

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	Intern Psychologist
Reports to	Learning and Development Manager
Location	Wellington, Hutt Valley and Wairarapa
Department	MHAIDS Learning and Development
Date	22nd July 2026
Salary band (indicative)ⁱ	\$69,337 Intern Psychologist step 1
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:

The Psychology Intern role is to support final year psychology students who are participating in a clinical programme with an accredited University (Tertiary Education Provider - TEP), to complete their required practice hours under supervision. The Psychology Intern will be supported to learn and develop their clinical skills in assessment and intervention of people experiencing mental health and addiction issues. The Psychology Intern work within the agreed scope of practice and will be supervised by experienced practitioners.

The Intern will be employed across MHAIDS services and work under the guidance of their clinical supervisor, to work as part of the wider MDT to assess and work with people experiencing a range of issues including coexisting mental health and addiction issues.

The role is intended to support Psychology Interns to complete their practice requirements for clinical programmes and enable them to be work ready at the end of the fixed term contract.

Key Result Area	Expected Outcomes / Performance Indicators
Professional Practice	- Works within the scope of the Psychology Intern role. - Maintains standards of professional practice and 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 Code of Ethics and all relevant NZ Psychologists' Board guidelines. • Ensures continuing personal and professional development and training activities. • Participates in relevant clinical supervision • Consults with relevant health professionals and advises accordingly. • Maintains professional relationships. • Completes mandatory training as applicable for the role. • Work to ensure that the require clinical hours are achieved and recorded.
Clinical Practice	• Under the guidance of their supervisor, be responsible for making sound clinical decisions with support from the multidisciplinary team. • Demonstrates effective communication to establish a therapeutic relationship and set expectations with the tangata whaiora, whānau and the MDT team, inclusive of the wider health team and external agencies as appropriate. • With support, assesses the tangata whaiora understanding of assessment, interventions and goals and gain informed consent for intervention. • Completes documentation consistent with legal and organisational requirements • All required client related documentation is accurate, complete and developed and maintained within the expected timeframes. • Identifies risk and ethical issues and notifies supervisor accordingly.
Service planning	• Provides input to case conferences and service education sessions as appropriate, as well as with local and regional service training. • Contributes to team development and planning, as appropriate.
Cultural effectiveness	• Demonstrates cultural sensitivity and provides culturally responsive practice. • Ensures that the principles of the Treaty of Waitangi are adhered to in addressing work responsibilities. • Attends training and workshops related to improving practice when working with Māori and Pacific people. • Seeks appropriate cultural supervision when necessary to provide a responsive service.
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
• Tangata whaiora and Whānau • Community Agencies • NGO Providers • Primary Health Organisations • Aged Residential Care sector • TEPs • NZ Psychology Board	• Psychology Intern Coordinator • Clinical Supervisor • Team leader • Professional Lead • MHAIDS staff • Lived experience and Family/whanau advisors • Other District staff

About you – to succeed in this role

You will have

Essential:

- Minimum of a bachelor's degree in psychology or equivalent;
- Currently registered as part of Doctoral or Masters' level vocational training in psychology and either have completed research component or be on track to complete research by end of 2027

- Eligible for Registration with NZ Psychologist Board, with Intern Psychologist Scope of Practice;
- Eligible to apply for a current annual practising certificate.
- Current full NZ 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:

- Demonstrate an understanding of mental health in infants, children, adolescents, adults and their families;
- Be able to demonstrate skills effective oral and written communication;
- Recognising and managing risk in a clinical environment;
- Have capacity to work in an emotionally challenging and changing environment;
- Be equipped to responds to changing demands / priorities / workloads at short notice;
- Experience of working in a multi-disciplinary environment;
- The ability to demonstrate patience and compassion to others.

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.