

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	Team Lead, Allied Health Oncology Professional Lead, Psychology
Location	Wellington Hospital and multiple locations across the district
Department	Community, Allied Health & Older Adults (CAHOA) Surgical & Anaesthetic Services
Salary band (indicative)ⁱ	APEX 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 works as part of multidisciplinary teams across a range of health services. Under the supervision of a registered psychologist, they provide psychological assessment and intervention to service users and their whānau, ensuring care is delivered in a culturally, clinically, and legally safe manner.

Through supervised clinical practice, the intern will develop skills in assessment, formulation, and intervention with people experiencing a range of psychological and psychosocial challenges associated with illness, disability, and life transitions. They will contribute to service development, quality improvement activities, and initiatives that support positive health outcomes and equitable access to care.

Over time, the intern will take increasing responsibility for a clinical caseload while continuing to receive regular professional supervision and support. The role provides experience working with people with diverse backgrounds and complex needs, supporting the intern's development into a competent and work-ready psychologist.

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 any other relevant legislation. • 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; • Consults with relevant health professionals and advises accordingly; • Maintains professional relationships. • Completes mandatory training as applicable for the role. • Works to ensure that the required clinical hours are achieved and recorded.
Clinical Practice	• Under the guidance of their supervisor, is responsible for making sound clinical decisions with support from the multidisciplinary team. • Demonstrates effective communication to establish a therapeutic relationship and set expectations with tangata whaiora, whānau and the MDT, inclusive of the wider health team and external agencies as appropriate. • With support, assesses tangata whaiora understanding of assessment, interventions and goals, and gains informed consent for intervention. • Ensures all documentation is accurate, complete and consistent with legal and organisational requirements, including 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 appropriate interventions in practice. • Ensures that the principles of the Treaty of Waitangi are adhered to in addressing work responsibilities; • Attends training and workshops related to improving services for Maori 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.

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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.

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Relationships

External	Internal
• Tangata whaiora & whānau • Community Agencies • NGO Providers • Primary Health Organisations • TEPs • NZ Psychology Board	• Clinical Supervisor • Team Leader(s) • Professional Lead, Psychology • Allied Health Oncology staff • Pain Management Service staff • Other district staff relevant to the roles

About you – to succeed in this role

You will have

Essential:

- Minimum of a Bachelor Degree in psychology or equivalent;
- Currently registered as part of Doctoral or Masters' level vocational training programme in psychology;
- 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 license

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 long term and chronic health, ideally within pain and cancer.
- Be able to demonstrate effective oral and written communication
- Recognising and managing risk in a clinical environment.
- Have capacity to work in emotionally challenging and changing environments.
- Be equipped to response to changing demands, priorities, and 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.