

Job Description

Psychologist / Hinengaro (Clinical/Health) Intensive Care Unit

Position Title:	Psychologist/Hinengaro (Clinical/Health)
Organisation Unit:	Intensive Care Unit
Location:	Te Whatu Ora – Health New Zealand Te Tai Tokerau (Te Whatu Ora)
Responsible to:	Clinical Nurse Manager ICU
Primary Functions of the Position:	The function of this role is to provide high quality clinical psychology service in the Whangarei ICU to provide support to staff and in the assessment and treatment of clients and ensuring clients' needs are met in a culturally, clinically, and legally safe manner.

Functional Relationships

The ICU Psychologist will develop and maintain excellent relationships with:

Internal	External
<ul style="list-style-type: none"> • General Manager, Surgical Services • Service Manager, Surgical Services • Clinical Nurse Manager, Intensive Care Unit • Nursing & Medical staff • Multidisciplinary team colleagues • Takawaenega Service • NDHB psychologists and Psychology Professional Leads 	<ul style="list-style-type: none"> • Clients, families/whānau and significant others • Patient advocates • All other relevant health professionals and intersectoral agencies involved with the patient • Regional and national clinical psychology leads working in Intensive Care Units.

Key Responsibilities and Expected Outcomes

Te Whatu Ora 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 everyone employed with Te Whatu Ora:

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

Key Responsibilities and Expected Outcomes

Functions or key result areas:

- Te Tiriti o Waitangi
- Clinical practice
- Professional accountability
- Service Improvement & Research
- 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 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 Tiriti o Waitangi Training
Clinical practice	<ul style="list-style-type: none"> • Provides and delivers psychological assessments, consultations, and treatments to patient in Whangarei ICU (and whānau where appropriate) • Provides wellbeing support and debriefing to Whangarei ICU staff as required • Facilitates the transition of patients on to other organisations and health professionals where necessary (through onward referrals) • Takes legal and professional responsibility for managing a caseload of clients with high and complex needs

Key Responsibility Area	Expected Outcomes
Clinical practice (continued)	<ul style="list-style-type: none"> • Deliver high quality and time efficient psychological assessment and treatment for service users • Follow “best practice” principles based on the least restrictive interventions and informed by evaluation and research • Develop sound psychological formulations based on thorough assessment, responding to referral questions, and providing treatment planning and recommendations as appropriate. • Provide formal psychological assessment reports and psychological testing reports according to standard and within timeframes • Provides staff training / facilitation to enhance health outcomes for patients while also contributing to staff wellbeing • Provide professional psychological consultation and opinions regarding patients • Conduct psychological testing procedures as appropriate to allow clarification of issues and to assist with treatment planning • Provide psychological consultation with other services to assist them with the management of patients not directly treated • Provide information and educational experiences to homogenous groups of patients aimed at increasing understanding of their condition, and/or enhancing coping skills, recovery and adjustment • Provide interventions including individual therapy (often with a strong CBT focus), therapeutic groups, family therapy, psycho-educational groups, staff education, behavioural management, case consultation • Contribute and where indicated, provide leadership and direction to the planning, organisation and evaluation of services • Participate in local, regional and national evaluation activities to measure the effectiveness of the position • Implement processes to identify and address gaps in service provision

Key Responsibility Area	Expected Outcomes
Maintains professional standards and assumes responsibility for ongoing professional development	<ul style="list-style-type: none"> • Apply and adhere to the legal requirements of the NZ Psychologists Board and the Health Practitioners Competence Assurance Act (2003) • Comply with the Code of Ethics for Psychologists Working in Aotearoa New Zealand (2002) • Adhere to the Code Competencies for the Practice of Psychology in New Zealand by the NZ Psychologists Board • Apply the NZ Psychologists Board's Best Practise Guidelines where relevant • Adhere to the policies and procedures of Northland District Health Board • Maintain all relevant legislative requirements, including those expressed through the Health and Disability Services Consumers' Rights and the Privacy Act (1993) • Comply with the requirement of other relevant legislation including Mental Health Act (1992) and amendments • Continue to seek clinical supervision and professional education in areas of relevance to ensure the standards of evidence-based practice are upheld • Participate in formal performance appraisals which will take place not less frequently than annually and involve formulation of a professional development plan. • Conduct 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 related to people admitted to an ICU • Contributes to wider workforce capability by providing education in working with people in ICU across relevant sectors • 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
Service Improvement & Research	<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 within ICU, 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

Key Responsibility Area	Expected Outcomes
Service Improvement & Research (continued)	<ul style="list-style-type: none"> • 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 an ICU admission • 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 • 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 in ICU • 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
Health & Safety	<ul style="list-style-type: none"> • Ensure compliance with designated responsibilities detailed in Te Whatu Ora Health and Safety Policy and annual objectives • Promote an environment of physical, occupational, cultural, ethical, and legal safety • 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: <ul style="list-style-type: none"> • Practicing and observing safe work methods • 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 • 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 psychologist with clinical scope of practice, postgraduate health psychology qualification or registered psychologist with special interest in ICU Registered psychologist under the Health Practitioners Competency Assurance (HPCA) Act 2003 with a current Annual Practising Certificate Appropriate scope of practice for area of competence 	<ul style="list-style-type: none"> Member of NZ Psychological Society or NZ College of Clinical Psychologists. Evidence of continuing professional education

Experience

Essential	Desirable
<ul style="list-style-type: none"> Not less than 12 months practical experience in health or clinical psychology (including practicum experience during training) Substantial experience in therapy with people with physical health difficulties and concerns Knowledge and experience in psychometric (including neuropsychological) assessments. 	<ul style="list-style-type: none"> Suit someone with 2-7 years of post-graduate clinical experience 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 Ability to work flexibly and collaboratively with teams and other professionals to optimise results Some experience working with people affected by a new physical health diagnosis Ability to work independently, as well as within a multidisciplinary framework Experience working with Māori, Pasifika, and other minority groups.

Awareness and Understanding of

Essential	Desirable
<ul style="list-style-type: none"> Te Tiriti o Waitangi and its application to the health setting Privacy Act (2020) and Health Information Privacy Code (2020) Health and Safety at Work Act 2015 	<ul style="list-style-type: none"> Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations (1996) New Zealand Council of Healthcare Standards

Skills & Personal Attributes

Skills

- High level of verbal and written communication skills
- Excellent report writing skills
- PC based computer skills, including word processing
- Knowledge of health psychology theory and practice
- Competencies in psychological assessment
- Competencies in psychological testing
- Competencies in treatment planning and the provision of individual psychotherapy
- Competencies to work with a multidisciplinary team
- Competencies to incorporate cultural components & consultation in clinical practice.
- Skills to prepare and make professional presentations
- Skills to provide mental status examinations
- Skills to provide group psychological therapy and psycho-education
- Skills to provide family therapy
- Skills in providing behavioural management
- Skills in research and evaluation

Personal Attributes

- Focus on delivering high quality care for the patient/client/whānau
- Self-motivated in developing clinical and professional practice
- Ability to handle stress productively
- Ability to demonstrate a high level of interpersonal skills
- Ability to work on own initiative and organise own workload to operate effectively
- Ability to work flexibly and collaboratively with teams and other professionals to optimise results

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: _____

Signature of
employee: _____

Date: _____