

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

Title	Clinical Psychologist		
Reports to	Local Service Lead		
Location	Level 8 BNZ tower, 14 Harthan Place Porirua, 5022		
Department	Porirua Community Mental Health Team		
Direct Reports	0	Total FTE	1
Date	6 th July 2026		
Salary band (indicative)*	APEX collective agreement step 1-7		

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.

Te Mauri o Rongo – The New Zealand Health Charter

The foundation for how we ensure our people are empowered, safe and supported while working to deliver a successful healthcare system, is Te Mauri o Rongo – the New Zealand Health Charter. It guides all of us as we work towards a healthcare system that is more responsive to the needs of, and accessible to all people in Aotearoa New Zealand.

It applies to everyone in our organisation and sits alongside our code of conduct as our guiding document.

Te Mauri o Rongo consists of four pou (pillars) within it, including:

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 will 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.

Te Korowai Āhuru – a cloak which seeks to provide safety and comfort to the workforce.

These values underpin how we relate to each other as we serve our whānau and communities.

Together we will do this by:

- caring for the people
- recognising, supporting and valuing our people and the work we all do
- working together to design and deliver services, and
- defining the competencies and behaviours we expect from everyone.

About the role

The primary purpose of the role is to:

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.

Key Result Area	Expected Outcomes / Performance Indicators
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, the Criminal Procedure (Mentally Impaired Persons) Act 2003 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.
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 with support from the multidisciplinary team; Receive relevant clinical supervision/advice concerning professional and practice issues
Service Planning	<ul style="list-style-type: none"> Actively participate in the service planning and development.
	<ul style="list-style-type: none"> 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; Client related documentation is developed and maintained; All documentation is complete and accurate; All parties are kept appropriately informed about a service user's treatment.
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"> Ensure that the principles of the Treaty of Waitangi are adhered to in addressing work responsibilities; Attend training and workshops related to improving services for Maori and Pacific people; Seek appropriate cultural supervision when necessary to provide a responsive service. Demonstrate cultural sensitivity and provide culturally appropriate services through a range of cultural networks and according to team procedures;
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; 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.
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 team leader; • Participates in service’s risk minimisation activities; • Complies with DHB Reportable Events policy and other policies and procedures; • Participates in audits and works to update service user files.
Occupational Health and Safety	<ul style="list-style-type: none"> • Complies with responsibilities under the Health & Safety at Work Act 2015
	<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.
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori. • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care. • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership.
Equity	<ul style="list-style-type: none"> • Commits to helping all people achieve equitable health outcomes. • Shows a willingness to personally take a stand for equity. • Supports Māori-led and Pacific-led responses.
Innovation & Improvement	<ul style="list-style-type: none"> • Is open to new ideas and create a culture where individuals at all levels bring their ideas on how to ‘do it better’ to the table. • Models an agile approach – tries new approaches, learns quickly, adapts fast. • Develops and maintains appropriate external networks to support current knowledge of leading practices.
Collaboration and Relationship Management	<ul style="list-style-type: none"> • Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same. • Works with peers in Hauora Māori Service and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services.

Health & safety	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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.

Relationships

External	Internal
<ul style="list-style-type: none"> • Community Agencies • NGO Providers • PHOs • Families/Whānau of clients • Aged Residential Care sector • Health of Older Persons • Other Community Mental Health Teams/specialist services. 	<ul style="list-style-type: none"> • MHAIDS Community • Inpatient specialties • Other Clinical Psychologists • Professional Lead • Multi-disciplinary team members • CRS • Te Haika • MHAIDS Duty Manager •

About you – to succeed in this role

You will have

Essential:

Knowledge, Skills & Experience:

- A sound knowledge of psychopathology, and psychological theories is essential
- Ability to assess, diagnose and treat people experiencing coexisting mental health and addiction.
- Sound knowledge of psychometrics and experience with psychological testing is essential.
- Ability to develop sound psychological formulations based on thorough assessments.
- Ability to provide interventions for clients with trauma
- Ability to advise, consult and educate the client and relevant others about treatment options.
- Ability to work alongside other mental health staff to provide psychological expertise within the Te Whatu Ora 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, as would experience of working with families.
- 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.

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.

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

- Understanding of mental health and addiction in adults and the impact of these issues on clients, their families and community.
- A non- judgemental approach to addiction and the lifestyle choices of our client group.
- 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.

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
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Desired:

- Experience in implementing Te Tiriti o Waitangi in action.
- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role.
- With the support of Health NZ, proactively take care of your own health and safety, to ensure a safe and supportive work environment.

- Maximise the quality and contributions of individuals and teams to achieve the organisation's vision, purpose and goals.
- Establish and maintain positive working relationships with people at all levels within the public and private sectors, related industry and community interest groups and the wider national and international communities.
- Demonstrate a strong drive to deliver and take personal responsibility.
- Demonstrate self-awareness of your impact on people and invests in your own leadership practice to continuously grow and improve.
- Demonstrate the highest standards of personal, professional and institutional behaviour through commitment, loyalty and integrity.

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.

**The reference to salary band in this position description is for internal benchmarking and role sizing purposes only. The salary band designation does not form a term or condition of employment and may be changed by the employer at any time. In accepting a Health NZ employment agreement you acknowledge and accept this. Changes to the salary band will not affect an employee's current salary or remuneration.*