

Role Description

Position:	Psychologist
Responsible to:	Regional Lead, Cancer Psychological & Social Support Initiative, 3DHB
Professional accountability to:	Professional Leader - Psychology
Location(s):	The individual will be predominantly based within the Hutt Valley DHB, but as this is a 3DHB role, they will need to spend sufficient time across all three DHBs to deliver the requirements of the role.

The Vision, Mission Statements and Values of each of the three DHBs are highly congruent.

Wairarapa DHB Vision:	Well Wairarapa - Better health for all
Hutt Valley DHB Vision:	Whanau Ora ki te Awakairangi Healthy people, healthy families and healthy communities are so interlinked that it is impossible to identify which one comes first and then leads to another.
Capital & Coast DHB Vision:	Better Health and Independence for People, Families and Communities.

Wairarapa DHB Mission:	To improve, promote, and protect the health status of the people of the Wairarapa, and the independent living of those with disabilities, by supporting and encouraging healthy choices.
Hutt Valley DHB Mission:	Working together for health and wellbeing Our mission demonstrates the Hutt Valley DHB's commitment to a cooperative way of working. This includes staff working cooperatively, working in collaboration with the people and organisations we fund, working with organisations from other sectors and working within our community.
Capital & Coast DHB Mission:	Together, Improve the Health and Independence of the People of the District.

Wairarapa DHB Values:	Respect – whakamana tangata; integrity – mana tu; self-determination – rangatiratanga; co-operation – whakawhanaungatanga; and excellence – taumatatanga.
Hutt Valley DHB Values:	'Can do' – leading, innovating and acting courageously; Working together with passion, energy and commitment; Trust through openness, honesty respect and integrity; Striving for excellence.
Capital & Coast DHB Values:	Innovation, Action, A focus on People and Patients, Living the Treaty, Professionalism through Leadership, Honesty, Integrity and Collaboration, Excellence through Effectiveness and Efficiency.

Context

Wairarapa DHB

Wairarapa District Health Board (DHB) is located 1.5 hours north of Wellington and Hutt Valley. It covers a large mainly rural geographic area from Cape Palliser on the south coast, to Mount Bruce in the north. Secondary hospital services are provided from the new 90 bed Wairarapa Hospital (2006) in Masterton, serving a population of around 40,000. Wairarapa DHB has a unique relationship with primary and community services to meet the needs of their population.

Hutt Valley DHB

The Hutt Valley District Health Board (DHB) is a hospital and health provider in the Hutt Valley, located 20minutes from Wellington.

Hutt Valley DHB provides secondary and tertiary, medical and surgical hospital services alongside community based health care. The main facility is Hutt Hospital in Lower Hutt, which has 260 beds. Hutt Valley DHB funds local health providers and works collaboratively with the community to create and support multiple health education initiatives and projects within the region.

Capital and Coast DHB

The Capital and Coast District Health Board (CCDHB) covers a region extending from Wellington to Otaki. It comprises delivery arms in primary, secondary and tertiary health. Hospital and Health Services (HHS) is primarily responsible for the hospital and health services delivered via a new Wellington Regional Hospital; a secondary and community facility at Kenepuru; a Forensic, Rehabilitation and Intellectual Disability Hospital at Ratonga Rua-o-Porirua; and Kapiti Community Hospital.

Collectively, joint services provided across the three DHBs are referred to as 3DHB in this role description.

Service Perspective

This role is part of a new multidisciplinary team (Cancer Psychological & Social Support Initiative) created from funding provided by the Ministry of Health under the Faster Cancer Treatment (FCT) programme. This team is building on existing services being delivered to this patient group by staff in the 3 sub-regional district health boards.

The hospital and health services of the DHBs provide a range of services, one such group of services is the Older Adult, Rehabilitation and Allied Health service (ORA), which provides support to people of all ages in inpatient, outpatient and community settings. The new team is part of the ORA Service, which is based at Capital & Coast DHB.

Allied health teams are comprised of Physiotherapists, Occupational Therapists, Speech Language Therapists, Dieticians, Social Workers, Psychologists and Allied Health Assistants. Wherever possible the disciplines work closely with each other and with nursing and medical colleagues to provide integrated care for the people we see. The team has strong relationships with other areas of the District Health Board and NGO providers, including Community ORA, outpatient services and NASC agencies.

Role Perspective

This role provides clinical assessment and interventions to people living within the Capital and Coast DHB, Hutt Valley DHB and Wairarapa DHB districts who have high psychological and social support needs from the point of high suspicion of cancer through to end of intensive cancer treatment.

The role holder will provide individual psychological care to patients and their family/whanau, as well as developing psycho-educational groups to improve the wellbeing and adjustment of patients who are facing the impact of a cancer diagnosis and treatment. This would include conducting detailed psychological assessments, and formulating and implementing a plan for psychological therapy for patients and their family / whanau.

