

Job Description

Registered Psychologist – Specialist Diabetes Service

Directorate of Medical & Elder Services

Position Title:	Registered Psychologist
Organisation Unit:	Directorate of Medical & Elder Services
Location:	Diabetes Service, Whangarei Hospital, Te Whatu Ora Te Tai Tokerau
Responsible to:	Clinical Nurse Manager, Diabetes Service, Te Whatu Ora Te Tai Tokerau
Primary Functions of the Position:	<p>To provide effective and efficient psychological assessment and treatment to individuals who have diabetes who are experiencing psychological or emotional issues which is impacting their ability to manage their diabetes.</p> <p>To participate as an effective member of the multidisciplinary team providing assessment, treatment, consultation and liaison with other services .</p>

Functional Relationships

The Psychologist Specialist Diabetes Service will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • Clinical Nurse Specialists – Diabetes • Diabetes Physician/s • Diabetes Specialist Dietitians • Diabetes Kaiawhina/Community support worker/s • Other Te Whatu Ora Te Tai Tokerau Departments • Psychology Professional Advisor 	<ul style="list-style-type: none"> • Clients and their Whanau/families • Staff at other health care providers • Relevant diabetes psychologists from other regional diabetes services

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 We communicate openly, safely and with respect to promote clear understanding and aroha
Te Hiranga Excellence	Kia kaha, kia māia, kia manawa nui Our attitude of excellence inspires confidence and innovation

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

- Te Tiriti o Waitangi
- Work with individuals who have diabetes and the Whanau/families
- Provision of professional client-centered psychological practice
- Effective team member of the Specialist Diabetes Service
- Continual development of knowledge and skills
- Records and data collection
- 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 – Health NZ 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
Work with individuals who have diabetes and their Whanau/families	<ul style="list-style-type: none"> • Assist with identification of helpful and unhelpful coping strategies • Risk factors relating to adjustment/coping with chronic illness and treatment (cognitive, emotional and behavioural), particularly amongst younger patients, are identified and discussed with the multidisciplinary team (MDT) • Input is provided into decision-making in regards to treatment modality/continuation/cessation and advance directives • Development of self efficacy in clients effectively managing their illness is encouraged • Facilitation of treatment compliance/informed consent/coping with progression from Child services to Adult • Provision of assessment of learning capacity when appropriate for purpose of informing decisions on suitable treatment modalities
Provision of professional client-centered psychological practice	<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, relevant legislation, and the policies of Te Whatu Ora Te Tai Tokerau • 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 Renal Service

Key Responsibility Area	Expected Outcomes
Effective team member of Specialist Diabetes Service	<ul style="list-style-type: none"> • Communication is open and objective and sound conflict resolution strategies are demonstrated • Participation in the development and delivery of a culturally / ethically acceptable psychology service within the diabetes service • Attends team meetings, i.e., multidisciplinary team meetings, in-service education, team planning and business meetings etc., as required • Provides team with up-to-date knowledge of relevant work practice • Is available for consultation and/or supervision with colleagues • Participates in quality improvement processes and initiatives. • Liaises with other professionals involved in client care, including inpatient staff • Ensures that all concerns, complaints and issues are brought to the attention of the Clinical Nurse Manager
Continual development of knowledge and skills	<ul style="list-style-type: none"> • Develops and maintains personal professional practice in accordance with professional standards, legislative requirements, policies and guidelines • Participates in clinical supervision on a regular basis • Participates in formal performance appraisals which will take place not less frequently than annually, and involve the formulation of a professional development plan which will be revised annually • Develops special areas of expertise consistent with own professional discipline and interests, in accordance with Service delivery priorities and thereby acts as a Resource person for the Service.
Records and data collection	<ul style="list-style-type: none"> • Records and data collection will be accurate and updated regularly • Case notes are recorded according to Te Whatu Ora Te Tai Tokerau requirements • Files are updated within 48 hours of a contact / visit
Health & Safety	<ul style="list-style-type: none"> • 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: • Practicing and observing safe work methods; <ul style="list-style-type: none"> ○ 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
<ul style="list-style-type: none">Registered with the New Zealand Psychologists Board (NZPB) with a current practicing certificate	<ul style="list-style-type: none">Post graduate qualification in Health PsychologyRegistration in Clinical Scope of Practice (NZPB)

Experience

Essential	Desirable
<ul style="list-style-type: none">Comprehensive psychological assessment and treatment skillsClinical experience with working with individuals with chronic health conditionsProficient in evidence-based practice	<ul style="list-style-type: none">Experience in a strength-based approachDemonstrated ability to work in a multidisciplinary health team.

Awareness and Understanding of

Essential
<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 2015Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996)New Zealand Council of Healthcare StandardsCode of Ethics for Psychologists working in NZContinuing competence programme for Psychologists working in NZ

Skills & Personal Attributes

Skills
<ul style="list-style-type: none">Strong interpersonal, written and oral communication skillsCulturally responsiveGood time managementA full drivers' licenseMotivatedCreativeFlexibleExcellent communication skillsAbility to prioritize workloadAbility to be flexible, versatile and open to change

Personal Attributes

- The ability to work effectively as a member of an MDT team and undertake peripheral clinics as required
- The ability to work with a wide variety of clients including those from various cultural/ethnic backgrounds
- Ability to be empathic and non-judgmental with clients
- Enthusiastic about providing quality, comprehensive and culturally appropriate services to patients in Specialist Diabetes Service
- A commitment to continuing education and provision of safe care

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: Registered Psychologist – Specialist Diabetes Service

Signature of employee: _____

Date: _____