

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	Consultant Psychiatrist (Senior Medical Officer)
Reports to	Team Leader – Te Whare o Matairangi Operations Manager – Acute Mental Health Inpatient
Location	Wellington Hospital, Wellington – <i>You would be expected to work across the wider region if required</i>
Department	Te Whare o Matairangi , Mental Health, Addiction & Intellectual Disability Service (MHAIDS)
Date	September 2026
Salary band (indicative)ⁱ	As per ASMS SECA
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 work in a multidisciplinary team setting as a Consultant Psychiatrist, providing high quality diagnosis, treatment and follow up of mental health consumers and supporting the medical and psychiatric development of this service.

The Consultant Psychiatrist is responsible for ensuring that all clinical steps necessary are taken to assist patients to achieve optimal health, wellbeing and safety through the provision of appropriate assessment, intervention and education. The Consultant Psychiatrist, as well as providing high quality diagnosis, treatment and follow-up of patients, is responsible for supporting the clinical development of this service.

Te Whare O Matairangi is a 24 hour mental health assessment and treatment inpatient service for adults aged from 18 upwards who are experiencing serious mental health concerns.

The focus is on recovery and returning people to their usual life with community support if needed. We aim to provide the best possible clinical care in a respectful, supportive, safe and caring environment.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Responsibility	• Assessment and management plans are clearly documented and implemented. • The patient understands the management of, or intervention with the illness. • Appropriate information is given ensuring patients are aware of and in agreement with proposed treatment. • The benefits to the patient from joint management of appropriate professionals are demonstrated. • The appropriate and established ethical standards of practice are met. • Patient case notes, documentation and diagnosis accuracy is of a high standard • All such protocols and practice standards are adhered to.
Research, Planning & Audit	• Clinical research is completed and ethical guidelines followed. • Timely advice is provided to the Clinical Leader on trends in the specialty, predicted needs and future developments to provide input to strategic and operational plans.
Statutory/Legal Responsibilities	• All such legal and statutory duties are undertaken and performed appropriately eg, Medical Practitioners Act, ACC, Coroners Act, Drugs Act.
Administration & Planning	• Provide expert input to case conferences and to service education sessions. • Complete all appropriate patient documentation as specified by appropriate protocols and the Client Pathway. • General practitioners and other health workers are kept appropriately informed about a patient's treatment
Communication	• Communicate clearly, respectfully and simply, ensuring audience understands intent of communication. • Use style of communication that takes account of different cultural communication styles and language.
Career development & Continuing Education	• Take responsibility to develop professional career as agreed in discussion with the Clinical Leader • Participate in DRAM and other in-service training activities. • Participate with senior medical colleagues in DHB-wide business and professional development activities.
Continuous Quality Improve	• Identifies improvement opportunities and notifies the manager of these. • Participates in the service's quality improvement activities. • Provides good patient/client service and is responsive to patient/client requests or complaints. • Complies with standards and works to improve patient/client satisfaction.

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
• Other District's Mental Health Services • Primary Health Services	• Clinical Leader • Clinical Director • Directory of Psychiatry • Operations Manager • Other Psychiatrists and medical staff • Multi-disciplinary staff • Consumer & Family advisor • Kaumatua/Whaea/Matai • Administration Staff.

About you – to succeed in this role

You will have

Essential:

- You demonstrating that you are registered with, or you are eligible for registration with, the Medical Council of New Zealand (MCNZ) and that your scope of practice enables you to undertake the duties of the position to which you have been appointed.
- Hold Fellowship of the Royal Australian and New Zealand College of Psychiatrist (FRANZCP) or equivalent qualification and be able to register for vocational/specialist registration with MCNZ
- You meeting the New Zealand Immigration Service requirements (i.e. work visa or residency requirements, if applicable).
- Experienced Consultant Psychiatrist
- Experience working with Inpatient MH Services
- Experience in providing clinical leadership to other psychiatrists in the team
- Experience in providing clinical leadership in a multi-disciplinary setting
- A full current driver's licence

Desired:

- Experience working with Community MH Services
- Prepared to work across services at short notice

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:

- Problem solve inclusively, and be able to take lead when needed.

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.