

Job Description

Registered Psychologist

Te Roopu Kimiora, Child & Adolescent Mental Health and Addictions Services

Position Title:	Registered Psychologist
Organisation Unit:	Te Roopu Kimiora
Location:	Whangarei, Te Whatu Ora - Health New Zealand Te Tai Tokerau, Northland
Responsible to:	Clinical Team Manager, Te Roopu Kimiora, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	<ul style="list-style-type: none"> To provide a high standard of psychology practice and expertise, contributing to the provision of efficient and effective service within the Te Whatu Ora Youth Service. To provide psychology input into the multi-disciplinary team in an effective and cooperative manner. To work as a key member of the multi-disciplinary team providing assessment, conceptualizations, treatment and consultation, taking account of psychosocial issues relevant to the development and well being of children and adolescents within the context of family/whanau. Liaise with Te Whatu Ora services, community agencies and other child and youth specific organisations (e.g. Schools, G.Ps, Youth Centers) to increase access to specialist care for children and youth requiring the services of mental health professionals. Participate as an effective team member in the development and functioning of the Service with a commitment to bi cultural health delivery, ongoing education, and innovative practice.

Functional Relationships

The Registered Psychologist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> Te Roopu Kimiora Management and staff Child Health and Community Mental Health and Addiction Services Te Whatu Ora Psychologists Other Health Professionals General Manager, Mental Health and Addiction Service Clinical Director, Mental Health and Addiction Service Kaupapa Maori and Psychology Professional Leaders 	<ul style="list-style-type: none"> Education Professionals and schools Government Agencies, e.g., Oranga Tamariki, GSE, Police / Youth Justice Non-Government and Community Agencies Maori Health Providers / Iwi organisations Children, young people and their families

Key Responsibilities and Expected Outcomes

Te Whatu Ora Te Tai Tokerau has established a set of values by which the organisation will respond, in part, to achieving its goals and objectives through their workforce. The following Values and supporting statements are expected behaviours of each individual employed with Te Whatu Ora Te Tai Tokerau:

Values	Supporting Statement
Tāngata i te tuatahi People First	He whakapapa, he mokopuna, he tamariki, he mātua, he tūpuna. He aha te mea nui. He tāngata, he tāngata, he tāngata Our people are central to all we do
Whakaute (tuku mana) Respect	He whakaaro nui ki ētahi atu We treat others as they would like to be treated
Manaaki Caring	Ko te manaaki – he whāngai, he kākahu, he ropiropi. Akona e te whānau whānui We nurture those around us, and treat all with dignity and compassion
Whakawhitiwhiti Kōrero Communication	Whakawhitiwhiti kōrero i runga te tika, te pono me te aroha We communicate openly, safely and with respect to promote clear understanding
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

The position of Registered Psychologist encompasses the following major functions or key result areas:

- Te Tiriti o Waitangi
- In conjunction with colleagues and families, provide comprehensive and developmentally appropriate psychological assessment and treatment for children and youth
- Update skills and knowledge base constantly, in conjunction with the team and with associated individuals, by becoming familiar with up-to-date research, child and youth work practice and other established models of care
- Quality Assurance
- Management and functioning of the Child and Youth Mental Health and Addiction Service
- Health and Safety
- Privacy & Confidentiality

The outcome requirements of the above key responsibility areas are outlined below:

Key Responsibility Area	Expected Outcomes
Te Tiriti o Waitangi	<ul style="list-style-type: none"> • Contribute to the promotion of the articles and principles of Te Tiriti o Waitangi and the involvement of Māori within the decision-making process for their health and independence, within Te Whatu Ora Te Tai Tokerau management processes and procedures • Include the articles and principles of Te Tiriti o Waitangi within all aspects of the role and its outcomes • Ensure that consultation and engagement processes include appropriate mechanisms to meet the need of Māori in a culturally appropriate and safe manner • Attend the Te Whatu Ora Te Tai Tokerau Te Tiriti o Waitangi Training
In conjunction with colleagues and families facilitate access to comprehensive and developmentally appropriate psychological assessment and treatment for children and youth.	<ul style="list-style-type: none"> • Maintain a high standard of professional care in accordance with the standards set by the New Zealand Psychologists Board and the policies of Te Whatu Ora. • In conjunction with the team, help provide the co-ordination needed to redirect children and young people if inappropriately referred or facilitate assessment if indicated. • Collect and document information consistently and systematically, defining confidentiality from the outset and maintaining a safe pathway of care for consumers throughout their contact with the Service. • Conduct comprehensive assessments and utilize standardized psychological assessment techniques as appropriate. • Develop and implement treatment plans based on comprehensive assessment. • Develop and implement individual, family/whanau and group treatment options • Liaise and consult with other team members and persons identified as having functional roles, thereby facilitating a safe pathway of care for referred children and young people.
Update skills and knowledge base constantly, in conjunction with the team and with associated individuals, by becoming familiar with up-to-date research, child and youth work practice and other established models of care.	<ul style="list-style-type: none"> • Schedule time to update knowledge, including attendance at relevant courses/seminars or conferences and reading relevant literature. • Participate in regular clinical supervision with an appropriately qualified and experienced Psychologist. • Establish links with other child and youth focused organisations. • Develop individual plan of skill and knowledge up-date, initially within six months, with regular evaluation of process.

