

Position Description

Position	Health / Clinical Psychologist Kaimatai Hinengaro
Team / Service	Allied Health Oncology
Group / Directorate	Community, Allied Health and Older Adults - Outpatients
District	Capital, Coast and Hutt Valley
Responsible to	Team Leader, Allied Health Oncology
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	<p>This position is expected to work from multiple locations across the district</p> <p>From time to time as part of Variance Response this role may be required to work in other areas.</p>

Te Whatu Ora

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

Capital, Coast and 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 and surgical 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

- 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, addictions and intellectual disability service for the Wairarapa District and Capital, Coast and Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

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:

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| 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 and 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.

Te Mauri o Rongo

Te Mauri o Rongo recognises our connection to this work, to each other, to the people we serve and to our whakapapa. It speaks to specific behaviours that we will expect from each other guided by the pou of Te Mauri o Rongo:

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 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. “Whiria te tangāta” – we will weave our people together.

Te Korowai Āhuru

A cloak which seeks to provide safety and comfort to the workforce.

District Responsibility

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.

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.

Group Perspective

This role is part of the Community, Allied Health and Older Adults Outpatient Services, who provide assessment, treatment and intervention for people across the district. Wellington Hospital is one of 5 major tertiary hospitals in New Zealand and provides a comprehensive range of specialist secondary and tertiary services. Hutt Hospital provides a range of specialist secondary and tertiary services. Kenepuru Hospital provides health of the older person, rehabilitation and some elective surgical services.

Allied health teams are comprised of Physiotherapists, Occupational Therapists, Speech-language Therapists, Dietitians, Social Workers, Psychologists and Allied health Assistants. Wherever possible the disciplines work closely with each other and with nursing and medical colleagues to provide integrated care for the people we see. The team has strong relationships with other areas of the District and NGO providers, outpatient services and NASC agencies.

Service/Team Perspective

The Allied Health Oncology team is a predominantly community and outpatient oncology multidisciplinary team consisting of Social Workers, Psychologists, Dietitians and a Speech-language Therapist.

The team provides a service for patients across the District as well as specialty advice for regional patients that attend tertiary Blood and Cancer services.

There is also a close working relationship with Hospital Inpatient Social Work teams, Te Rerenga Ora (Blood & Cancer Services), and the national Cancer Psychological and Social Support Service Network (CPSSS) as well as well as clinicians and Allied health leadership across the District.

Purpose of the Role

The psychologist will provide high quality psychological support to patients and their whānau who are experiencing a cancer diagnosis and its treatment. This includes providing targeted psychological assessments and interventions for clients, sound clinical advice, and support to other clinicians supporting people with a cancer diagnosis. The psychologist will also contribute to projects and initiatives that aim to positively improve health outcomes for Māori and Pacific people, those living in rural and remote locations, and those with additional barriers to accessing health care (i.e. pre-existing mental health conditions, disability and socio-economic factors).

A key focus is maximising the person's ability to cope with the difficulties of a new diagnosis, as well as support their ability to engage in cancer treatment. The role holder will also ensure that service users have timely and equitable access to psychological support. This role supports patients (and their whānau) with any type of cancer diagnosis from the point of high suspicion of cancer, through to the end of active treatment and into recovery.

This role includes conducting thorough psychological assessments, and formulating and implementing evidence-based psychological interventions. Difficulties relating to cancer may include, but not be limited to anxiety, depression, body image, sexual functioning, relationship difficulties and some physical symptoms (e.g., fatigue, pain). The clinician will have or develop experience in working with people with high and complex needs, as well as those from a wide range of cultural and socio-economic backgrounds.

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.

