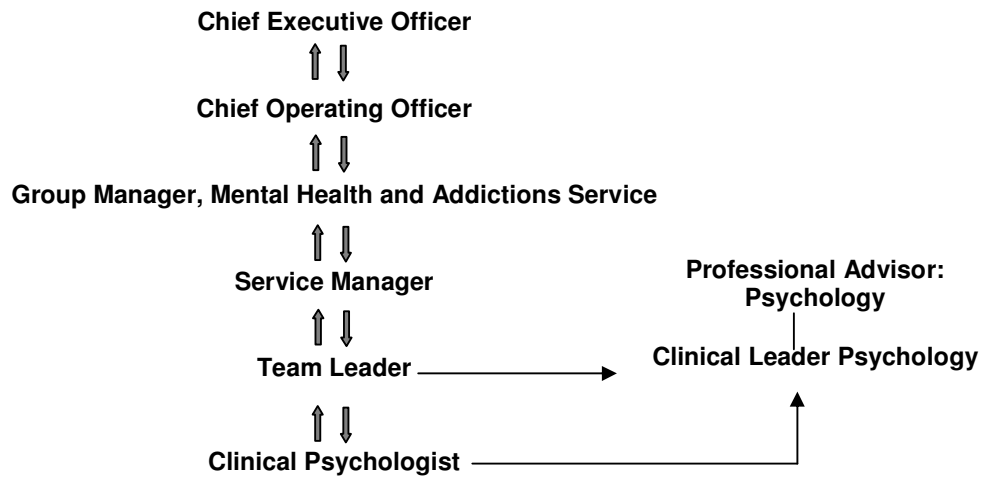


**Position Description**

**Position Title:** Clinical Psychologist  
**Responsible to:** Team Leader  
 Clinical Leader: Psychology: For professional related issues  
**Prepared/Reviewed:** December 2009

**Place in Organisation**



**Position Holder's Name :** \_\_\_\_\_

**Position Holder's Signature :** \_\_\_\_\_

**Manager's Name :** \_\_\_\_\_

**Manager's Signature :** \_\_\_\_\_

**Date :** \_\_\_\_\_

### Purpose of the Position

- To function as part of a multi-disciplinary team in providing high quality clinical psychological services to clients, and to proactively participate as a member of the clinical psychology and multi disciplinary team.
- To be involved in quality improvement initiatives within the team.

### Nature & Scope of Responsibilities

Clinical Work	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>To provide high quality assessment and treatment services within a multi-disciplinary team that are culturally appropriate and in accordance with professional standards and ethics and organisational policy and procedures</b></li> <li>○ <b>To work, under supervision, with clients posing complex issues</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Referrals, assessment and treatment actioned in accordance with service protocols</li> <li>○ Caseloads are managed in accordance with service requirements</li> <li>○ Comprehensive assessment, treatment goals, psychological formulations, diagnoses, ongoing measures and progress notes are clearly documented</li> <li>○ Ongoing notes reflect treatment planning, presentation and progress towards goals</li> <li>○ Treatments are based upon assessment findings, and are driven by the formulation. The rationale for treatment approach is documented</li> <li>○ Assessment and treatment procedures are theoretically and empirically sound and reflect an understanding of cultural /minority issues</li> <li>○ Works from a collaborative model with client and informed consent is evident</li> <li>○ Works within a multi-disciplinary team model to maximise treatment efficacy</li> </ul>

Consultation and Supervision	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>To develop consultation skills within multidisciplinary team</b></li> <li>○ <b>To participate in clinical supervision</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Takes opportunities to build consultation skills consistent with psychological theory and practice</li> <li>○ Appropriately seeks informal supervision</li> <li>○ Utilises own formal supervision in skill development</li> <li>○ Formal clinical supervision contract exists and is adhered to</li> </ul>