Key Responsibility Area	Expected Outcomes
Quality Assurance	<ul style="list-style-type: none"> • Participate in the team quality assurance process in accordance with policies and procedures. • Ensure all documentation and processes are clear and meet legislative, Te Whatu Ora and Ministry of Health requirements. • Develop, implement and evaluate group treatment programs for clients of the Service • Provide clinical supervision as needed • Participate in any relevant research projects. • Meet annually with the Clinical Team Manager to review and evaluate performance issues and standards and to plan future professional and personal development.
Management and Functioning of The Child and Youth Mental Health and Addiction Service	<ul style="list-style-type: none"> • Work in conjunction with Te Whatu Ora and with those organisations/people identified as having key functional roles with Service. • Attend and participate in team meetings, community meetings, and Te Whatu Ora forums in order to facilitate an effective pathway of the development of the service. • Provide team with up to date knowledge of relevant work practice and contribute to the supervision and clinical practice of colleagues and referrers.
Health & Safety	<ul style="list-style-type: none"> • Ensure compliance with designated responsibilities detailed in Te Whatu Ora Te Tai Tokerau's Health and Safety Policy and annual objectives • Promote an environment of physical, occupational, cultural, ethical and legal safety • Participate in the organisation's Health and Safety Management training programme. • Observe and promote safe work practices, rules and instructions relating to work, and be pro-active in hazard management • Willingly co-operate in the achievement of all health and safety goals and initiatives by: <ul style="list-style-type: none"> • Practicing and observing safe work methods; • The use of safety equipment; • Reporting unsafe conditions or equipment; and • Reporting and documenting all accidents or incidents
Privacy and Confidentiality	<ul style="list-style-type: none"> • Undertake all duties and responsibilities in accordance with the Privacy Act 2020, Health Information Privacy Code 2020, and Privacy Policies and Procedures of Te Whatu Ora Te Tai Tokerau • Complete mandatory induction training on Privacy responsibilities

Variation of Duties

Duties and responsibilities described above should not be construed as a complete and exhaustive list as it is not the intention to limit in any way the scope or functions of the position. Duties and responsibilities may be amended from time to time, in consultation with the employee, to meet any changing conditions and service requirements.

Person Specification

Education and Qualifications

Essential	Desirable
Registered with the NZ Psychologists Board	<ul style="list-style-type: none">Registered in the Clinical Scope of PracticeANZQA post graduate qualification in Child & Adolescent Mental HealthANZQA post graduate qualification in Alcohol and Drug studies and/or Coexisting mental health and addiction studies

Experience

Essential	Desirable
<ul style="list-style-type: none">Working knowledge and commitment to Tikanga.Working knowledge of key child and adolescent issues and psychopathology.Comprehensive assessment, conceptualization and psychological treatment skills.Report writing skillsNetworking skills.Demonstrated ability to defuse or intervene in a crisis situation.A commitment to effective role modelling for children and youth, including promoting a smoke free environment and encouraging alternatives to other health risk behaviours.	<ul style="list-style-type: none">A commitment to further professional development, including tikanga.A working knowledge, and at least two years' experience of professional practice in the area of Mental Health/Psychiatry.Demonstrated ability to work in multi-disciplinary health team.Experience of working in a community setting.Experience working with young people with substance use and mental health problems/disordersExperience designing and facilitating therapeutic groups

Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none">Te Tiriti o Waitangi and its application to the health settingPrivacy Act (2020) and Health Information Privacy Code (2020)Health and Safety at Work Act 2015	<ul style="list-style-type: none">Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills
<ul style="list-style-type: none">Strong interpersonal, written and oral communication skillsGood time managementUse of effective stress management techniquesCulturally responsiveA commitment to personal wellbeingFull driver's license

Personal Attributes

- Sense of humour
- Honesty and Integrity
- Motivated, creative and flexible

Performance Development Review

An initial review of performance will be conducted after three months, with an annual review thereafter.

An individual Development Plan will be developed to reflect the contribution this position is expected to make towards achieving the team's objectives and measures. Key result areas will be developed and agreed at this time.

Authorised by: _____

Signature: _____

Date: _____

Acceptance

Acceptance of the position implies acceptance of this position description.

Position Title: _____

Signature of employee: _____

Date: _____