A key focus is on maximising the person's ability to engage in treatment and providing psycho-social assessment, intervention and support to minimise the impact of the diagnosis and treatment on the patient and/or their family/whanau. This will include, but not be limited to anxiety (general, phobias), depression, suicidal ideation, body image concerns, sexual functioning, relationship difficulties and some physical symptoms.

The team will improve the experience for people with high psychological and social support needs as a result of a cancer or suspected cancer diagnosis. They will do this by delivering evidence-based interventions and ensuring that service users have timely and equitable access to psychological and social support services. The person in this role will work with clients both at the tertiary DHB setting and in their own communities across the 3 DHBs. The team will also work closely with and refer on to other providers.

Purpose of the role

The psychologist provides high quality psychological support to patients and their families/whanau with high needs on the high suspicion to treatment cancer pathway. This includes providing targeted psychological assessments and interventions for clients.

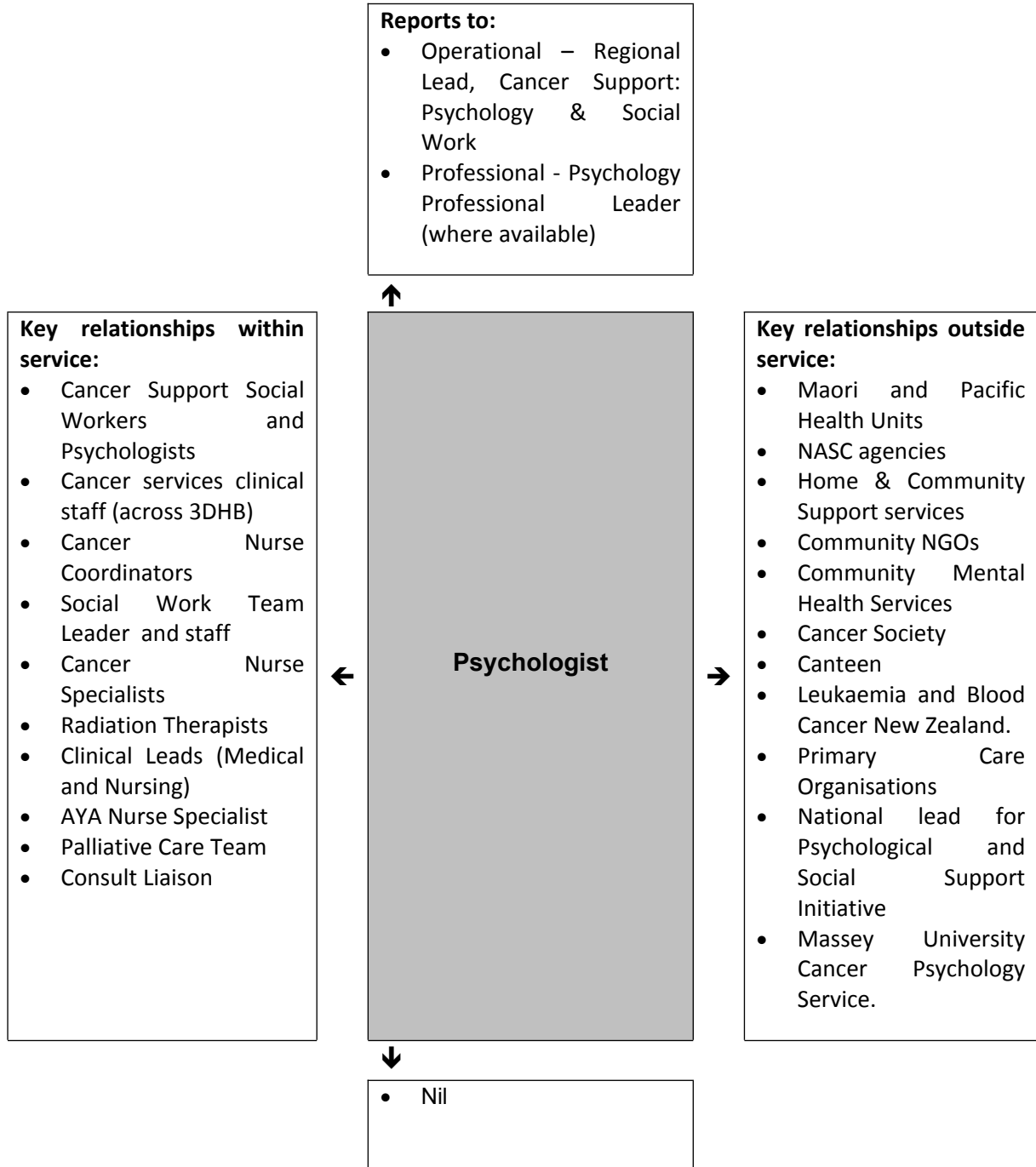
Key Accountabilities

Key Accountability	Deliverables / Outcomes
Clinical Practice	<ul style="list-style-type: none"> • Provides and delivers psychological assessments, consultations and treatments to patients affected by cancer (and whānau where appropriate), including those with high and complex presentations. • Provides psycho-education groups where appropriate, to improve the wellbeing and adjustment of patients • Facilitates the transition of patients on to other organisations and health professionals where necessary (through onward referrals) where required • Takes legal and professional responsibility for managing a caseload of clients with high and complex needs • Investigates and designs resource-efficient, effective treatment programmes (for client groups), 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 re-assesses 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 cancer along with potential solutions to address these needs • Works collaboratively with all cancer 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 with cancer, carers and relatives 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	<ul style="list-style-type: none"> • Contributes to the design, development and delivery of specialist training on a range of subjects relating to people with cancer • Contributes to wider workforce capability by providing education in working with people with cancer across relevant sectors (e.g. social sector / health) • 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

