

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 - ICU
Reports to	Team Leader – Social Work Wellington Hospital
Location	Wellington Hospital and Hutt Hospital
Department	Inpatient Allied Health Social Work Team
Date	03/08/2026
Salary band (indicative)ⁱ	SP
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:

Support patients admitted to the Wellington Regional Hospital Intensive Care Unit as well as Hutt Hospital Intensive Care Unit and their whānau. Whilst these are typically adult patients, aged over 16 years, there may be some paediatric patients and whānau within the caseload. The role holder will also work closely with and refer on to other providers.

This position involves provision of high quality clinical psychology support and related services within the ICU service at Capital Coast and Hutt Valley, ensuring patients' needs are met in a culturally, clinically, and legally safe manner.

This includes providing targeted psychological assessments and interventions for clients and their whānau. This role will involve assisting patients, working to support the family/whānau and significant others of patients. Provision of clinical services is a core activity of this, as well as leadership activities to support the development of improved services.

The Clinician will be experienced working with high and complex needs, as well as those from a wide range of cultural and socio-economic backgrounds.

Works in other areas as identified or following a reasonable request in order to support the organisation in managing safe patient care and maintaining service delivery.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	• Provides and delivers psychological assessments, consultations and treatments to patients in Wellington ICU (and whānau where appropriate) • Provides wellbeing support and debriefing to Wellington ICU staff as required • Facilitates the transition of patients on to other organisations and health professionals where necessary (through onward referrals) • Takes legal and professional responsibility for managing a caseload of clients with high and complex needs • Investigates and designs resource-efficient, effective treatment programmes where appropriate to achieve agreed therapeutic objectives • Assesses the client's understanding of assessment, interventions and goals and gains informed consent for intervention, taking into account those who lack capacity (e.g., those with cognitive difficulties) • Regularly reassesses and evaluates the client's progress against identified goals, and adjusts interventions as situations change • Demonstrates provision of, and supports others with culturally safe/bicultural practice with patients and their whānau • Demonstrates an awareness of health inequalities, with evidence of implementing actions within own clinical practice, and also identifying solutions for wider service delivery that will contribute towards reducing inequalities for people and/or whānau • Represents the service and profession by providing clinical knowledge and advice at clinical meetings and case conferences to ensure the delivery of well-planned and coordinated services • Identifies unmet needs of people with admitted to ICU along with potential solutions to address these needs • Works collaboratively with all ICU psychological and social support professionals in DHB and non-DHB services, and has a comprehensive understanding of their skills, experience and scope of practice. • Completes documentation consistent with legal and organisational requirements • Provides advice, teaching and instructions to people admitted to the ICU, whānau and support people as well as other people involved with their care locally and regionally (as required) to promote consistency of care being delivered (within their scope of practice and professional role) • Demonstrates recognition that the client's knowledge, experiences and culture are integral to effectively addressing the presenting health issue and/ or restoring function

	• Provides timely and accurate reports as required • Conducts oneself in a professional manner at all times
Teaching & Learning	• Contributes to the design, development and delivery of specialist training on a range of subjects relating to people admitted to an ICU • 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 • 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
Leadership & Management	• 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 •
Service Improvement & Research	• 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 with in 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.) • 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 care and maintaining service delivery
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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
- Consult Liason - Mary Potter Hospice - CASA] .	- Allied Health MDT team - ICU staff - SMO's - Registrars - Nursing Staff - Health care Assistants] .

About you – to succeed in this role

You will have

Essential:

- [Registered psychologist with clinical scope of practice, or postgraduate health psychology qualification
- Current New Zealand Annual Practicing Certificate
- Clinical placements and or clinical experience applicable to role.
- Focus on delivering high quality care for the patient/client/whānau.
- Self motivated in developing clinical and professional practice
- A commitment and understanding of the Treaty of Waitangi (and application to health) and a willingness to work positively in improving health outcomes for Maori.
- Current full NZ driver's license with ability to drive a manual and automatic car (required for roles based in the community

or where the role may be required to work across multiple sites).

- Proficiency in Microsoft Office, Word, Outlook, PowerPoint, Internet resources and e-mail.
- A high standard of written and spoken English.
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Desired:

- [Demonstrate experience working with people affected by a new physical health diagnosis.
- At least 1 year of experience working within a DHB or other health setting
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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.
- Use rigorous logic and methods to solve difficult problems with effective solutions
- • Use time effectively and efficiently – values time, concentrates efforts on the more important priorities
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Desired:

- [Demonstrate Ability to work flexibly and collaboratively with teams and other professionals to optimise results
- ...]

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.