

Position Description | Te whakaturanga ō mahi

Title	Clinical Psychologist			
Reports to	Mental Health Services for Older People (MHSOP)			
Location	Taranaki Base Hospital			
Department	Mental Health and Addictions Services			
Direct Reports	n/a		Total FTE	n/a
Budget Size	Opex	n/a	Capex	n/a
Delegated Authority	HR	n/a	Finance	n/a
Date	June 2026			
Job band (indicative)	APEX Psychologist MECA			

Te Whatu Ora | Health New Zealand

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

Te Mauri o Rongo – The New Zealand Health Charter (to be confirmed)

Te Mauri o Rongo is currently being finalised – this section provides an overview of anticipated content. In order to guide the culture, values, and behaviour expected of the health sector, Health New Te Mauri o Rongo provides common values, principles and behaviours through four Pou, to guide health entities and their workers, enabling a cultural transformation of the health sector. Te Mauri o Rongo fundamentally upholds a key system shift of the New Zealand health reforms to reinforce and embrace Te Tiriti and our obligations to it.

The pou are a platform and a foundation to empower a culture transformation, every person is guided to align themselves to the pou and enact the values and behaviours that the pou represent. Employers and employees are expected to uphold Te Mauri o Rongo in their work and environments as part of our commitment to achieving Pae Ora (healthy futures) for all.

It is fundamental that the four Pou of Te Mauri o Rongo are upheld by the health entities and their workforce.

Wairuatanga	The ability to work with heart	<i>"When we come to work, we are able and supported by others to be our whole selves. When we return home we are fulfilled".</i>
Rangatiratanga	Ensuring that the health system has leaders at all levels who are here to serve	<i>"As organisations we support our people to lead. We will know our people; we will grow those around us and be accountable with them in contributing to Pae Ora for all"</i>
Whanaungatanga	We are a team, and together a team of teams	<i>"Regardless of our role, we work together for a common purpose. We look out for each other and keep each other safe. Together we are whānaunga, we are the workforce - kaimahi hauora"</i>
Te Korowai Manaaki	Seeks to embrace and protect the workforce	<i>"The wearer of the cloak has responsibility to act/embody those values and behaviours"</i>

About the role

This position is responsible for providing psychology services to clients of the Mental Health Service Older People (MHSOP). As well as providing psychological assessment and intervention, including community-based groups, neuropsychological assessment is a component of this position.

Key Result Area	Expected Outcomes / Performance Indicators – Position Specific
1. Clinical Duties Provision of specialist psychological consultation assessments and interventions/therapies including neuropsychological assessment.	• Assessment, including neuropsychological assessment, psychological testing and treatment as appropriate. • Collaborative working with Service User/Tangata Whaiora • The management of a clinical caseload. • Report writing and the completion of the required documentation in a timely manner. • Provision of individual counselling or psychotherapy where indicated. • Facilitation of group treatment programmes as required • Education for families/whanau as required • Key working as appropriate. • Adherence to TDHB Mental Health and Addiction Policies and Procedures
2. Multi-Disciplinary Teamwork Works collaboratively and liaises with colleagues.	• Active participation within the MDT • Ensures timely and effective communication and consults with the MDT • Shares specialist knowledge and skills with team members • Contributes to the operational and strategic development of MHSOP • Role models open direct, honest, and respectful communication and professional behaviours • Fosters a team environment that enhances partnership and co-operation.
3. Health and Safety/Continuous Improvement	• Ensures practice is based on nationally recognised standards • Ensures and maintains ethical and professional practice. • Ensures compliance of the Health and Safety in Employment Act (1992) and subsequent amendments • Ensures practice is monitored and standards consistently raised

4. Service Development Participates in quality improvement initiatives.	• Involvement in teaching and training others. • Publication of research findings and conference presentations. • Participation in attaining/maintaining best practice and quality assurance standards.
5. Professional Development	• Ensures ongoing professional development. • Ensures regular clinical supervision to address areas of difficulty and review quality of practice. • Practices in accordance with legal, ethical, culturally sensitive and professional standards. • Maintains and develops expertise and knowledge in health/clinical psychology. • Participates in the Psychology Boards CCP programme. • Provides supervision as appropriate

