

POSITION DESCRIPTION

Position Title	Clinical Psychologist
Business area:	Cancer Care Centre
FTE:	As per Conditions of Employment
Reports to:	Clinical Lead Psychologist
Approved by:	Operations 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 patient's choice for world class cancer care delivered by people with passion.
Our Values	<p>Excellence</p> <ul style="list-style-type: none"> We deliver outstanding care to our patients with a focus on continuous improvement. <p>Resilience</p> <ul style="list-style-type: none"> We are flexible and responsive to the needs of our patients and our people. <p>Collaboration</p> <ul style="list-style-type: none"> We work in partnership with our patients, their whanau, and our staff. <p>Integrity</p> <ul style="list-style-type: none"> We act with authenticity and to the highest standard of performance and conduct.

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:
<ul style="list-style-type: none"> All Cancer Care Centre Staff 	<ul style="list-style-type: none"> Clinicians Allied Health Professionals Patients and Support persons



Key Areas of Accountability

Area of Accountability	Expected Results
<p>Professional Practice To ensure a safe clinical environment for patients, staff and visitors</p>	<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 the St Georges Cancer Care Centre.
<p>Leadership, Interpersonal Relationships/Teamwork To ensure effective teamwork and contribute to the achievement of CCC vision and strategic plan. To communicate effectively with patients, colleagues, other health professionals and the public.</p>	<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 CCC 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.



**ST GEORGE'S
CANCER CARE CENTRE**

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<p>Professional Development To maintain a high level of professional development</p>	<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.
<p>Inter-professional Healthcare and Quality Improvement To maintain a high level of quality improvement</p>	<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, QHNZ Accreditation and BFHI certification. • Participates in the development and review of written standards. • Communicates modifications to procedures and policies as they occur.
<p>Organisational Culture To support a strong and positive image of St George's within the community and with key internal and external stakeholders</p>	<ul style="list-style-type: none"> • Promotes harmonious working relationships . • Understands and promotes the concept of internal and external customers (e.g. patients, colleagues and clinicians) and the need for customer focus. • Assists in facilitating positive inter-departmental relationships. • Maintains confidentiality in respect to CCC's operations, business, employees, clients and patients. • Models CCC's values and adheres to policies and procedures.
<p>Cultural safety and Te Tiriti o Waitangi To promote cultural awareness within St George's Hospital</p>	<ul style="list-style-type: none"> • Understands and has knowledge of the Te Tiriti o Waitangi and its implications for health. • Collaborates with colleagues regarding the integration of Te Tiriti principles of partnership, protection and participation in practice • Displays a willingness to work positively with organisational strategies to improve outcomes for Māori • Promotes an awareness of cultural differences amongst staff and patients (e.g. beliefs, gender, sexual orientation or disability) and the impact that beliefs and values have on practice
<p>Health & Safety To ensure a safe working environment</p>	<ul style="list-style-type: none"> • Complies, as far as is reasonably able, with any reasonable instruction that is given to allow St George's to comply with legislated Health and Safety at Work requirements • Complies with the Office of Radiation Safety's Codes of Safe Practice • Complies with the Radiation Protection legislation • Cooperates with any reasonable policy or procedure relating to health or safety at the workplace • Ensures compliance with hospital security requirements and is vigilant in all matters of security • Participates in Health and Safety training as required by St George's
<p>Organisational effectiveness To contribute to the cost effectiveness and changing</p>	<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.



ST GEORGE'S
CANCER CARE CENTRE

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needs of the hospital business	<ul style="list-style-type: none">Ensures department remains within budget and provides rationale for exceptions.
Other Duties To undertake other duties as requested by the Practice Manager from time to time	<ul style="list-style-type: none">Performs such duties in a timely, accurate manner and in accordance with 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		Experience in cancer care
Personal Attributes	<ul style="list-style-type: none">Shows respect for peopleUses initiativeIs proactive and innovativeIs an effective communicatorIs caring and friendly	

Agreed by:

Signed: _____
(Employee)

Date: _____

Signed: _____
(Practice Manager)

Date: _____