

**Position Title: Psychologically Informed Practitioners:
Psychologist (Clinical or Registered under other scopes)
Therapist/Psychotherapist and Counsellor**

Reporting Manager: Specialist Services Manager

Tier: 4

Division: Mental Health and Wellbeing

Location: TBC

Who we Are

HealthCare NZ provides a wide array of health and human services to people throughout New Zealand. We serve people in their homes and communities as well as in specialised treatment settings. We help people gain access to needed services and provide oversight and management services for people who have disabilities, ensuring they receive vital services, are safe, well-cared for and live as independently as possible.

HealthCare NZ's vision is to be a leader in community support and a partner in community wellbeing. Since 1988 we have been caring, supporting and empowering people in need to live independently, safely and well in their community. Our commitment is to provide a way of working with those we support, stakeholders, business partners and staff based on our values - respect, support and excellence.

We are committed to ensuring our services are delivered to Maori clients in a manner that recognises and respects Maori values and beliefs. As an organisation we recognise our obligation to Te Tiriti o Waitangi and acknowledge Maori as tangata whenua who have unique values, social structures and worldviews.

We work with a range of partners in local and central Government, public and private sector agencies and community groups to advise on delivering effective and efficient healthcare now and in the future.

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Why You're Here

Gains and Explore have teams of psychologically informed practitioners providing assessment, training and supervision, individual and group therapy, consultation and advice, working in both transdisciplinary and multidisciplinary contexts to bring together a variety of disciplines and expertise, ensuring an efficient innovative, person centred and community focused service to clients at all times.

The key purpose of the Psychologically Informed Practitioner's role is to deliver quality services based on personalised assessment and treatment of a wide range of psychological issues, and education in wellbeing, consistent with our contract obligations with ACC, PHO's, and DHB's and other providers as required. In addition, there is opportunity to work across into Explore's positive behaviour support services under our contract with the Ministry of Health.

What You'll be Doing

Strategy

- Engage with internal and external stakeholders to ensure their interests are met in the delivery of our services
- Contribute to or lead the development or implementation of service delivery and clinical strategies in collaboration with the Gains and Explore team and other business functions
- Actively participate in research and the systemic use of data to contribute to service development

Communication and Building Relationships

- Ensure that reports and other written communication are clear, concise and meet the needs of the target audience.
- Ensure that strengths-based and solution-focused approaches are used when consulting with clients and stakeholders.
- Built strong relationships/alliances with clients and other key stakeholders that motivate them to support the needs of clients.
- Ensure that engagement with Maori and people from diverse cultural backgrounds with appropriately and effectively.
- Take into account particular beliefs and needs of clients and support it.

Assessment and Therapeutic Intervention and Ethical Service Delivery

- Ensure that assessments are completed using a range of data and information collection tools including standardised tests.
- Understand a range of therapeutic modalities appropriate to the client group e.g. CBT, third wave therapies, EMDR or other psychotherapeutic approaches.
- Make sure that intervention and therapeutic plans are developed that take into account the person's needs, environment and skill development.
- Empower clients to make changes that achieve desired outcomes.
- Ensure that time frames for therapy are adjusted to meet the needs of the person and relevant to the contract the person is seen under.
- Progress with clients is evaluated; timeframes where required by the contract are met.
- Make sure that goals are developed and reviewed with clients collaboratively to ensure they are achievable, person-centred and create a sustainable and enduring change.
- Facilitate psychoeducation by using appropriate techniques for children, young people and adults.
- Ensure that client confidentiality and professional boundaries are maintained at all times.
- Promote the rights, dignity and social inclusion of clients.
- Apply the Principles of the Treaty of Waitangi at all times.

- Make certain that risks and aversive practise are identified and mitigated and work to reduce restrictive practices

Customer Focus

- Develop intervention and therapeutic plans that take into account the person's culture, needs, environment, skill development and complexity of circumstances
- Work collaboratively with complex clients to develop and review therapy goals to create sustainable and enduring change or to support stabilisation
- Facilitate psychoeducation using appropriate techniques for children, young people and adults.
- Ensure that planning, design, provision and evaluation of services is consistently applied and the effectiveness of the intervention is adjusted appropriately to support the needs of the client.

