

Position Description

Position	Clinical Psychologist, Child Development Service
Service / Directorate	Surgical, Women's and Children
District	Capital, Coast & Hutt Valley
Responsible to	Manager Child Development Service
Children's Act 2014	This position is classified as a children's worker, requiring a safety check including police vetting before commencing and every three years
Location	This position is expected to work from Hutt Valley hospital

Te Whatu Ora

The Health System in Aotearoa is entering a period of transformation as we implement the Pae Ora/Healthy Futures vision of a reformed system where people live longer in good health, have improved quality of life, and there is equity between all groups.

We want to build a healthcare system that works collectively and cohesively around a shared set of values and a culture that enables everyone to bring their best to work and feel proud when they go home to their whānau, friends and community. The reforms are expected to achieve five system shifts. These are:

1. The health system will reinforce Te Tiriti principles and obligations
2. All people will be able to access a comprehensive range of support in their local communities to help them stay well
3. Everyone will have equal access to high quality emergency and specialist care when they need it
4. Digital services will provide more people the care they need in their homes and communities
5. Health and care workers will be valued and well-trained for the future health system

Context

Capital, Coast & Hutt Valley district provides hospital and health services in primary, secondary and tertiary healthcare to a total population base of approximately 445,000 citizens.

We are accountable for meeting the needs of and improving health outcomes for all the constituent populations of our district, and the region more broadly. Together we:

- provide secondary and tertiary, medical and surgical hospital services alongside community based health care
- fund local health providers and work collaboratively with the community to create and support multiple health education initiatives and projects within the region

- deliver health services directly as well as contracting external providers
- provide local, sub-regional, regional and national health services as well as community-based health, rehabilitation and support services.

The majority of the district's population live in Wellington and Lower Hutt. The Māori and Pacific populations of Lower Hutt and Wellington are proportionally similar, with the largest Pacific population in the region in Porirua. Kapiti and Upper Hutt have similar numbers of Māori and Pacific people. Most people are enrolled with a GP near their place of residence, so the increasing focus on community-based healthcare is expected to lead to better health outcomes for these population groups. Hutt Hospital provides secondary and some tertiary, medical and surgical hospital services alongside community based health care from its main facility in Lower Hutt City. In addition to funding local health providers and working collaboratively with the community to create and support multiple health education initiatives and projects, Hutt Hospital is the centre for five tertiary regional and sub-regional services - Plastics, Maxillofacial and Burns Services; Rheumatology; Dental Services; Regional Public Health; and Regional (Breast and Cervical) Screening Services.

Wellington Regional Hospital in Newtown is the region's main tertiary hospital with services such as complex specialist and acute procedures, intensive care, cardiac surgery, cancer care, neurosurgery and renal care. The hospital is the key tertiary referral centre for the lower half of the North Island and the upper half of the South Island.

Kenepuru Community Hospital and Kapiti Health Centre provide secondary and community services based in Porirua and the Kapiti Coast

MHAIDS is the mental health, addictions and intellectual disability service for the Wairarapa District and Capital, Coast & Hutt Valley District, with multiple specialist facilities. Ratonga Rua-o- Porirua is our forensic, rehabilitation and intellectual disability inpatient unit.

Te Tiriti o Waitangi and Māori Health Outcomes

Māori are the indigenous peoples of Aotearoa. We have particular responsibilities and accountabilities through this founding document of Aotearoa. We value Te Tiriti and have adopted the following four goals, developed by the Ministry of Health, each expressed in terms of mana and the principles of:

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|------------------------|--|
| Mana whakahaere | Effective and appropriate stewardship or kaitiakitanga over the health and disability system. This goes beyond the management of assets or resources. |
| Mana motuhake | Enabling the right for Māori to be Māori (Māori self-determination); to exercise their authority over their lives, and to live on Māori terms and according to Māori philosophies, values and practices including tikanga Māori. |
| Mana tāngata | Achieving equity in health and disability outcomes for Māori across the life course and contributing to Māori wellness. |
| Mana Māori | Enabling Ritenga Māori (Māori customary rituals) which are framed by Te Aō Māori (the Māori world), enacted through tikanga Māori (Māori philosophy & customary practices) and encapsulated within mātauranga Māori (Māori knowledge). |

We will target, plan and drive our health services to create equity of health care for Māori to attain good health and well-being, while developing partnerships with the wider social sector to support whole of system change.

The Vision, Mission and Values from our District

We bring forward and join our values within our district. These will change as we become a team of teams within Te Whatu Ora.

