

POSITION DESCRIPTION

Position title: Clinical Psychologist

Business area: Encompass Health

FTE: As per Conditions of Employment

Reports to: Business Manager

Our Vision	Leading cancer care in Aotearoa – we bring inspiration and innovation together to positively impact the lives of New Zealanders.
Our Mission	To be the client's choice for world class cancer care delivered by people with passion.
Our Values	<p>Excellence We deliver outstanding care to our clients with a focus on continuous improvement.</p> <p>Resilience We are flexible and responsive to the needs of our clients and our people.</p> <p>Collaboration We work in partnership with our clients, their whānau, and our staff.</p> <p>Integrity We act with authenticity and to the highest standard of performance and conduct.</p>

POSITION OBJECTIVE

- ❖ To provide psychological assessment, management and treatment for patients and their families as required.
- ❖ To assist with clinical research activities and service improvement projects pertaining to psycho-oncology.
- ❖ To assist with the facilitation, planning and running of groups and education sessions for patients and staff.
- ❖ To support collegial relationships with the wider psycho-oncology community.

FUNCTIONAL RELATIONSHIPS

Internal	External
❖ Encompass Health team	❖ Clients and whānau
❖ Information Technology colleagues	❖ Referrers
❖ St George's Cancer Care Centre colleagues	❖ Community organisations
❖ St George's Hospital colleagues	❖ Oncology related organisations and not for profits
❖ Cancer Society staff	

KEY AREAS OF ACCOUNTABILITY

Area of Accountability	Expected Results
Professional Practice To ensure a safe clinical environment for patients, staff, and visitors	<ul style="list-style-type: none"> ✧ Provides psychological care in accordance with professional boundaries and guidelines. ✧ Takes responsibility for maintaining skills, knowledge, and competencies as per hospital policies and procedures. ✧ Provides, facilitates, advocates, and evaluates care that is evidence-based and is responsive to patient needs. ✧ Maintains clear and accurate records ensuring compliance with the documentation requirements of the organisation. ✧ Ensures appropriate communication of patient health assessment information. ✧ Respects privacy, confidentiality of patients, staff and consultants. ✧ Uses Information Technology as required with relevant training (Microsoft Word, Microsoft Outlook and the relevant Patient Management Systems such as MOSAIQ). ✧ Establishes and maintains a therapeutic relationship with patients / family / whanau / caregivers and relevant others. ✧ Encourages patient autonomy, self-determination and management. ✧ Contributes to staff and patient education. ✧ Contributes to Cancer Care Centre patient groups – planning and facilitation. ✧ Contribute to research activities within the department pertaining to Psycho-oncology. ✧ Foster an evidence-based approach to the practice of psychological medicine within Encompass Health.
Leadership, Interpersonal Relationships/Teamwork To ensure effective teamwork and contribute to the achievement of Encompass Health vision and strategic plan. To communicate effectively with patients, colleagues, other health professionals and the public.	<ul style="list-style-type: none"> ✧ Develops and sustains positive internal and external relationships, through communication and consultation. ✧ Ensures an environment that fosters communication and teamwork and collegial support to all Encompass Health staff and the broader community. ✧ Appreciates and respects the contribution of others within the team. ✧ Contributes positively to the goals of the team and the organisation. ✧ Promotes a culture of professional development by engaging with staff and initiating strategies to promote professional growth whilst recognising individual abilities and organisational needs. ✧ Communicates honestly and openly with team members. ✧ Mentors, coaches, acknowledges, empowers, and challenges staff. ✧ Respects and supports staff when they make ethical decisions. ✧ Ensures all communication reflects: <ul style="list-style-type: none"> • an ability to support and guide people experiencing loss or grief or increasing dependence. ✧ Interprets and adheres to lines of authority and uses proper channels of communication. ✧ Accepts and effects constructive change and/or criticism. ✧ Empathises with others.



Area of Accountability	Expected Results
Professional Development To maintain a high level of professional development	<ul style="list-style-type: none"> ✦ Maintains and enhances current knowledge and skill base. ✦ Participates in an annual performance appraisal and the setting of performance objectives. ✦ Undertakes responsibility for meeting all the mandatory requirements of the Professional body and the Organisation. ✦ Fosters an environment conducive to learning, enquiry and research.
Inter-professional Healthcare and Quality Improvement To maintain a high level of quality improvement	<ul style="list-style-type: none"> ✦ Actively participates in quality assurance programmes and audits, to monitor and improve standards of care, completing requested documentation and audit activities within specified timeframes. ✦ Participates in the maintenance of the ACC Workplace Safety Management standards, Ministry of Health Certification, QHNS Accreditation and BFHI certification. ✦ Participates in the development and review of written standards. ✦ Communicates modifications to procedures and policies as they occur.
Organisational Culture To support a strong and positive image of Encompass Health within the community and with key internal and external stakeholders	<ul style="list-style-type: none"> ✦ Promotes harmonious working relationships within the department and with departmental "Users". ✦ Understands and promotes the concept of internal and external customers (e.g. clients, colleagues and clinicians) and the need for a "customer focus". ✦ Assists in facilitating positive inter-departmental relationships. ✦ Maintains confidentiality in respect to St George's operations, business, employees, clients and clients. ✦ Adheres to St George's policies and procedures.
Cultural understanding and commitment to Te Tiriti o Waitangi	<ul style="list-style-type: none"> ✦ Demonstrates an understanding of and commitment to our responsibilities of Te Tiriti o Waitangi. ✦ Respects diversity of cultural, this may include age, gender, sexuality, ethnicity, culture, disability, or beliefs.
Health & Safety To ensure a safe working environment	<ul style="list-style-type: none"> ✦ Complies with and supports all health and safety policies, guidelines, and initiatives. ✦ Ensures all incidents, injuries and near misses are reported reviewed and evaluated
Organisational effectiveness To contribute to the cost effectiveness and changing needs of the business	<ul style="list-style-type: none"> ✦ Sets appropriate priorities for workload. ✦ Looks for ways and means to actively and effectively promote cost effectiveness. ✦ Accurately completes cost accounting documents as appropriate.
Other duties To undertake other duties from time to time as requested by the practice manager	<ul style="list-style-type: none"> ✦ Performs such duties in a timely, accurate manner and in accordance with St George's Hospital/ Encompass Health policies and procedures.

QUALIFICATIONS, EXPERIENCE AND PERSONAL QUALITIES

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Registration with the New Zealand Psychologists Board. 	
Experience & Knowledge		<ul style="list-style-type: none"> Experience in cancer care.
Personal Attributes	<ul style="list-style-type: none"> Shows respect for people. Uses initiative. Is proactive and innovative. Is an effective communicator. Is genuinely caring and friendly. 	