Learning and Self Development

- Ensure that appropriate professional guidance is identified and sought to ensure safety concerns, limits of competence, and organisational expectations are addressed.
- Ensure that supervision is used to engage in self-reflection and on-going professional development.
- Set goals that align to service improvement and core competencies.
- Ensure local, regional, and national teams are actively participated in and contributed to.
- Keep up to date with development of evidence based practice.

Operational Management

- Make sure caseloads are managed to meet service expectations.
- Ensure that key deliverables and specified timeframes are met.
- Produce notes and documents are accurate and comply with professional and legal obligations.
- Make sure collaboration is facilitated with managers, supervisors, and colleagues.
- Monitor, review, evaluate and maintain reports and records on client progress towards goals and outcomes.

The Rules that are Important

- Comply with all company policies, guidelines and procedures
- Behave in a manner consistent with the values and conduct standards of the organisation
- Embrace and promote a working environment that is culturally diverse
- Promote and support initiatives that contribute to a healthy and safe working environment for employees, visitors, contractors, and the people we support
- Ensure compliance with health and safety policy and procedures, including accident and incident reporting, investigation, hazard management, induction, employee participation, visitor and contractor management
- Ensure awareness of, and adherence to, all employment and Health & Safety legislative requirements
- Take the direction of your manager and the business to undertake any other reasonable tasks which are within your ability to complete.

The Skills, Knowledge and Experience You'll Need

- For Registered Psychologists: Experience in completing psychological assessment which may include appropriate psychometric testing relevant to registration and scope of practice
- Experience in providing a range of therapeutic modalities appropriate to the client group and client presentation e.g. CBT, third wave therapies, EMDR or other psychotherapeutic approaches.
- Registered Psychologist: A minimum of 2 years full registration as a psychologist with the New Zealand Psychologists Board (all scopes).
- Therapist/psychotherapist: member with New Zealand Association of Counsellors or Psychotherapist Board of Aotearoa New Zealand
- A current Annual Practising Certificate (APC) as relevant to membership/registration
- An understanding of and commitment to:

- The Code of Health and Disabilities Services Consumer Rights.
- The Treaty of Waitangi and bi-cultural practice.
- Good interpersonal skills and ability to build rapport; proactive and responsive to client needs and colleagues/team needs.
- Excellent verbal and written communication skills, including competence in professional report writing.
- Effective time management skills including a proven ability to self-manage, set standards, self-motivate, and provide a timely response to service expectations.
- Proven ability to work in teams
- Knowledge and understanding of the principles of evidence-based therapeutic approaches.
- Ability to conduct appropriate case formulation
- Experience with Microsoft Office Suite and client management systems.
- A current driver's license for community-based practitioners.

Desirable:

- Experience or validated training in relevant interventions such as ACT, DBT, EMDR
- Accredited Neuropsychologist with ACC
- Proven ability to work safely and effectively with Maori, Pacifica and people from diverse cultural background.
- Experience working with people with drug and alcohol issues
- Experience working with people dealing with gender and sexuality issues
- Ability to undertake evaluation/research alongside clinical practice.
- An understanding of and commitment to working with people from diverse cultures.
- Current first aid certificate.
- Ability to develop and deliver training programmes to a wide variety of audiences.

Who You will be Leading:

- N/A

Key Relationships

External: People with behavioural or therapeutic support needs as a result of trauma, mental health, intellectual, physical and sensory disabilities, Parents, family and advocates of people with the above needs, Referrers and case coordinators, Service providers and support networks, External agencies and Other professionals

Internal: Explore Specialist Services Managers, Professional Supervisor, Gains and Explore team members, Explore General Manager, Explore Specialist Advisor, Explore National Development Manager, All other Explore and Gains staff and Other regional and operational staff of the HealthCare NZ Ltd

Committees & Groups: Project teams, Industry bodies and sector committees as required.

Agreement:

I agree to the outline of the role in this position description and recognise that the contents may need to be amended from time to time to reflect changing business requirements.

I, as job holder, allow my Manager to gather information from third parties where necessary for the purpose of performance management.

Name: _____

Signature: _____ Date: ____ / ____ / ____