<b>Service Development Initiatives/Improvements</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>Is an active participant in quality improvement initiatives, as is reasonable and within negotiated time frames:</b> <ul style="list-style-type: none"> <li>☞ <b>Within the team</b></li> <li>☞ <b>Within the discipline</b></li> <li>☞ <b>Within service/division/organisational participation in Continuous Improvement Initiatives</b></li> </ul> </li> <li>○ <b>Adds to knowledge base through presentations and/or sharing of literature and resources</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Meets the criteria for Clinical Psychologist in Employment agreement</li> <li>○ May include the following:</li> <li>○ Teaching and Training <ul style="list-style-type: none"> <li>☞ Provides training of other Mental Health staff, clinical psychologists or trainees as appropriate</li> </ul> </li> <li>○ Programme Development <ul style="list-style-type: none"> <li>☞ Is involved in programme development initiative or research initiatives as appropriate</li> </ul> </li> <li>○ Measurement of Outcomes <ul style="list-style-type: none"> <li>☞ Measures outcomes of own psychological services and participates in collective outcomes measurement</li> <li>☞ Reviews literature for reliable and valid measures on behalf of psychology team</li> <li>☞ Identification of outcomes to measure is planned with clinical leader</li> <li>☞ Contributes to discipline specific outcome measurement</li> </ul> </li> <li>○ Publication and Conference Presentation <ul style="list-style-type: none"> <li>☞ Publishes research findings and/or presents at appropriate conferences on behalf of the organisation</li> </ul> </li> </ul>

<b>Multidisciplinary Clinical Team</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>To be an active member of the team – multi-disciplinary/discipline specific</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Complies with organisational policies and procedures.</li> <li>○ Behaviour consistent with, and according to, professional codes of conduct.</li> <li>○ Advocates for clients.</li> <li>○ Presents the psychological perspective in the team.</li> <li>○ Provides constructive feedback to other staff on psychological issues.</li> </ul>

<b>Professional Development)</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>Ensures own ongoing professional development and is an active contributor to the clinical psychology team with the organisation</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Identifies own learning needs in consultation with supervisor and plans accordingly.</li> <li>○ Uses professional development allowances to maintain competence and improvement of own skills base.</li> </ul>

<b>Professional Development)</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>Maintains own professional (including cultural) competencies</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Participates in own performance planning and review.</li> <li>○ Adds to knowledge base through presentations and/or sharing of literature and resources</li> <li>○ Takes part in quality improvement processes or initiatives for the discipline</li> </ul>

<b>Health &amp; Safety</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>To participate in and comply with the requirements of the Health &amp; Safety in Employment Act 1992 and associated Waikato DHB policies</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Work practices ensure safety for self and others</li> <li>○ Advice or assistance is sought before commencing an unfamiliar work practice</li> <li>○ Hazards are identified, control plans documented, and hazards eliminated, minimised or isolated</li> <li>○ Complies with Waikato DHB incident reporting policy</li> <li>○ Emergency management procedures and compulsory / compliance education and training completed</li> </ul>

<b>Risk Minimisation</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>To actively contribute to risk management activities within the service</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Contributes to the service's risk management activities by: <ul style="list-style-type: none"> <li>⌘ Identifying risks</li> <li>⌘ Notifying the manager of these</li> <li>⌘ Participating in the service's risk minimisation activities</li> <li>⌘ Complying with Waikato DHB policies, procedures, protocols and guidelines</li> <li>⌘ Participating in audits</li> </ul> </li> </ul>

<b>Continuous Quality Improvement</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>To actively contribute to Continuous Quality Improvement activities within the service</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Contributes to the service's Continuous Quality Improvement by: <ul style="list-style-type: none"> <li>⌘ Identifying improvement opportunities</li> <li>⌘ Notifying the manager of these</li> <li>⌘ Participating in the service's quality improvement activities</li> <li>⌘ Providing good customer service</li> <li>⌘ Complying with standards</li> </ul> </li> </ul>

<b>Continuous Quality Improvement</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
	<ul style="list-style-type: none"> <li>⌘ Being responsive to customer requests or complaints</li> <li>⌘ Working to improve quality of service and customer satisfaction</li> </ul>

