

Physical Health Psychology – Intern Position Description

1. PURPOSE OF POSITION

This role will involve the application of specialist psychological knowledge and expertise to physical health care and delivery at Te Whatu Ora Taranaki under the supervision of registered Senior Psychologists within the stipulations set for final year students undergoing their supervised internships within either a Doctorate of Psychology or Postgraduate Diploma in Psychology training programme.

2. ORGANISATIONAL VALUES

Te Whatu Ora Taranaki our mission (Te Kaupapa) is improving, promoting, protecting and caring for the health and well-being of the people of Taranaki. Te Whatu Ora Taranaki values define who we are as an organisation, the way we work with each other, our patients, whānau and external partners. Our Te Ahu Te Whatu Ora Taranaki values are:

Partnerships	WHANAUNGATANGA	We work together to achieve our goals
Courage	MANAWANUI	We have the courage to do what is right
Empowerment	MANA MOTUHAKA	We support each other to make the best decisions
People Matter	MAHAKITANGA	We value each other, our patients and whanau
Safety	MANAAKITANGA	We provide excellent care in a safe and trusted environment

3. DIMENSIONS

Reports to:	Health Psychology Clinical Lead
Number of people reporting to you	NA
Financial limits authority	NA
Operating Budget	NA

4. WORKING RELATIONSHIPS

External	Internal
Health NZ ACC Community providers General practitioners Whānau Psychologists Board	Clinical Lead Physical Health Psychology Health Psychology team Professional Lead Psychology Multidisciplinary teams Psychology team across Te Whatu Ora

5. ACCOUNTABILITIES

Key area of responsibility	Expected outcomes
<p>1. Te Mahi Haumanu</p> <p>Clinical Practice</p> <p>Effectively provides a quality service to designated rehabilitation clients</p>	<p>Under supervision from a senior Clinical Psychologist, manage a clinical caseload with responsibility for the assessment, formulation and intervention for clients referred for psychological assessment and/or therapy in child and adult settings.</p> <ul style="list-style-type: none"> • Supervisor selects clients with Intern. • Intern receives weekly supervision of cases. • Clients will be given clear explanation how treatment will proceed, and treatment options and their consent will be sought to this at the outset. • Undertakes necessary psychometrics for assessment purposes. • Writes assessment, intervention and discharge reports in a timely manner • Liaises and networks with referrers, colleagues and agencies as required. • Attend multidisciplinary team meetings as appropriate. • Facilitate group education/rehabilitation programmes where appropriate. • The psychologist may need to travel to different locations within the Taranaki region.

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<p>2. Ako Atu, Ako Mai Teaching and Learning</p>	<ul style="list-style-type: none"> Engage in regular clinical supervision practice in accordance with professional standards Intern to provide administrative reports to unit manager/team leader as requested. Will take direction and delegation of clinical tasks from clinical lead in conjunction with clinical supervisor. Attend collegial meetings and in-services. The Intern will be involved in educating colleagues and health professionals within the organisation on topics related to their clinical work. Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge. Actively seeks feedback on performance.
<p>3. Te Arahi me te Whakahaere Leadership and management</p>	<ul style="list-style-type: none"> Ensures an equitable, responsive and culturally appropriate service is delivered. Ensure effective and timely communication with all relevant staff and external providers/agencies. Develop and promote effective working relationships with all clinical groups. Actions of self and team are in accordance with Te Whatu Ora – Taranaki and Health Psychology service policies, protocols and procedures.
<p>4. Te Whakapai Raonga me te Rangahua Service improvement and research</p>	<ul style="list-style-type: none"> The Intern Psychologist will adhere to the professional and ethical standards set down by the NZ Psychology Board. Ensure compliance of the Health and Safety in Employment Act (1992) and subsequent amendments.