Hutt Valley

- 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.
- Mission:** Working together for health and wellbeing.
- Ō mātou uara - Values:** Mahi Pai 'Can do': Mahi Tahi in Partnership: Mahi Tahi Te Atawhai Tonu
Always caring and Mahi Rangatira being our Best

Capital and Coast:

- Vision:** Keeping our community healthy and well
- Mission:** Together, Improve the Health and Independence of the People of the District
- Values:** Manaakitanga – Respect, caring, kindness
Kotahitanga – Connection, unity, equity
Rangatiratanga – Autonomy, integrity, excellence

District Responsibility

The district leadership have collective accountability for leading with integrity and transparency a progressive, high performing organisation, aimed at improving the health and independence of the community we serve and achieving equitable outcomes for all. The leadership team are responsible for achieving this aim, aligned with our Region, within the available resources, through a skilled, empowered, motivated and supported workforce in line with government and HNZ policy.

Unit Perspective

Two to three paragraphs covering the purpose and structure of the directorate / business unit

Purpose of the role

Hutt Valley Child Development Service provides developmental assessment and intervention for children with a disability aged from 0 years up to 16 years in a multidisciplinary outpatient service using a holistic approach to enable children with disabilities to reach their maximum potential within their families and extended environment. The team currently consists of occupational therapists, speech and language therapists, and physiotherapists, visiting neuro developmental therapists, psychologist and therapy assistant and a developmental services coordinator.

The clinical psychologist works as a member of the team, providing a comprehensive developmental assessment and some treatment services for children aged 2-16. The position involves working in an outpatient capacity both within the hospital and in the community liaising with parents, preschools, schools and appropriate Community Agencies.

Key Accountabilities

The following role accountabilities may evolve with organisational change and there may be additional duties, relevant to this position that will be required to be performed from time to time.