	<p>worked in</p> <ul style="list-style-type: none"> • 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 to other psychologists where appropriate to their level of experience/expertise, and in line with the organisation’s requirements and / or professional body
<p>Leadership & Management</p>	<ul style="list-style-type: none"> • 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 support 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
<p>Service Improvement and research</p>	<ul style="list-style-type: none"> • 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 cancer, 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 cancer • 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

	<ul style="list-style-type: none"> • 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 with cancer • 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 Relationships & Authorities



Capability Profile

Competencies

Solid performance in the role requires demonstration of the following competencies. These competencies provide a framework for selection and development.

Competency	Behaviours
Problem Solving	<p>Uses rigorous logic and methods to solve difficult problems with effective solutions</p> <p>Probes all fruitful sources for answers</p> <p>Can see hidden problems</p> <p>Is excellent at honest analysis</p> <p>Looks beyond the obvious and doesn't stop at first answers</p>
Priority Setting	<p>Spends his/her time and the time of others on what's important</p> <p>Quickly zeroes in on the critical few and puts the trivial many aside</p> <p>Can quickly sense what will help or hinder in accomplishing a goal</p> <p>Eliminates roadblocks</p> <p>Creates focus</p>
Interpersonal Savvy	<p>Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation</p> <p>Builds appropriate rapport</p> <p>Builds constructive and effective relationships</p> <p>Uses diplomacy and tact</p> <p>Can diffuse even high-tension situations comfortably</p>
Communication	<p>Practises active and attentive listening.</p> <p>Explains information and gives instructions in clear and simple terms.</p> <p>Willingly answers questions and concerns raised by others.</p> <p>Responds in a non-defensive way when asked about errors or oversights, or when own position is challenged.</p> <p>Is confident and appropriately assertive in dealing with others.</p> <p>Deals effectively with conflict.</p>
Team Work	<p>Develops constructive working relationships with other team members.</p> <p>Has a friendly manner and a positive sense of humour.</p> <p>Works cooperatively - willingly sharing knowledge and expertise with colleagues.</p> <p>Shows flexibility - is willing to change work arrangements or take on extra tasks in the short term to help the service or team meet its commitments.</p> <p>Supports in word and action decisions that have been made by the team</p>
Self Development	<p>Personally committed to and actively works to continuously improve.</p> <p>Understands that different situations and levels may call for different skills and approaches.</p> <p>Works to deploy strengths.</p> <p>Works on compensating for weakness and limits.</p>

Other aspects of capability not covered by the above competencies

a) Knowledge and Experience:

- At least 2 years post-graduate experience of working in a clinical role
- Experience of working in a general hospital / physical health setting
- Experience of working with patients with complex needs
- Ability to demonstrate a high level of interpersonal skills
- Ability to work on own initiative and organise own workload to operate effectively

- IT literate and able to use MS Word, Excel, PowerPoint and Outlook
- Ability to juggle competing demands
- Ability to handle stress productively
- Ability to work flexibly and collaboratively with teams and other professionals to optimise results

b) Essential Professional Qualifications / Accreditations / Registrations:

- Registered Psychologist with clinical scope of practice, or Postgraduate Health Psychology qualification
- Current New Zealand Annual Practising Certificate
- Member of New Zealand Psychological Society or New Zealand College of Clinical Psychologists.

c) Someone well-suited to the role will place a high value on the following:

- Professionalism
- Multidisciplinary working
- Communication
- Initiative
- Cooperation
- Bicultural and multicultural partnerships

d) Other:

- Emotionally resilient
- Flexible and adaptable
- Proactive and motivated – responds positively to new challenges
- Skilled in time and organisational management
- Current New Zealand Driver’s Licence and ability to drive manual and automatic vehicles

Wairarapa, Hutt Valley and Capital and Coast District Health Boards are committed to supporting the principles of Equal Employment Opportunities (EEO) through the provision and practice of equal access, consideration, and encouragement in the areas of employment, training, career development and promotion for all its employees.

The DHBs are committed to Te Tiriti o Waitangi principles of partnership, participation, equity and protection by ensuring that guidelines for employment policies and procedures are implemented in a way that recognises Māori cultural practices.

This role description will be reviewed regularly in order for it to continue to reflect the changing needs of the organisation. Any changes will be discussed with the position holder before being made. Annual objectives and performance measures will be set each year during the annual performance planning and development meeting.

Date effective: _____

Manager’s signature: _____

Employee’s signature: _____