Organisational Accountabilities	Expected Outcome for all employees
<p>Health Equity</p>	<p>Te Whatu Ora- Taranaki strives to eliminate health inequalities and achieve health equity for the Taranaki population. In practical terms this means all Managers, Team Leaders and roles with responsibility for managing staff, are required to implement relevant health equity policies, procedures, approaches and guidelines issued from time to time including:</p> <ul style="list-style-type: none"> Implementing the Pae Ora Framework which requires:

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	<ul style="list-style-type: none"> ○ Demonstrating the principles of Partnership, Participation and Protection under the Treaty of Waitangi; ○ improving understanding of the determinants of ethnic inequalities in health, the “Drivers of ethnic inequalities in health” and the “Pathways to Inequalities” both of which are referenced in the Te Whatu Ora- Taranaki Pae Ora Framework, ○ Enabling Māori participation in design and delivery of services; ○ Ensuring Health Equity assessment is undertaken with appropriate input where services, policies or programmes are expected to improve outcomes for Māori; ○ Ensuring appropriate health literacy responses are developed and implemented to support effective engagement with and delivery for Māori and high needs communities; ● You must attend the Cultural Competency training provided by and for staff of the TDHB including Marama te Titiro workshop, General/Clinical Refreshers, Engaging Effectively with Maori and any other training identified as essential for staff.
<p>Health and Safety</p>	<ul style="list-style-type: none"> ● Maintains a safe and healthy environment ● Complies with health & safety policies and procedures ● Carries out work in a way that does not adversely affect their health and safety or that of other workers ● Complies with procedures and correctly use personal protective equipment and safety devices provided ● Contributes to hazard identification and management process ● Reports accurately near misses/incidents/accidents in a timely manner
<p>Personal Development</p>	<ul style="list-style-type: none"> ● Committed to identify and pursue opportunities for developing new knowledge and skills. ● Participates in the performance appraisal process processes in conjunction with the University and supervisor. ● Willing to accept new responsibilities, acquire and demonstrate relevant new knowledge.

6. VARIATION TO 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 can be amended from time to time either by additional, deletion or straight amendment to meet any changing conditions, however this will only be done in consultation with the employee.

7. CAPABILITY REQUIREMENTS

Capabilities are the behaviours demonstrated by a person performing the job. Capabilities identify what makes a person most effective in a role. Those listed below are expected for Allied Health team roles in the organisation. The required capabilities can change as the organisation develops and the roles change.

Effective Communication

Shares well thought out, concise and timely information with others using appropriate mediums. Ensures information gets to the appropriate people within the organisation to facilitate effective decision making

Decision Making/Problem Solving

Demonstrates effective and timely decision making/problem solving techniques. Aware of the impact of decisions on key stakeholders and consults as appropriate utilizing available resources. Is proactive and effective when problem solving is required.

Innovation/Initiative

Continually strives for new and improved work processes that will result in greater effectiveness and efficiencies. Questions traditional ways of doing things when choosing a course of action or finds new combinations of old elements to form an innovative solution.

Resilience/Flexibility

Articulates differing perspectives on a problem and will see the merit of alternative points of view. Will change or modify own opinions and will switch to other strategies when necessary. Adjusts behaviour to the demands of the work environment in order to remain productive through periods of transition, ambiguity, uncertainty and stress.

Cultural Safety

Demonstrates a commitment to cultural safety by meeting and exceeding the cultural needs of clients/customers/colleagues. Manages cultural ambiguity and conflicting priorities well. Understands concepts of whanaungatanga and manaakitanga and Maori cultural orientation to whanau, hapu and iwi.

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Teamwork

Works to build team spirit, facilitates resolution of conflict within the team, promotes/protects team reputation, shows commitment to contributing to the teams success

8. EDUCATION

Masters degree in Psychology or equivalent.
Accepted onto a recognised Postgraduate Programme in Psychology
Registered with the NZ Psychologists Board as an Intern Psychologist
Current Full Driver's license

9. SKILLS

Able to undertake assessment and treatment of medical patients in both inpatient and outpatient settings.
Willingness to work across the lifespan.
Sound clinical knowledge.
Demonstrates good working knowledge of the NZ Psychologists Board current Code of Ethics for Psychologists Working in Aotearoa New Zealand
Demonstrates good understanding of risk assessment considerations and practice and risk management in the mental health field.
Knowledge and understanding of the relevant legislative requirements and Te Whatu Ora Taranaki policies.
Excellent interpersonal skills with a demonstrated ability to deal with conflict, listening and valuing the views of others.
Ability to cope in crisis situations both clinical and non-clinical.
Able to cope with a high and varied workload.
Computer literate.
Strong cultural awareness and ability to implement strategies that is responsive to the health needs of Māori.
Ability to take a creative and innovative approach to problem solving to ensure that the diverse needs of different client groups can be met effectively.
Commitment to quality improvement and client satisfaction.
Good time management and stress management skills

10. EXPERIENCE

Experience (not including clinical placements) working in health settings is desired but not essential.
Experience working within inter-disciplinary team settings preferred.