Health New Zealand
Te Whatu Ora

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	**Psychologist/Senior Clinical Psychologist**
Reports to	Team Leader
Location	This position is based at Kapiti. From time to time as part of Variance Response you may be required to work in other areas.
Department	Child & Adolescent Mental Health Service Kapiti
Date	24-07-2026
Salary band (indicative)[i]	Psychologist Collective agreement -APEX
Children's Worker role[ii]	[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 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	• Maintains standards of professional practice and promotes and supports other's professional development. • 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	• 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.
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.
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.
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.

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 DHB Reportable Events policy and other policies and procedures; • Participates in audits and works to update service user files.
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	▪ Other MHAIDS teams
▪ NGO Providers	▪ Inpatient specialties
▪ PHOs	▪ Other Clinical Psychologists
▪ Families/Whānau of clients	▪ Professional Lead
▪ Schools	▪ Multi-disciplinary team members

	▪ CRS

About you – to succeed in this role

You will have

Essential:

A. [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.

B. 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.

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

- Understanding of mental health and addiction in children 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.

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
- Have a good sense of humour

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.

[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.