and all relevant NZ psychologist Board guidelines. • Ensures continuing personal and professional development and training activities. • Consults with relevant health professioanls and advises accordingly • Maintains professional relationships
Clinical Practice	• Demonstrates a high level of clinical skill and knowledge in the provision of clinical psychology services • Be responsible for making decisions with support from the MDT

	• Receive relevant clinical supervision/advice concerning professional and practice issues.
Service Planning	• Actively participate in the service planning and development • Provide expert input to case conferences and service education sessions, contributes to local and regional training. Also contributes to team development and planning • Client related documentation is developed and maintained • All documentation is complete and accurate • All parties are kept appropriately informed about a service users treatment
Cultural Effectiveness	• Work with all service users in a manner relevant and appropriate to their culture. • Demonstrate cultural sensitivity and provide culturally appropriate services through a range of cultural networks and according to the team procedures.
Continuous Quality Improvement	• Actively contributes to continuous quality improvement within the service. Identifies improvement opportunities and notifies the manager of these; • Participates in the services quality improvement activities • Provides professional service to service users and is responsive to service user requests or complaints • Complies with standards and works to improve service user satisfaction.
Key Result Area	**Expected Outcomes / Performance Indicators**
Access and Outcomes	• Supports efforts to improve access to services and achieve better outcomes for the communities we serve. • Uses evidence and insights to identify barriers and opportunities for improvement. • Contributes to inclusive, responsive, and effective service delivery.
Te Tiriti o Waitangi	• Demonstrates a commitment to understanding and applying Te Tiriti o Waitangi in a practical and appropriate way. • Supports initiatives that improve outcomes for Māori and strengthen relationships with Māori partners and stakeholders. • Contributes to an inclusive workplace that values diversity and supports the attraction, development and retention of Māori employees.
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives. • Takes all reasonably practicable steps to eliminate and mitigate risks and hazards in the workplace that could cause harm, placing employee, contractor and others' health, safety, and wellbeing centrally, alongside high-quality patient outcomes. • Leads, champions, and promotes continual improvement in health and wellbeing to create a healthy and safe culture.
Compliance and Risk	• Takes responsibility to ensure appropriate risk reporting, management and mitigation activities are in place.

	• Ensures compliance with all relevant statutory, safety and regulatory requirements applicable to the Business Unit. • Understands, and operates within, the financial & operational delegations of their role, ensuring peers and team members are also similarly aware.

Matters which must be referred

Employees are expected to escalate matters early to ensure patient safety, service, continuity and compliance with organisational and legislative requirements.

Relationships

External	Internal
• Community agencies • NGO Providers • PHOs • Families / Whanau of clients • Aged residential care sector • Health of older persons • Other community mental health teams and specialist services	• MHAIDS community • Inpatient specialities • Other clinical psychologists • Professional lead • MDT members •

About you – to succeed in this role

You will have

Essential:

- [Minimum of a Master's Degree in Psychology and Post Grad Diploma in Clinical Psychology or equivalent
- Registration with the NZ psychologist Board, with Clinical Psychology as vocational scope of practice
- Current Annual Practicing Certificate
- A sound knowledge of psychopathology, and psychological theories
- Understanding of mental health and addictions and the impact of these on clients, families and community
- A non-judgemental approach
- Recognising and managing risk in a clinical environment

Desired:

- Genuine interest in working alongside tangata whaiora in mental health settings

You will be able to

Essential:

- Deliver results through effective planning, sound judgement, and personal accountability.
- Build trusted relationships and works collaboratively to achieve shared goals.
- Communicate clearly and adapts their approach to different audiences and situations.
- Demonstrate curiosity, adaptability, and a commitment to continuous improvement.

- Maintain high standards of professionalism, integrity, and ethical behaviour.
- Contribute to a positive, inclusive, and safe working environment.
- Take responsibility for their own development and supports the development of others where appropriate.
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Desired:

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[i] Salary band reference is for internal benchmarking and role sizing purposes only. The salary band designation is not a term or condition of employment and may be changed by the HNZ. Changes to the salary band will not affect an employee's current salary or remuneration.

[ii] The Children's Act 2014 makes provisions for the protection of children and helping them thrive, achieve and belong. At Health New Zealand, we safety check every children's worker. The purpose of this safety check is to reduce the risk of harm to young people and is a legal requirement for those employed in work that involves contact with children and young people including face-to-face, over the phone, or email contact. It is part of our commitment to ensuring the wellbeing and safety of children and young people. Your continued employment with Health NZ is conditional on a satisfactory safety check.