Key Result Area	Expected Outcomes / Performance Indicators – All Te Whatu Ora Leaders
Te Tiriti o Waitangi	• Remains focused on the pursuit of Māori health gain as well as achieving equitable health outcomes for Māori • Supports tangata whenua- and mana whenua-led change to deliver mana motuhake and Māori self-determination in the design, delivery and monitoring of health care • Actively supports kaimahi Māori by improving attraction, recruitment, retention, development, and leadership
Equity	• Commits to helping all people achieve equitable health outcomes • Demonstrates awareness of colonisation and power relationships • Demonstrates critical consciousness and on-going self-reflection and self-awareness in terms of the impact of their own culture on interactions and service delivery • Willingness to personally take a stand for equity • Supports Māori-led and Pacific-led responses
Culture and People Leadership	• Lead, nurture and develop our team to make them feel valued • Prioritise developing individuals and the team so Te Whatu Ora has enough of the right skills for the future, supporting diversity of leadership to develop – Māori, Pacific, people with disabilities and others • Provides leadership that shows commitment, urgency and is visibly open, clear and innovative whilst building mutually beneficial partnerships with various stakeholders both internally and externally • Implement and maintain People & Culture strategies and processes that support provide an environment where employee experience, development and performance management drive achievement of the organisation's strategic and business goals • Ensures Business Unit culture develops in line with expectations outlined in Te Mauri o Rongo (the Health Charter, once developed), ensuring unification of diverse teams whilst simultaneously supporting local cultures to be retained & strengthened
Innovation & Improvement	• Be open to new ideas and create a culture where individuals at all levels bring their ideas on how to 'do it better' to the table

	• Model an agile approach –tries new approaches, learns quickly, adapts fast • Develops and maintains appropriate external networks to support current knowledge of leading practices
Collaboration and Relationship Management	• Models good team player behaviour, working with colleagues to not allow silo thinking and behaviour at decision making level to get in the way of doing our best and collegially supports others to do the same • Work with peers in Te Aka Whai Ora Māori Health Authority and Pacific Health Business Unit to ensure the voice of and direct aspirations of Māori and Pacific People are reflected in planning and delivery of services
Health & safety	• Exercises leadership and due diligence in Health and Safety matters and ensures the successful implementation of Health and Safety strategy and initiatives • Taking 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 • Lead, champion, and promote 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 the Clinical Team Leader

- Significant clinical, organisational, environmental, professional or personal risk to self, others or whāiaora/whānau of the service

Relationships

External	Internal
• General Practitioner's • GP Practice Nurses • Other District Health Boards • Community Services and Providers • Non-Government Organisations	• Older Peoples Health and Rehabilitation Services (OPHRS) • Mental Health and Addictions Services Wards and Departments • Psychology Professional Lead • Community Support Services (CSS)

About you – to succeed in this role

You will have:

Essential:

- Doctoral or Master's Degree in Psychology and Diploma in Clinical Psychology or equivalent
- Registered Clinical Psychologist, Clinical Psychology Scope of Practice.
- Complies with the requirements of the Continuing Competence programme outlined by the New Zealand Psychology Board.

- Experience in implementing Te Tiriti o Waitangi in action
- Experience in working with individuals, families and groups in community settings preferably with older adults.
- An understanding of older adult mental health issues including dementia.

Skills:

Essential:

- Demonstrate an understanding of the significance of and obligations under Te Tiriti o Waitangi, including how to apply Te Tiriti principles in a meaningful way in your role
- Take care of own physical and mental wellbeing, and have the stamina needed to go the distance
- Excellent time management, documentation, clinical triaging and negotiating skills.
- Ability to manage a high and varied workload.
- Ability to work autonomously and as one of a multi-disciplinary team.
- Ability to maintain confidentiality and work ethically at all times.
- Demonstrates initiative and flexibility.
- Ability to support and implement change.
- Clinical role modelling with a high degree of maturity, stability and self-confidence.
- Demonstrates a caring professional manner and is aware of and sensitive to all cultural issues.
- Knowledge of Quality Assurance and accreditation principles and a commitment to continuous quality improvement.
- Computer literate and proficiency in Outlook, MS work and Power Point.
- Current full NZ Drivers Licence.

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.