

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	This position is expected to work from 45 Raiha Street, Porirua and/or Kenepuru Hospital
Department	Intellectual Disability Service
Date	22/07/2026
Salary band (indicative)ⁱ	\$77,087 – \$121,686
Children's Worker roleⁱⁱ	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:

To provide a high quality clinical psychology service in the assessment and treatment of clients with an intellectual disability and complex offending and behavioural needs. Key tasks undertaken by the clinical psychologist include:

- Assessment, formulation and treatment of clients on an individual and group basis.
- Consultation to other team members about the day-to-day management of clients.
- The provision of expert advice and assistance to multidisciplinary team members on complex casework matters.
- Cognitive, psychometric and neuropsychological assessment.
- Development and implementation of group-based psychological interventions and programs.
- The provision of supervised training to clinical psychology students.
- The provision of clinical supervision to other clinicians.
- Liaison with government and non-government organisations.
- Research and maintenance of knowledge of current and emerging trends and practices concerning clinical psychology, mental health and intellectual disability.
- Contributing to strategic, clinical and operational planning and key decision making processes for the service.

Key Result Area	Expected Outcomes / Performance Indicators
1. Professional Practice	• Maintains standards of professional practice and promotes and supports other's professional development. • Complies with statutory obligations, such as the Intellectual Disability (Compulsory Care and Rehabilitation) Act, 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.
2. Clinical Practice	• Demonstrate a high level of clinical skill and knowledge in the provision of clinical psychology services. • Be responsible for making sound clinical decisions with support from the multidisciplinary team; • Receive relevant clinical supervision/advice concerning professional and practice issues.
3. Service Planning	• Actively participate in the service planning and development. • 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.
4. 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 team procedures; • 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.
5. Continuous Quality Improvement	• Actively contribute to CQI activities within the service

	- 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.
6. Risk Minimisation	- Actively contributes to risk minimisation activities within the service. - Identifies risk and notifies team leader; - Participates in service's risk minimisation activities; - Complies with the Districts Reportable Events policy and other policies and procedures; - Participates in audits and works to update service user files.
7. Occupational Health and Safety	- Complies with responsibilities under the Health & Safety at Work Act 2015 - 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 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 to your manager

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	Clinical Director ID Services
NGO Providers	Group manager ID Services
PHOs	Professional Leader, Psychology
Families/Whānau of clients	Multi-Disciplinary teams
Corrections and Justice department staff	Administration
Oranga Tamariki Staff	RIDCAS (Community team)
Relevant staff across the district and national Te Whatu Ora services	
Forensic Coordination Service (Intellectual Disabilities)	

About you – to succeed in this role

You will have

Essential:

- Minimum of a Master's 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 practicing certificate
- A sound knowledge of DSM diagnoses and at least one therapy model is essential.
- A sound knowledge of psychometrics and experience with psychological testing.

- Ability to develop sound psychological formulations based on thorough assessments.
- Ability to assess, diagnose and treat people experiencing intellectual disability and emotional and behavioural difficulties.
- Ability to advise, consult and educate the client and relevant others about their psychological formulation and corresponding treatment options.
- Ability to work alongside other mental health staff to provide psychological expertise within the CCDHB integrated care approach.
Ability to attend and actively participate in regular meetings for the purposes of assessment, planning and implementing treatment.
- 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.

Desired:

- Experience in facilitating groups would be advantageous.
- Can use Microsoft Office suite (e.g. 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

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.

Desired:

- [Understanding of mental health and intellectual Disability in adults and youth and the impact of these issues on clients, their families and community.
- Effective oral and written communication.
- Knowledge or experience in the application of Positive Behaviour Support
- 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.
- Showing patience and compassion to distressed people

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.