

Position Description

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| Position | Clinical Psychologist |
| Team / Service | Paediatric Consult Liaison Service, Wellington Children's Hospital |
| Group | Women and Children's Health Directorate |
| District | Capital, Coast & Hutt Valley District |
| Responsible to | Charge Nurse Manager, Children's Wards, Te Wao Nui |
| 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 | Te Wao Nui, Wellington Regional Hospital |

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 & 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.

Te Wao Nui, the Child Health Service for the Wellington Region and Central New Zealand based in the new purpose built children's hospital on the Wellington Regional Hospital campus, supports babies to adolescents with medical conditions or who may need paediatric surgery. It provides both hospital and outpatient services.

Women's Health Services provide tertiary level maternity care in Wellington and Hutt Regional Hospitals and a Primary Birthing Unit in Kenepuru. The provision of services from Women's Health encompass community-based primary LMC care and breastfeeding support, and tertiary level obstetrics, gynaecology, and other specialist services.

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 & 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:

- 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

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.

Mission

Working together for health and wellbeing.

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

Capital and Coast

Vision

Keeping our community healthy and well

Mission

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

Value

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

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.

Service Perspective

The hospital and health services of the districts provide a range of services, one such group of services includes Children's Health Service.

The Women's and Children's Service Group is one of six within Capital, Coast and Hutt Valley District's provider services. Services and specialties within the group range from primary to tertiary level with service provision for the district, the central Region and wider Regions. The Group operates from four sites across the district including Wellington Regional, Hutt and Kenepuru hospitals as well as the Kapiti Birthing unit and Health Centre.

Our services include:

- Obstetrics and Gynaecology
- Maternity
- Neonatal Intensive and Special Care Units
- Child Health
- Child Development
- Genetics
- Violence Intervention Programme

Opened in 2022, Wellington's Te Wao Nui Children's Hospital is a purpose built facility catering for children and their whānau from a wide range of backgrounds and ethnicities. It is a tertiary centre providing health care for children requiring specialist paediatric services. Staff are committed to building a recognised centre for education clinical training and research. The Child Health Service provides an integrated mix of inpatient/outpatient/day patient and domiciliary services for children up to sixteen years of age. Services are delivered in Wellington and Kenepuru hospitals, Puketiro Centre, Out Reach Clinics and children's own homes. The Children's Health Service is comprised and has resourced inpatient cots/beds for 49 infants, children and young people. There are two wards which include a 23 bed medical ward with a 9 bed short stay unit and a 17 bed surgical ward. In addition there are 12 surgical day stay beds and a 3 bed day stay, Children's Cancer Centre. The ambulatory service includes a paediatric outpatient service and a community paediatric nursing team in Wellington, an acute assessment and outpatient facility at Kenepuru, and outpatient clinics at Kapiti

Level III Neonatal Intensive Care Services are provided for the central region of New Zealand including a 24-hour Infant Retrieval Service. Level II Neonatal Services are provided for the Wellington Metropolitan and Kapiti / Porirua areas. A neonatal Homecare Service provides transition nursing support for infants in the Capital & Coast catchment area. The Neonatal Intensive Care Unit (NICU) also has responsibility for provision of a telephone consultation service to the region and provides education and consultation to level II referral units.

Home support and advice is provided for families domiciled in Wellington and telephone advice/support for families/health professionals outside Wellington. The service comprises home visits seven days/weekly and Monday Friday duties in the Neonatal Intensive Care Unit preparing families for discharge.

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.

Purpose of the role

The **Clinical Psychologist** functions as part of a multidisciplinary team 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.

Clinical psychology is a discipline integrating science, theory, and clinical knowledge for the purpose of understanding, preventing, and relieving psychologically-based distress or dysfunction, and to promote subjective well-being and personal development. Psychologists assess and treat mental, emotional and behavioural disorders. They use the science of psychology to treat complex human problems and promote change. They develop an individual's resilience using strengths based models. Clinical psychologists also promote individual and whanau/family development, adaptation and recovery. Clinical psychologists work as part of multidisciplinary teams to provide psychological assessments and interventions for clients of their teams. Clinical psychologists also provide a range of other services to support the development and function of their teams and the organisation as a whole.

