

Position Description

Position	Psychologist
Team / Service	ICU/HDU Community, Allied Health and Older Adults (ORA)
Directorate	Hospital Flow Capital, Coast & Hutt Valley District
District	Team Leader, Allied Health
Responsible to	Stephen James – ICU Nurse Manager
Professional Lead	Dr Gillian Hawk
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	This position is expected to work from 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, 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
- 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

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.

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

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.

Service Perspective

Wellington Hospital is the tertiary referral centre for the lower North Island and upper South Island of New Zealand. This gives us a catchment population of approximately 1,100,000 and a geographic radius of 300km.

Wellington Hospital's ICU supports six public hospitals that have intensive care units and one hospital that does not. To manage such a large area, we run a busy Flight Service.

Wellington ICU currently has 24 bedspaces. In addition, the service includes a 12 bedded High Dependency Unit (HDU). We look after paediatrics, neurosurgical, trauma, cardiothoracic, vascular, renal, general medical and surgical patients. We are planning an expansion in 2027 that will increase our service capacity to 40 beds capacity.

New Zealand has one dedicated paediatric intensive care unit in Auckland (700km north) in Starship Hospital. We manage most paediatrics (100-150 per year) but refer the very young and very sick on to them.

Wellington ICU treats about 1850 patients each year accounting for about 120,000 patient hours; 30% of these are elective admissions and include 400 cardiothoracic patients. The median length of stay for patients is 38 hours, which reflects the acuity of those we admit, especially when electives are factored in. We ventilate 65% of admissions and have a mortality rate of approximately 8%. We are a busy unit with a wide range of patients and severity of illnesses.

The holder of this position will be based at Wellington Regional Hospital.

Purpose of the role

The Psychologist will provide high quality psychological support to staff of Te Rui Atawhai, Wellington Hospital's Intensive Care Unit and High Dependency Unit. A Psychology role has been embedded within the unit since 2022, shared across patient, whānau, and staff needs. As the unit has grown and the role for Psychology has become more established, the rationale for a separate psychology role to focus on staff wellbeing and psychological functioning has developed. With this role, an opportunity now exists to expand and grow wellbeing support for Critical Care staff across multiple levels, including: brief assessment and intervention directly with staff; group-level supports; and system-wide wellbeing interventions. A job-share with another Psychologist is a possibility, depending on applicants.

Clinical specialty/area

The role holder will be embedded in the Wellington ICU/HDU multidisciplinary team. This is a novel and specialist role. Burnout, occupational stress, vicarious trauma, moral distress, compassion fatigue, and an increased rate of mental disorders are some of the associated psychosocial risks for staff working in Critical Care. In addition, positive psychological effects are associated with doing meaningful and values-driven work within a high-performing team. The role holder/s will work across disciplines, with a range of staff (from new starters to experienced senior staff and managers) to identify and deliver relevant evidence-informed interventions to support staff wellbeing. This will include both proactive and reactive interventions, either directly or indirectly via training and professional supervision.

Clinical skills

This role will include conducting psychological assessment, formulation and implementation of evidence-based psychological interventions across individual, group and system levels. Skills in service development, implementation and assessment of service outcomes will be central as this new role is established.

Proactive wellbeing activities such as education, support with induction of new staff, group supervision, consultation with leaders regarding psychosocial risks, and promotion of psychological safety within the team will form an important part of the role. The role holder/s will facilitate reflective group practices and supervise and support staff in the delivery of Stress First Aid/Psychological First Aid, as well as attend to post-critical incident support. In addition, the role holder/s will establish referral and delivery of individual Psychological assessment and brief intervention for Critical Care staff, alongside health promotion, support with management of risk, and signposting of supports to link staff to external providers as indicated.

The clinician/s will be experienced in working with people with high and complex needs, as well as those from a wide range of cultural and socio-economic backgrounds. High standards of ethical and clinical reasoning as well as good use of supervision are essential in this role as systems are put in place to manage risk for potential conflicts of interest and dual role relationships.

Additional opportunities to support the work of the ICU/HDU exist, including ad hoc support for ICU patients and whānau as the service requires. Te Rui Atawhai has a strong research department with opportunity existing to formally evaluate service intervention outcomes.

Demographics

This role supports staff working in the Wellington Regional Hospital Intensive Care Unit and High Dependency Unit. Typically ICU/HDU serves adult patients (>16 years) and their whānau, alongside lower numbers of paediatric patients. Staff-facing work will be with nurses, doctors, health care assistants and allied health staff who work within the ICU. The role holder will also work closely with and refer on to other providers.