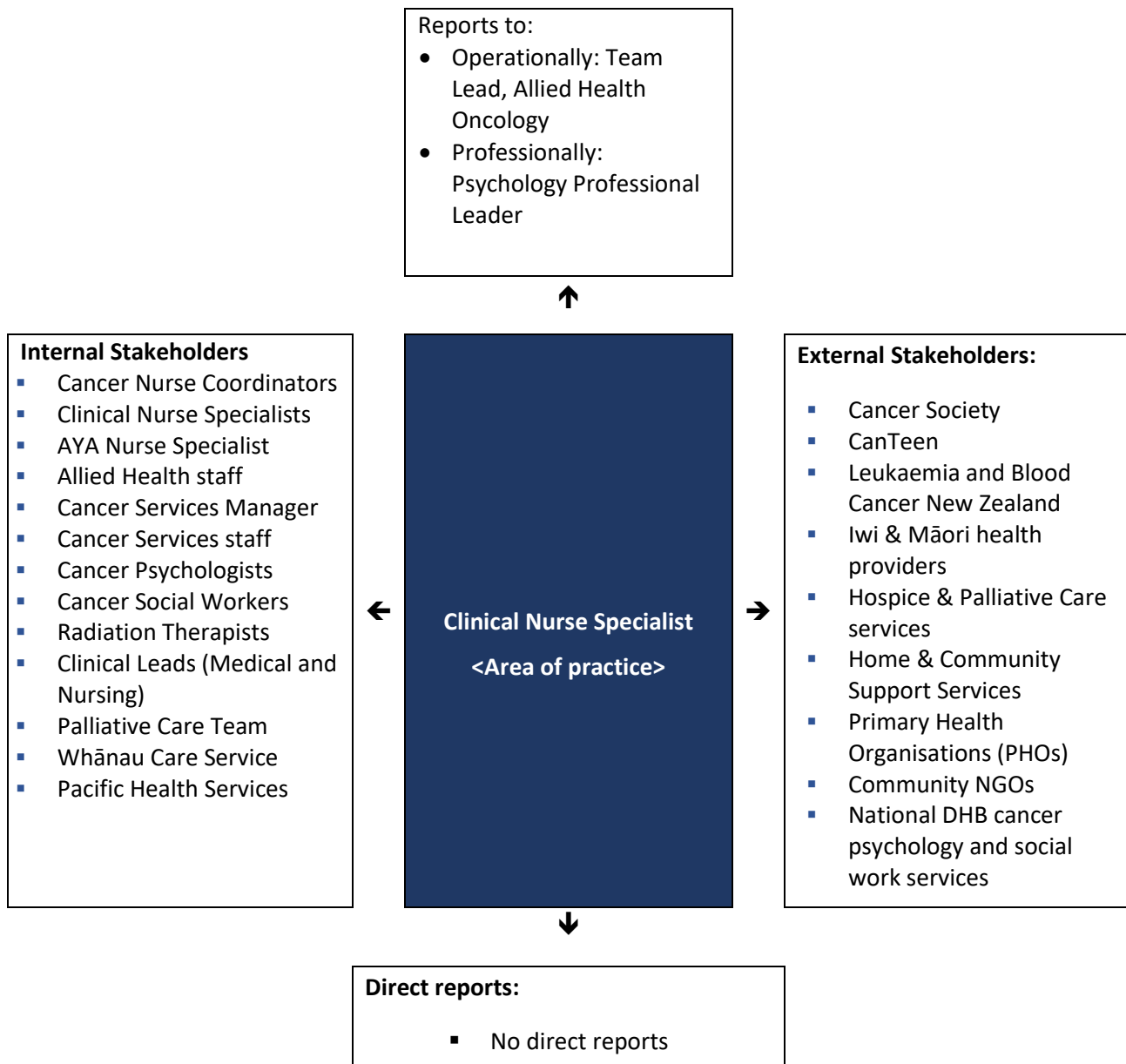
Key accountabilities	Deliverables / Outcomes
1. Clinical Practice	<ul style="list-style-type: none"> Provides and delivers psychological assessments, consultations and treatments to patients affected by cancer (and whānau where appropriate) Facilitates the transition of patients on to other organisations and health professionals where necessary (through onward referrals) Takes legal and professional responsibility for managing a caseload of clients with high and complex needs Investigates and designs resource-efficient, effective treatment programmes where appropriate to achieve agreed therapeutic objectives Assesses the client's understanding of assessment, interventions and goals and gains informed consent for intervention, taking into account those who lack capacity (e.g., those with cognitive difficulties) Regularly reassesses and evaluates the client's progress against identified goals, and adjusts interventions as situations change Demonstrates provision of, and supports others with culturally safe/bicultural practice with patients and their whānau Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice, and also identifying solutions for wider service delivery that will contribute towards reducing inequalities for people and/or whānau Represents the service and profession by providing clinical knowledge and advice at clinical meetings and case conferences to ensure the delivery of well-planned and coordinated services Identifies unmet needs of people with cancer along with potential solutions to address these needs Works collaboratively with all cancer psychological and social support professionals in DHB and non-DHB services, and has a comprehensive understanding of their skills, experience and scope of practice. Completes documentation consistent with legal and organisational requirements Provides advice, teaching and instructions to people with cancer, carers and relatives as well as other people involved with their care locally and regionally (as required) to promote consistency of care being delivered (within their scope of practice and professional role) Demonstrates recognition that the client's knowledge, experiences and culture are integral to effectively addressing the presenting health issue and/ or restoring function Provides timely and accurate reports as required Conducts oneself in a professional manner at all times Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation Builds appropriate rapport Builds constructive and effective relationships