These activities include, but are not limited to: case consultation, staff training and supervision, leadership and involvement in service development activities, and research and evaluation-related activities. The role specifically services children who are admitted to the inpatient ward at Wellington Children’s Hospital, Te Wao Nui, with some outpatient follow up.

The purpose of this role is to provide high quality, appropriate mental health assessment, intervention and education to infants, children, youth and their families, ensuring the service user and their family’s needs are met in a culturally, clinically and legally safe manner.

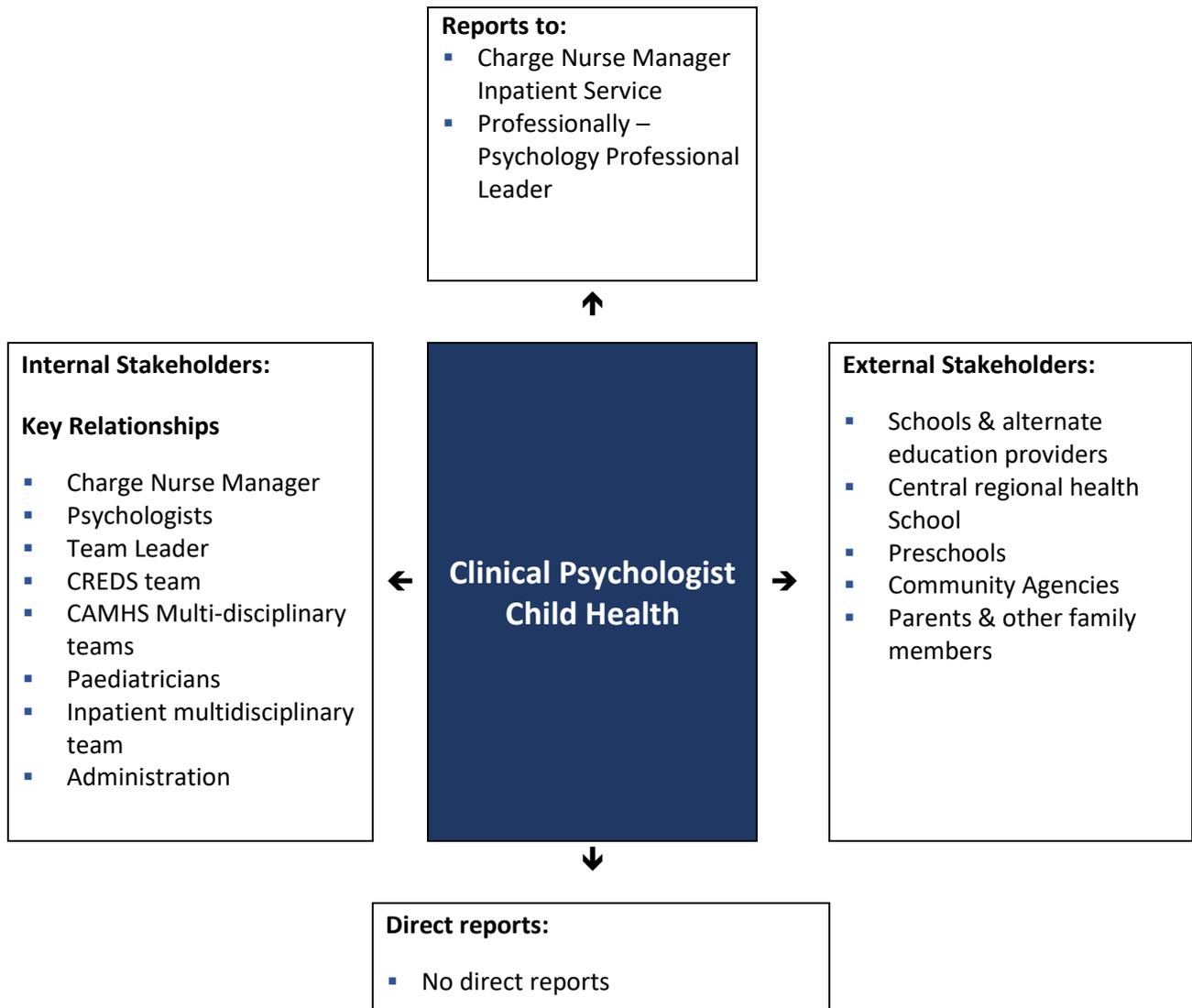
Key Accountabilities

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"> Maintains standards of professional practice and promotes and supports other’s professional development | <ul style="list-style-type: none"> Complies with statutory obligations, such as the Mental Health Act, the Privacy Act, the Children & Young Persons Act and all other relevant Acts; Complies with psychology professional guidelines, including the Psychologists’ Code of Ethics and all relevant NZ Psychologists’ Board guidelines; Ensures continuing personal and professional development and training activities; Consults with relevant health professionals and advises accordingly; Maintains professional relationships. |
| 2. Clinical Practice | <ul style="list-style-type: none"> Demonstrate a high level of clinical skill and knowledge in the provision of clinical psychology services. | <ul style="list-style-type: none"> Be responsible for making sound clinical decisions regarding the planning and process of clinical psychology in the multidisciplinary team; Receive relevant clinical supervision/advice concerning professional and practice issues; Ensure that clinical psychology assessments and interventions are implemented according to the service procedures. |
| 3. Treatment Planning | <ul style="list-style-type: none"> Actively participate in the treatment planning for service users | <ul style="list-style-type: none"> Provide psychology input to case conferences and service education sessions; Service user related documentation is developed and maintained; All documentation is complete and accurate; Ensure that all parties are kept appropriately informed about a service user’s treatment; Client related documentation is developed and maintained; All documentation is complete and accurate; Ensures that all parties are kept appropriately informed about a service user’s treatment. |