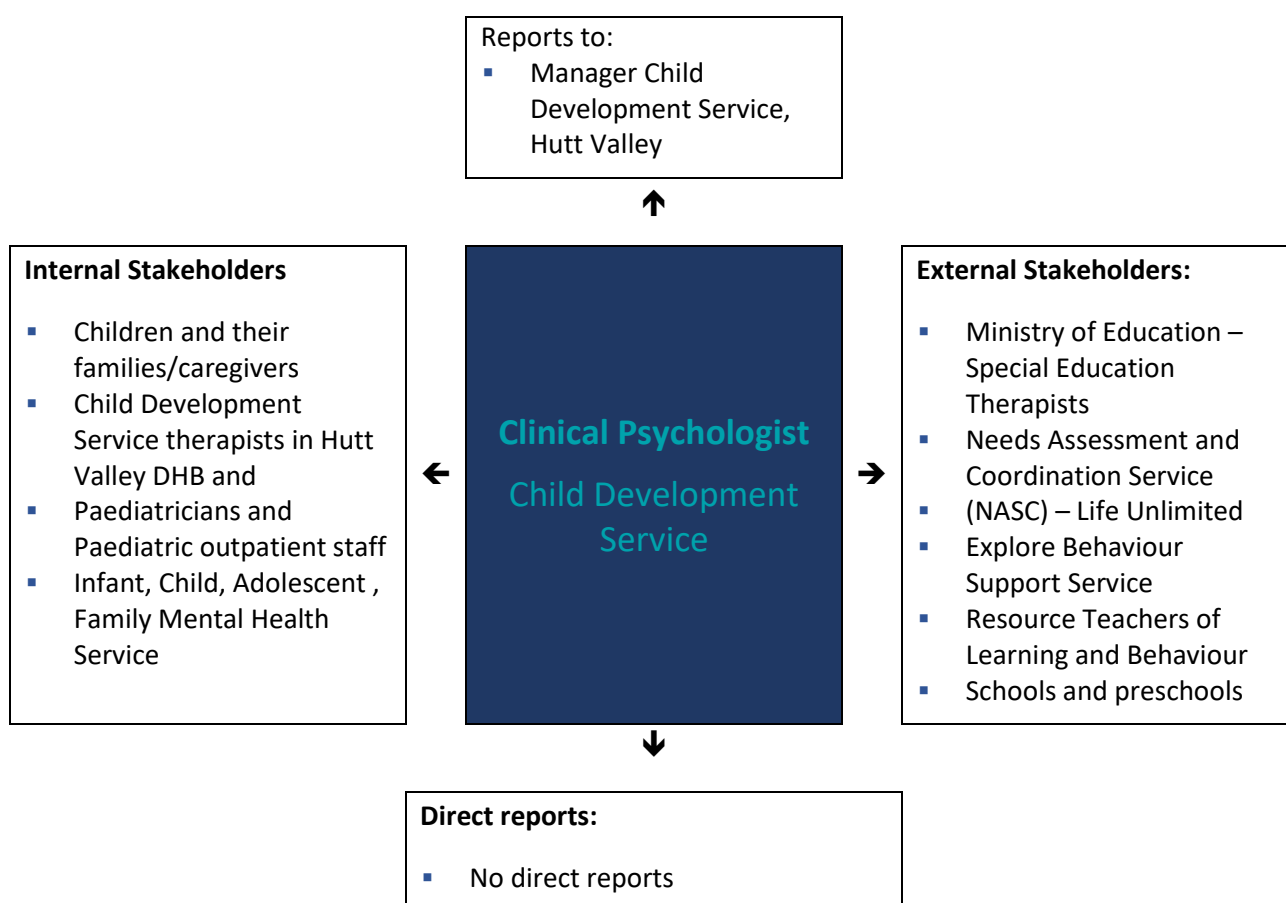
1. Provide a high quality Clinical Psychology service in the assessment and treatment of Child Development Service clients that meets company policies, safety requirements, procedural guidelines and the code of ethics endorsed by the NZ Psychologists Registration Board.
2. Determines whether request for specialist psychological assessment is appropriate, completes developmental assessment, uses appropriate assessment tools for the age and circumstances of the child, obtains background information from schools and other appropriate sources with parental permission, communicates the results of assessments both orally and in writing to the referrer and family in language that is appropriate to the family and makes suggestions for ongoing client management in consultation with other team members.
3. Provide evidence based therapeutic interventions as appropriate in an individual, family or group context.
4. Apply and adhere to all relevant legislative requirements, national and local standards and the principles of the Treaty of Waitangi in the practice of Clinical Psychology.
5. Apply high level professional clinical skills, expertise and knowledge in the assessment and treatment of clients and in particular clients with a disability.
6. Produce and maintain accurate records, notes and other documentation, which are clear and up to date.
7. Maintain acceptable quality of work where targets are regularly met.
8. Demonstrate cultural sensitivity and an ability to facilitate culturally appropriate practices.
9. Initiate, supervise and carry out research that is service relevant and furthers the body of psychological knowledge.
10. Work co-operatively and competently as a team member to assist in the identification, development and achievement of team goals, quality assurance, procedures, policies that meets both team and organisational standards.
11. Liaises with other services within the hospital and community as casework requires and provide consultation to relevant community services, meets with other agencies where appropriate to exchange ideas and develop resources, makes contact with community groups and parent groups where appropriate.
12. Provide assistance in the co-ordination and allocation of clinical responsibilities, caseloads and resources that meets both client, team and organisational requirements
13. Assist in providing clinical experience and provide clinical supervision and education for Clinical Psychology/Psychology students / interns that meets the requirements for their post-graduate training.
14. Provide advice in clinical matters to Clinical Psychologists.

15. Supervise Clinical Psychologists employed in Child Health Services, arranged in conjunction with the Advisor in Clinical Psychology, that enhances their performance and meets the supervisory requirements of the NZ College of Clinical Psychologists.
16. Be in appropriate clinical supervision that meets the requirements of the NZ College of Clinical Psychologists and the District Health Board, as well as seek advice from Consultant Clinical Psychologists or the Advisor in Clinical Psychology concerning professional practice issues.
17. Identify, develop and enhance the professional development of self to a level that meets or exceeds identified performance standards. This includes active participation in appropriate service education and training, and other educational opportunities as provided by NZ College of Clinical Psychologists.
18. Completes annual performance appraisal process.

Key accountabilities	Deliverables / Outcomes
1. Technical outcomes / accountabilities	<ul style="list-style-type: none"> ▪ itemised
2. Leadership	<ul style="list-style-type: none"> ▪ itemised
3. Stakeholder engagement	<ul style="list-style-type: none"> ▪ Actively work in partnership with other directorates and key stakeholders in the value for money design and delivery of effective project management services. ▪ Constructive strategic and tactical relationships and partnerships are developed with a range of groups and individuals both internal and external to the DHBs that supports and enables problem solving and the implementation of solutions ▪ A partnering approach is implemented to the delivery of services to the DHBs in a way that facilitates and supports shared agenda and objectives.
4. Continuous improvement and innovation	<ul style="list-style-type: none"> ▪ Establish a culture of continuous improvement, ensuring linked and cohesive 2DHB view of the support services function that identifies opportunities and co-designs innovative solutions to meet the changing needs, from local customers through to district services or whole sector.