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Uses diplomacy and tact ▪ Can diffuse even high-tension situations comfortably
2. Teaching & Learning	<ul style="list-style-type: none"> ▪ Contributes to the design, development and delivery of specialist training on a range of subjects relating to people with cancer ▪ Contributes to wider workforce capability by providing education in working with people with cancer across relevant sectors (e.g. social sector / health) ▪ Provides critical analysis, appraisal and integration of current research outcomes and relevant literature in order to maintain levels of knowledge and practice. Demonstrate application of this knowledge in practice ▪ Maintains an awareness of current developments in the clinical areas being worked in ▪ Completes mandatory training as applicable for the role ▪ Maintains competency to practice through identification of learning needs and continuing competency activities. This should comply with professional registration requirements ▪ Participates in annual performance reviews and associated clinical assurance activities ▪ Participates in regular professional supervision in line with the organisations requirements and / or professional body ▪ Provide advice, support, teaching and instruction to enable interventions to be carried out by other health professionals where appropriate ▪ Provides clinical support and consultation around specific aspects of clinical work of clinicians of other disciplines where appropriate ▪ Provides formal supervision of other psychologists where appropriate to their level of experience/expertise, and in line with the organisation's requirements and / or professional body
3. Leadership & Management	<ul style="list-style-type: none"> ▪ Presents a credible and positive profile for the service both within and external to the DHB ▪ Demonstrates negotiation and management of conflict skills within the workplace ▪ Carries out and supports others with assessments and management of clinical risks ▪ Demonstrates and role models highly effective communication, reasoning and negotiation skills to establish therapeutic relationships and set expectations with people, whānau and the multidisciplinary and wider health teams. This includes relaying complex, sensitive and contentious information
4. Continuous improvement and innovation	<ul style="list-style-type: none"> ▪ Promotes professional practice that is based on best practice and research that supports organisational strategic aims ▪ Contributes to the identification and implementation of changes in practice, as appropriate to working with people with cancer, in relation to national and regional drivers in provision of health and social support ▪ Works to improve service processes, in line with evidence-based practice and person-centred care

Key accountabilities	Deliverables / Outcomes
	<ul style="list-style-type: none"> ▪ Contributes to the development of quality improvement activities to develop and improve service delivery, clinical practice or professional standards. This may include care pathways / treatment protocols, standards of practice etc. ▪ Contributes to updating competency based frameworks for clinical staff in area of clinical expertise ▪ Takes a proactive approach to appropriately challenge and question established interventions and approaches ▪ Actively participates in national, regional and sub-regional working groups / clinical networks to identify and implement innovative practice and or service improvements as appropriate ▪ Establishes working partnerships with external organisations to promote integrated working that improves the outcomes and experience of people affected by cancer ▪ Contributes to annual planning process, including identifying gaps in service and participating in work / projects that may result from the planning process ▪ Practices in a way that utilises resources in the most cost effective manner ▪ Is aware of and complies with all legislative and contractual requirements as applicable to the role (e.g. Health and Safety in Employment Act 1992, Privacy Act 1993, and Vulnerable Children's Act 2014 etc.) ▪ Complies with all relevant organisational policies, procedures and guidelines ▪ Where possible, promotes research into psychosocial outcomes/interventions with people with cancer ▪ Works in other areas as identified, or follows a reasonable request in order to support the organisation in managing patient care and maintaining service delivery
5. Te Tiriti o Waitangi	<ul style="list-style-type: none"> ▪ Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to ▪ Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance ▪ Cultural competence is grown across the team, supporting inclusion and partnership.
6. Health & Safety	<ul style="list-style-type: none"> ▪ Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature ▪ Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. ▪ Maintain a proactive culture of Health & Safety supported by systems. ▪ Ensure providers are aware of and have processes to comply with their health and safety responsibilities

Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patient care and maintaining service delivery.

Key Relationships and Authorities



Capability Profile

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

Competency	Behaviours
Equity	<ul style="list-style-type: none"> • Commits to helping all of our people to achieve equitable health outcomes • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Supports the dismantling of policies, procedures and practices that cause inequity • Supports Māori-led responses • Supports Pacific-led responses • Supports Disability-focused responses
Commitment to Kawa Whakaruruhau	<ul style="list-style-type: none"> • Demonstrates understanding and application of the principles of Te Tiriti O Waitangi Treaty of Waitangi to nursing practice; • Works towards achieving equitable health outcomes for Māori; • Supports tangata whenua/mana whenua led change to deliver mana motuhake in the design, delivery and monitoring of health care; • Supports Māori oversight and ownership of decision making processes necessary to achieve Māori health equity; • Support the expression of hauora Māori models of care and mātauranga Māori
Dealing with Ambiguity	<ul style="list-style-type: none"> • Can effectively cope with change • Is adaptable and flexible • Can decide and act without having the total picture • Can comfortably manage risk and uncertainty
Decision Quality	<ul style="list-style-type: none"> • Makes good decisions based upon a mixture of analysis, wisdom, experience and judgement • Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time • Sought out by others for advice and solutions
Directing Others	<ul style="list-style-type: none"> • Is good at establishing clear directions • Sets stretching objectives • Distributes the workload appropriately • Lays out work in a well-planned and organized manner • Maintains two-way dialogue with others on work and results • Brings out the best in people • Is a clear communicator
Process Management	<ul style="list-style-type: none"> • Good at figuring out the processes necessary to get things done • Knows how to organize people and activities • Understands how to separate and combine tasks into efficient work flow • Knows what to measure and how to measure it • Can simplify complex processes • Gets more out of fewer resources

Competency	Behaviours
Interpersonal Savvy	<ul style="list-style-type: none"> • Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation • Builds appropriate rapport; • Builds constructive and effective relationships; • Uses diplomacy and tact; • Can diffuse even high-tension situations comfortably
Quality and Innovation	<ul style="list-style-type: none"> • Provides quality service to those who rely on one's work • Looks for ways to improve work processes - suggests new ideas and approaches • Explores and trials ideas and suggestions for improvement made by others • Shows commitment to continuous learning and performance development

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- A commitment to, and understanding of Te Tiriti o Waitangi (and its application to health) and a willingness to positively improve health outcomes for Māori
- Experience of working with people who have complex needs
- Ability to demonstrate a high level of interpersonal skills
- Ability to work on own initiative and organise own workload to operate effectively
- Ability to work flexibly and collaboratively with team and other professionals to optimise results

B. Essential Professional Qualifications / Accreditations / Registrations:

- Registered psychologist with clinical scope of practice, or postgraduate health psychology qualification
- Current New Zealand Annual Practicing Certificate

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

- Delivering high quality care for the patient/client/whānau
- Self-motivation in developing clinical and professional practice
- Ability to handle stress productively

D. Other:

- Current full NZ driver's license with ability to drive a manual and automatic car (required for roles based in the community or where the role may be required to work across multiple sites).
- Proficiency in Microsoft Office, Word, Outlook, PowerPoint, Internet resources and email
- A high standard of written and spoken English

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