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| 4. Service Planning | <ul style="list-style-type: none"> ▪ Actively participate in the service planning and development | <ul style="list-style-type: none"> ▪ Provides input to case conferences and service education sessions, as well as with local and regional service training. Also contributes to team development and planning, as appropriate. |
| 5. Cultural Effectiveness | <ul style="list-style-type: none"> ▪ Work with all service users in a manner relevant and appropriate to their culture | <ul style="list-style-type: none"> ▪ Demonstrates cultural sensitivity and provide culturally appropriate services through a range of cultural networks and according to team procedures; ▪ Ensures that the principles of the Te Tiriti o Waitangi are adhered to in addressing work responsibilities; ▪ Attends training and workshops related to improving services for Maori and Pacific Islanders; ▪ Seeks appropriate cultural supervision when necessary to provide a responsive service. |
| 6. Continuous Quality Improvement | <ul style="list-style-type: none"> ▪ Actively contribute to CQI activities within the service | <ul style="list-style-type: none"> ▪ Identifies improvement opportunities and notifies the manager of these; ▪ Participates in the service's quality improvement activities; ▪ Contributes to specific service-development projects, on request by their supervisor and/or the Professional Leader for Psychology; ▪ 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. |
| 7. Risk Minimisation | <ul style="list-style-type: none"> ▪ Actively contributes to risk minimisation activities within the service | <ul style="list-style-type: none"> ▪ Identifies risk and notifies supervisor ▪ Participates in service's risk minimisation activities; ▪ Complies with Reportable Events policy and other policies and procedures; ▪ Participates in audits and works to update service user files. |
| 8. Occupational Health and Safety | <ul style="list-style-type: none"> ▪ Complies with responsibilities under the Health & Safety in Employment Act 1992 | <ul style="list-style-type: none"> ▪ Has read and understood the Health & Safety policy and procedures; ▪ Actively supports and complies with Health & Safety policy and procedures; ▪ 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. |