<b>Team Member</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>Individual responsibilities, actions and contributions enhance the success of the area/service/team and division</b></li> <li>○ <b>Te Tiriti o Waitangi (Treaty of Waitangi)</b></li> <li>○ <b>Equal Employment Opportunities (EEO)</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Maintains a current knowledge of relevant issues, trends and practices</li> <li>○ Behaviour demonstrates cultural appropriateness and sensitivity</li> <li>○ Builds and maintains productive working relationships</li> <li>○ Participates as a member of designated group(s)</li> <li>○ Values individual effort, innovation and creativity</li> <li>○ Contributes to the service, division and organisation</li> <li>○ Work practices are consistent with The Toward Māori Health Gain: Organisational Framework, and demonstrate: <ul style="list-style-type: none"> <li>⌘ Partnership and shared decision making with Māori</li> <li>⌘ Participation and consultation with Māori</li> <li>⌘ Protection of Māori needs, values and beliefs</li> </ul> </li> <li>○ Demonstrates an understanding in health of barriers and disparities that affect Māori</li> <li>○ Demonstrates and encourages behaviour that recognises and is consistent with EEO principles and practices</li> </ul>

<b>Personal &amp; Professional Development</b>	
<i>Accountabilities</i>	<i>Performance Measures</i>
<ul style="list-style-type: none"> <li>○ <b>Assumes responsibility for personal and professional / work education and development</b></li> </ul>	<ul style="list-style-type: none"> <li>○ Maintains and/or extends knowledge and skill base required for effective performance</li> <li>○ Identifies any learning needs</li> <li>○ Negotiates with management to attend appropriate education and training</li> <li>○ Participates in own performance review annually.</li> </ul>
<ul style="list-style-type: none"> <li>○ <b>Perform such other duties as reasonably required by the manager in accordance with the conditions of the position</b></li> </ul>	<ul style="list-style-type: none"> <li>○ All other additional duties are performed in an efficient manner, to the required standard and within a negotiated timeframe</li> </ul>

### Problem Complexity

- This position is for a person who is usually within the first three years of practice, and as such, they are building clinical skills. They are guided by supervisors and senior clinicians in developing skills of the consultant psychologist.

### Scope for Action

- Psychologists are responsible for their own clinical practice and caseload
- Must operate within Health Waikato's policies and procedures, and within the Psychologist's code of ethics and codes of conduct.

### Relationships

- Internal :**
- Health Waikato clinical psychologists
  - Team Members
  - Managers
  - Other Mental Health staff
  - Professional Advisor/Clinical Leader
  - Clinical Records
- External :**
- Clients, families/whanau and carers
  - Community agencies
  - GPs and other referrers
  - Professional Body
  - The Psychology Centre
  - University of Waikato
  - Research bodies

### Person Specifications

#### Credentials/Qualifications/Training

- Essential :**
- PG Dip Psych Clin or equivalent
  - Masters or higher qualification
  - Registered with professional body within the clinical scope of practice

#### Experience:

- Essential :**
- Has completed training for registration
  - Maintains clinical and cultural competencies
  - Understanding and commitment to the Treaty of Waitangi and knowledge of the implications for practice

#### Competencies (Knowledge, Skills & Attributes)

- Essential :**
- Able to carry out high quality psychological assessment and intervention within service area
  - Is accountable for own decisions and results
  - Is goal orientated and outcome focused

- Is an effective communicator
- Able to use clinical psychometric and neuropsychological assessment tools
- Understands clinical case management in a multidisciplinary setting
- Problem solver
- Conflict resolution skills
- Innovative

### **Physical Requirements**

- **The following denote the key physical requirements for the job**
  - ↳ Sitting
  - ↳ Fine Manipulation (eg keyboarding, cutting, using fingers)

### **Scope of Practice**

- The Scope of Practice for Clinical Psychologists is defined by the:
  - ↳ Health Practitioners Competence Assurance Act 2003
  - ↳ Psychologists Board Scope of Practice for Clinical Psychologists
- Clinical Psychologists apply psychological knowledge and theory derived from research to the area of mental health and development, to assist children, young persons, adults and their families with emotional, mental, developmental or behavioural problems by using psychological assessment, formulation and diagnosis based on biological, social and psychological factors, and applying therapeutic interventions using a scientist-practitioner approach. Such practice is undertaken within an individual's area and level of expertise and with due regard to ethical, legal and Board-prescribed standards