

Psychologist: Child Development

1. PURPOSE OF POSITION

This role will involve conducting neurodevelopmental assessments for tamariki/rangatahi in the Taranaki region who have been referred by Paediatrics (Child Development) at Te Whatu Ora Taranaki. This will include assessment for Intellectual Disability, Autism and Foetal Alcohol Spectrum Disorder. Advice to parents and relevant professionals/services following assessment will be provided. The role will also include providing cover for inpatient paediatric psychology referrals, but this will be a minor component.

2. ORGANISATIONAL VALUES

At 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:	Manager – Community Child Health
Number of people reporting to you	NA
Financial limits authority	NA
Operating Budget	NA

4. WORKING RELATIONSHIPS

External	Internal
Te Whatu Ora Special Education and local education providers Community Services (Child behaviour, mental health, disability, education etc) General Practitioners Kia Roha	Associate Director Allied Health Department Paediatrics & Child Health Child & Adolescent Mental Health Service Paediatric inpatient service Child Development Nurses Therapy Team Psychology team

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 tamariki and rangatahi referred to psychology services (paediatrics/child development) for neurodevelopmental assessment</p>	<ul style="list-style-type: none"> • Conduct comprehensive neurodevelopmental psychological assessments for children with suspected intellectual disability (in accordance with MoH guidelines) and/or Foetal Alcohol Spectrum Disorder and/or Autism. • Communicate (via written report and verbally) the findings of assessments and recommendations with the child/young person, whānau, school and other agencies/bodies as appropriate. • Uses digital administration and scoring of psychometric tools in accordance with Te Whatu Ora Taranaki guidelines for use of web-based instruments. • Ensures patient contact and outcome data is collected in accordance with requirements for both services. • Writes assessment reports in a timely manner. • Liaises and networks with referrers, colleagues and agencies as required. • Attends multidisciplinary team or other professional meetings where relevant. • Travels to different locations within the Taranaki region to conduct assessments e.g. Stratford, Hawera as required.

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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 in accordance with professional standards. Attend collegial meetings, in-service/mandatory training and engage in continuing professional development. Be involved in educating, supporting and supervising students/Interns, colleagues, and health professionals within the organisation on topics related to their clinical role as appropriate. 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 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 Psychologist will adhere to the professional and ethical standards set down by the NZ Psychologists 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:

Organisational Accountabilities	Expected Outcome for all employees
	<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; <ul style="list-style-type: none"> • 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.
Health and Safety	<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
Personal Development	<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.

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Organisational Accountabilities	Expected Outcome for all employees
	<ul style="list-style-type: none">• 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

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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.

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

Registration with the NZ Psychologists Board under the Health Practitioners Competence Assurance Act 2003 as a psychologist
Current NZ practicing certificate

9. SKILLS

Strong cultural awareness and ability to conduct assessments that are 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.
Able to conduct comprehensive neurodevelopmental assessments of tamariki/rangatahi using relevant psychometric tools
Ability to communicate assessment results and recommendations in a clear and timely manner.
Able to assess and implement intervention for medical patients in paediatric inpatient settings.
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.

Able to cope with a high and varied workload.
Computer literate.
Commitment to quality improvement and client satisfaction.
Good time management and stress management skills

10. EXPERIENCE

Ideally:

Experience in:

- child development (normal and disordered)
- child behaviour and learning
- use of psychometrics in children
- child health/mental health/disability

Experience in working with families:

- assessment of family/whānau dynamics
- ability to work sensitively with children and families
- planning and implementing intervention with children and/or families
- ability to work effectively within a multidisciplinary team