Key Relationships & Authorities



Capability Profile

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

| Competency | Behaviours |
|---------------------------------|---|
| Assessment | <ul style="list-style-type: none"> Provide high quality psychological assessments with formulation and treatment recommendations |
| Report Writing | <ul style="list-style-type: none"> Provide quality written reports of assessment information with formulation to guide multidisciplinary team in the treatment planning and implementation |
| Crisis Intervention | <ul style="list-style-type: none"> Provide support where required for patients with acute distress and mental health needs |
| Intervention | <ul style="list-style-type: none"> Provide early, brief interventions based on assessment during their inpatient stay and provide short-medium term follow up in an outpatient capacity Interventions are evidence-based and may involve multiple therapeutic modes, such as emotion-focused, CBT or ACT |
| Liaison | <ul style="list-style-type: none"> Be a part of the multidisciplinary team and liaise with the MDT around interventions, treatment plans and discharge planning |
| Record keeping | <ul style="list-style-type: none"> Patient reports to be added to patients electronic health record; Inpatient notes of relevance to be kept in the inpatient paper file notes with a summary on EHR; Outpatient notes of relevance to be kept on EHR. |
| Sharing knowledge | <ul style="list-style-type: none"> Active contribution to in-service training and peer supervision; Sharing of skills and knowledge with wider team; Training on specific cases or general topics with wider team. |
| Professional Development | <ul style="list-style-type: none"> Completion of Core Competency training; Keeps updated with relevant policies, regulations, protocols and Acts; Develop and maintain own knowledge in clinical areas of relevance; Participate in weekly supervision with a Clinical Psychologist appointed as supervisor by the training institution enrolled with; Practice within the Psychological Society Code of Ethics. |
| Cultural | <ul style="list-style-type: none"> Words and actions show an understanding of the implications of Te Tiriti o Waitangi principles and Maori perspective; Values and celebrates diversity, showing respect for other cultures and people's different needs and ways of living Shows an awareness of gaps in, and a desire to increase, cultural knowledge and inter-cultural practice relevant to one's work Accesses resources to make sure culturally appropriate and language appropriate services are provided Draws on a client's own cultural resources and support frameworks. |
| Health & Safety | <ul style="list-style-type: none"> Practice in a way that protects their own and others health and safety at all times Complies with policies and procedures at work and reports any breaches, incidents/accidents or near misses. |

Experience and Capability

Essential qualifications, skills and experience

A. Essential Professional Qualifications / Accreditations / Registrations:

- Master's Degree in Psychology and Post Graduate Diploma in Clinical Psychology or equivalent Registration with NZ Psychologist Board (clinical scope) with current practising certificate.
- Expertise in general child, adolescent and family mental health across the developmental spectrum
- Member of New Zealand Psychological Society or New Zealand College of Clinical Psychologists.

B. Preferred - a minimum of 3 years' experience post-qualification in clinical psychology. **Someone well-suited to the role will place a high value on the following:**

- Understanding of mental health in infants, children, adolescents, adults and their families;
- Effective oral and written communication;
- Recognising and managing risk in a clinical environment;
- Responding to changing demands / priorities / workloads at short notice;
- Working in a multi-disciplinary environment;
- Showing patience and compassion to distressed people.
- Professionalism
- Multidisciplinary working
- Initiative
- Cooperation
- Bicultural and multicultural partnerships

C. Knowledge, Skills, Experience

- Experience of working in a general hospital / physical health setting
- Experience of working with patients with complex needs
- Ability to demonstrate high level of interpersonal skills
- Ability to work on own initiative and organise own workload to operate effectively
- Ability to handle stress productively
- Ability to work flexibly and collaboratively with teams and other professionals to optimise results

D. Other:

- IT literate and able to use MS Word, Excel, PowerPoint and Outlook
- Can keep detailed written file notes, complete client pathway documentation and provide formal assessment reports as required.

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