

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	Psychologist – Child & Adolescent Mental Health Services (CAMHS)
Reports to	Clinical Team Leader, CAMHS
Location	Taranaki Base Hospital
Department	Child & Adolescent Mental Health Services
Date	2026
Salary band (indicative)ⁱ	APEX Psychology Collective Agreement
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:

Provide comprehensive psychological assessment for service users/tangata whaiora, up to age 18, with suspected neurodevelopmental conditions with a view to diagnostic formulation. The post holder will work with colleagues in the multidisciplinary team to ensure that psychological frameworks and understanding of neurodivergence are incorporated into the care planning for assessed service users/tangata whaiora.

Key Result Area	Expected Outcomes / Performance Indicators
Clinical Practice	- Works collaboratively with the multi-disciplinary team and participates in planning care for service users/tangata whaiora and whānau accessing CAMHS services - Accepts and responds appropriately to requests/referrals for psychological assessments in consultation with the MDT, psychology colleagues and Psychology Professional Lead - Undertakes comprehensive assessments for service users/tangata whaiora with suspected neurodevelopmental conditions (including intellectual disability; autism; foetal alcohol spectrum disorder and complex ADHD) contributing to

	the overall picture and care planning for the Service User/Tangata Whaiora. • Communicates (via written report and verbally) the findings of assessments and recommendations with the Service user/Tangata Whaiora; whānau; school and other agencies as appropriate and in a timely manner • Administers and stores psychometrics (and data collected) in accordance with Health NZ Te Whatu Ora Taranaki guidance • Works from a collaborative model with service users/tangata whaiora and whānau and informed consent is evident • Completes required documentation, patient contact and outcome data in accordance with requirements for service. • Liaises with referrers, colleagues and primary care providers as required. • Attends multidisciplinary team or other professional meetings where relevant. • Commits to maintaining their own registration and meeting their professional requirements. • Ensures profession models best clinical practice and that this is evidence based. • Travels to different locations within the Taranaki region if appropriate for service delivery. • Adheres to Health NZ Te Whatu Ora Taranaki Mental Health & Addictions Policies and Procedures
Teaching and Learning	• Engages in regular clinical supervision in accordance with professional standards. • Attends collegial meetings and in-service/mandatory training as required. • Is involved in educating, supporting and supervising interns and students as appropriate • Supports team members at clinics, meetings and ward rounds (as appropriate). • Is involved in teaching & training & providing consultation to others • Sets professional learning goals including requirements of the Psychologists Board Continuing Competency Programme and Health New Zealand Taranaki Performance Appraisal process. • Actively seeks feedback on performance.
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.

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.

Relationships

External	Internal
• Tangata Whaiora/Service Users & their selected Whānau/Family • General Practitioners • NGO Providers • Community Agencies • Psychologists Board	• Team Leaders • Multidisciplinary team members • Staff of Mental Health & Addictions Services • Psychologist colleagues at CACC and across the organisation • Professional Lead Psychology • Associate Director Allied Health

About you – to succeed in this role

You will have

Essential:

- A relevant graduate and post-graduate qualification.
- Experience in implementing Te Tiriti o Waitangi in action.
- Registration with the NZ Psychologists Board under the Health Practitioners Competence Assurance Act 2003 as a psychologist.
- Current NZ Annual Practising Certificate

- An interest in or experience of working with children and young people
- Training and experience in neurodevelopmental assessment/dual diagnosis

Desired:

- Post-graduate psychologist experience (not including clinical placements and internships) working in mental health settings is desired but not essential.

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.
- Take a creative and innovative approach to problem solving to ensure that the diverse needs of different client groups can be met effectively.
- Demonstrate good working knowledge of the NZ Psychologists Board current Code of Ethics for Psychologists Working in Aotearoa New Zealand.
- Demonstrate good understanding of risk assessment considerations and practice and risk management in the health field.
- Maintain knowledge and understanding of relevant legislative requirements and Health New Zealand Taranaki policies.
- Model excellent interpersonal skills with a demonstrated ability to deal with conflict, listening and valuing the views of others.
- Commitment to quality improvement and client satisfaction.
- Able to cope with a high and varied workload.

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.