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 brief interventions to staff in Wellington ICU and HDU ▪ Supports staff/clients to link with appropriate external supports as needed ▪ Provides evidence-based wellbeing education, training and group intervention or supervision to Wellington ICU staff/clients ▪ Takes ethical, legal and professional responsibility for managing risk of harm to self or others, alongside dual-role relationships within a complex system, including putting in place processes to address risks in this area ▪ Assesses the staff/client's understanding of assessment, interventions and goals and gains informed consent for intervention, taking into account individual and cultural differences. ▪ Regularly reassesses and evaluates the staff/client's progress against identified goals, and adjusts interventions as situations change ▪ Demonstrates provision of, and supports others with culturally safe/bicultural practice ▪ Completes documentation consistent with legal and organisational requirements ▪ Demonstrates recognition that the client's knowledge, experiences and culture are integral to effectively addressing the presenting issue and/ or restoring function ▪ Provides timely and written information and documentation as required ▪ May contribute to ICU patient and family/whānau psychological assessment, consultation and intervention sporadically as required by the service.
2. Professional Practice	<p>Maintains standards of professional practice and promotes and supports other's professional development</p> <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.
3. Teaching and Learning	<ul style="list-style-type: none"> ▪ Contributes to the design, development and delivery of specialist training on a range of subjects relating to ICU staff wellbeing ▪ Contributes to wider workforce capability by providing education in working with people in ICU across relevant sectors ▪ 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

	<ul style="list-style-type: none"> ▪ 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
4. Leadership and Management	<ul style="list-style-type: none"> ▪ Takes steps to identify and manage conflicts of interest in professional relationships, and skilfully manages relationship boundaries when dual-roles exist in relationships ▪ 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. Service Improvement & Research	<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 within ICU, 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 ▪ 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 an ICU admission ▪ 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, Vulnerable Children’s Act 2014 etc.)

	<ul style="list-style-type: none"> ▪ Complies with all relevant organisational policies, procedures and guidelines ▪ Where possible, promotes research into psychosocial outcomes/interventions with people in ICU ▪ Works in other areas as identified, or follows a reasonable request in order to support the organisation in managing patient, family and staff care and maintaining service delivery
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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
Problem Solving	<ul style="list-style-type: none"> ▪ Uses rigorous logic and methods to solve difficult problems with effective solutions ▪ Probes all fruitful sources for answers ▪ Can see hidden problems ▪ Is excellent at honest analysis ▪ Looks beyond the obvious and doesn't stop at first answers
Priority Setting	<ul style="list-style-type: none"> ▪ Spends his/her time and the time of others on what's important ▪ Quickly zeroes in on the critical few and puts the trivial many aside ▪ Can quickly sense what will help or hinder in accomplishing a goal ▪ Eliminates roadblocks ▪ Creates focus
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
Communication	<ul style="list-style-type: none"> ▪ Practises active and attentive listening. ▪ Explains information and gives instructions in clear and simple terms. ▪ Willingly answers questions and concerns raised by others. ▪ Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged. ▪ Is confident and appropriately assertive in dealing with others. ▪ Deals effectively with conflict.
Team Work	<ul style="list-style-type: none"> ▪ Develops constructive working relationships with other team members. ▪ Has a friendly manner and a positive sense of humour. ▪ Works cooperatively - willingly sharing knowledge and expertise with colleagues. ▪ Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments. ▪ Supports in word and action decisions that have been made by the team
Self-Development	<ul style="list-style-type: none"> ▪ Personally committed to and actively works to continuously improve. ▪ Understands that different situations and levels may call for different skills and approaches. ▪ Works to deploy strengths. ▪ Works on compensating for weakness and limits.

Experience and Capability

Essential qualifications, skills and experience

A. Knowledge, Skills & Experience:

- Suit someone with 3+ years of post-graduate clinical experience
- Experience working with people with complex psychological and/or physical needs
- Experience undertaking psychological assessment, formulation and intervention
- 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 teams and other professionals to optimise results
- Experience working with staff or worker wellbeing
- Ability to work independently, as well as within a multidisciplinary framework
- A commitment and understanding of Te Tiriti o Waitangi (and application to health) and a willingness to work positively to improve health outcomes for Māori.

B. Essential Professional Qualifications / Accreditations / Registrations:

- Post graduate Diploma in Clinical Psychology or Health Psychology or equivalent
- Registered Psychologist with New Zealand Psychologist Board
- Current Annual Practising Certificate.

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

- Effective oral and written communication.
- 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.

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.