

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 – Diabetes & Endocrine
Reports to	District Charge Nurse Manager
Location	Capital, Coast and Hutt Valley District
Department	Diabetes & Endocrine
Date	DD-MM-YYYY
Salary band (indicative)ⁱ	APEX Psychologist Collective Agreement step 1-11
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 clinical psychologist functions as part of a multidisciplinary team 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. The clinical psychologist will provide high quality, appropriate mental health assessment, intervention and education across the age range to people with diabetes or endocrine issues and their whānau, as part of a multi-disciplinary team.

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.

In this role, there will be specific focus on:

- Psychological assessment and intervention for people with diabetes, with a goal to support adjustment to diabetes diagnosis, compliance to medical treatment, coping with diabetes management (patients' and whānau); promoting resilience and coping, and reducing the negative impact of diabetes on day-to-day life, or addressing psychosocial factors that may affect acceptance or successful management of diabetes. This may include individual and group work, supporting the Diabetes Youth Camp, work with parents/whānau, and/or neuropsychological assessments.
- To provide outreach clinics at other hospital/community sites or locations (i.e., schools), to provide accessibility and equity of services.
- Ongoing service development, including establishing referral pathways, triaging, consultation and liaison with the referrers and other relevant physical and mental health services and professionals related to the client.
- Providing training for the MDT in assessing and managing mental health risk, and the application of basic psychological techniques to support clients and whānau.

The role may also include psychological assessment and interventions for people with endocrine related issues.

Key Result Area	Expected Outcomes / Performance Indicators
Professional Practice	• 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	• Consistently work and formulate in a relationally-informed manner, using their strong skills and personal attributes as a systemic and relationally-focused psychologist to support the infant-parent dyad. The psychologist will strongly value the therapeutic skill of being alongside, not just, "doing to". • Be responsible for screening, assessment, and intervention as needed, in a competent and evidence-based manner. Interventions will be formulation based and may include individual, couples, family, group, and system interventions • Collaborate effectively with the interdisciplinary diabetes team to support the whānau. This will involve involvement in regular MDTs as required. • Receive relevant clinical supervision/advice concerning professional and practice issues.

	• Ensure that psychology assessments and interventions are implemented according to the Diabetes & Endocrine service procedures. • Where appropriate - effective liaison with GPs, Mental Health Services • Provide psychology input into case conferences and service education sessions • Client related documentation is developed and maintained • All documentation is complete and accurate • Ensures that all parties are kept appropriately informed about the service user's treatment • Support psychological wellbeing people with diabetes and whānau who are clients of the Diabetes & Endocrine service.
Service planning	• Contributes to team development and planning as appropriate • Provides input into local and regional service training.
Cultural Effectiveness	• Demonstrate cultural sensitivity and provide culturally appropriate services through a range of cultural networks and according to team procedures; • Attend training and workshops related to improving services for Māori and Pacific people; • Seek appropriate cultural supervision when necessary to provide a responsive service.
Continuous quality improvement	• Identifies improvement opportunities and notifies the manager of these; • Consider conducting clinical research and data analysis to further the knowledge base about psychosocial and mental health needs of people with diabetes • Participates in the service's quality improvement activities; • Contributes to specific service-development projects, on request by their supervisor and/or the Professional Leader for Psychology; • 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	• Identifies risk and notifies supervisor • Participates in service's risk minimisation activities • Complies with Reportable Events policy and other policies and procedures • Participates in audits and works to update service user files.
Occupational health and safety	• 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
• Families/Whānau of clients • Psychology peers from other Te Whatu Ora regions/organisations • NZ Psychologists Board and professional organisations • Psychology tertiary education providers • Relevant Government agencies and non-governmental organisations • Primary health service providers	• Charge Nurse Manager • Professional Leader for Psychology • Diabetes • Multi-disciplinary team members within Diabetes & Endocrine service • Other Clinical/Health Psychologists • Professional Lead Psychology • Te Haika • MHAIDS Community • CREDS • Allied Health Leaders

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| <ul style="list-style-type: none"> • Education system, including schools and training institutions • Public Health Nurses • GP's • Community Agencies | <ul style="list-style-type: none"> • Consumer and Family Advisors • People and Capabilities • Administrative and support staff |
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About you – to succeed in this role

You will have

Essential:

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.
- Preferred Minimum of 3 years' experience as a Clinical Psychologist and working at a Senior level
- Member of a professional psychological organisation (NZCCP or NZPsS)
- Full drivers licence as travel between our district sites will be a requirement of this role.

Desired:

- Experience in providing education, consultation and support to staff
- Experience in Diabetes or Endocrine care an advantage
- Experience setting up and delivering group sessions

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.
- Excellent interpersonal and communication skills with clients and other healthcare professionals
- Excel at working collaboratively with the multidisciplinary team
- Demonstrate good initiative and problem-solving skills and a positive attitude to finding solutions

- Demonstrate sound knowledge and ability in identifying and managing risk in the clinical environment
- Full drivers licence as travel between our district sites will be a requirement of this role.
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Desired:

- [Ability to respond to changing demands/priorities/workloads
- Places strong value on the importance of relational and systemic work
- Ability to work in complex and demanding systems and remain calm
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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.