5. Te Tiriti o Waitangi	<ul style="list-style-type: none"> Work in partnership with stakeholders to achieve our equity goals for Māori and ensure Te Tiriti o Waitangi obligations are adhered to Equity outcomes are front and centre in goals, performance monitoring and plans for service and team performance Cultural competence is grown across the team, supporting inclusion and partnership.
6. Health & Safety	<ul style="list-style-type: none"> Ensure all Health & Safety obligations under the legislation are applied and managed to and that a culture of safe practice is second nature Actively support and ensure compliance with Health & Safety policy and procedures; ensuring staff also support and comply. Maintain a proactive culture of Health & Safety supported by systems. Ensure providers are aware of and have processes to comply with their health and safety responsibilities

Key Relationships & Authorities



Capability Profile

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

Competency	Behaviours
Interpersonal Savvy	<ul style="list-style-type: none"> Relates well to all kinds of people – up, down, and sideways, inside and outside the organisation Builds appropriate rapport Builds constructive and effective relationships Uses diplomacy and tact Can diffuse even high-tension situations comfortably
Organising	<ul style="list-style-type: none"> Can marshal resources (people, funding, material, support) to get things done Can orchestrate multiple activities at once to accomplish a goal Uses resources effectively and efficiently Arranges information and files in a useful manner
Planning	<ul style="list-style-type: none"> Accurately scopes out length and difficulty of tasks and projects Sets objectives and goals Breaks down work into the process steps Develops schedules and task/people assignments Anticipates and adjusts for problems and roadblocks Measures performance against goals Evaluates results
Decision Quality	<ul style="list-style-type: none"> Makes good decisions (without considering how much time it takes) based upon a mixture of analysis, wisdom, experience, and judgement Most of his/her solutions and suggestions turn out to be correct and accurate when judged over time Sought out by others for advice and solutions
Problem Solving	<ul style="list-style-type: none"> Uses rigorous logic and methods to solve difficult problems with effective solutions Probes all fruitful sources for answers Can see hidden problems' Is excellent at honest analysis Looks beyond the obvious and doesn't stop at the first answer
Quality & Innovation	<ul style="list-style-type: none"> Provides quality service to those who rely on one's work. Looks for ways to improve work processes - suggests new ideas and approaches. Explores and trials ideas and suggestions for improvement made by others. Shows commitment to continuous learning and performance development.
Negotiating	<ul style="list-style-type: none"> Can negotiate skilfully in tough situations with both internal and external groups; Can settle differences with minimum noise; Can win concessions without damaging relationships; Can be both direct and forceful as well as diplomatic; Gains trust quickly of other parties to the negotiations; Has a good sense of timing

Experience and Capability

A. Knowledge, Skills & Experience:

- Preferred minimum of 2 years clinical practice in Child Mental Health , Child Disability or related areas
- Some knowledge, clinical experience and skills with developmental delay/child disability and some experience working with children and adolescents
- Some knowledge, experience and skills in use of psychometrics (e.g. WPPSI,WISCV,WIAT,ABAS)

- Ability to interpret and formulate clinical findings and make practical recommendations about treatment and skill building
- Ability to work autonomously and as member of the interdisciplinary team
- Ability to plan and manage time effectively, meeting deadlines
- Excellent interpersonal and communication skills (oral and written)
- Trained in and experience in use of Griffiths assessment and Autism Diagnostic Observation Schedule (ADOS)
- Experience in working with children with disabilities and their families
- Experience in working in a Child Development Service
- Trained in and Experience in the use of the Autism Diagnostic Observation Schedule

B. Essential Professional Qualifications / Accreditations / Registrations:

- Masters degree in Psychology and Post graduate Diploma in Clinical Psychology or equivalent
- Registered with New Zealand Psychologists Board with current annual practicing certificate
- Experience in working with children and their families essential

C. Someone well-suited to the role will place a high value on the following:

- Focus on delivering high quality care for the patient/client/whānau
- Working across hospital teams and community services to provide comprehensive assessments and treatment
- Participation in parent education seminars and community education
- Continual improvement focus
- Innovation & Research
- Health Equity

Ma tini, ma mano, ka rapa te whai
By joining together we will succeed

Te Whatu Ora is 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.

We 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.