

### Schedule 3

## Position Description

### Clinical Neuropsychologist/Clinical Psychologist

<b>Business area</b>	Rehabilitation
<b>FTE</b>	As per Conditions of Employment
<b>Reports to</b>	Clinical Lead Psychology
<b>Approved by</b>	CEO

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### Our Culture

We are strongly inclusive and embrace diversity resulting in a rich culture that wraps around our values:

#### Whanonga pono - Our Values

- Tiaki tātou – We care
  - Ko tātou whakaute – We are respectful
  - Ko tātou whakakotahi – We are inclusive
  - Ia tātou rawe i te reira tika – We do it right
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### Position Objective

To meet a range of rehabilitation requirements for clients with multiple impairments and disabilities.

### Functional Relationships

Internal	External
<ul style="list-style-type: none"> <li>• General Manager Rehabilitation</li> <li>• Clinical Lead Psychology Team</li> <li>• Clinical Managers Rehabilitation, Assessment and Residential</li> <li>• Allied Health Clinical Leads</li> <li>• All other LFBIT staff</li> </ul>	<ul style="list-style-type: none"> <li>• Clients</li> <li>• Relatives/Whanau</li> <li>• Significant others</li> <li>• All staff from other organisations and services that are connected to the needs of the resident or staff.</li> </ul>

## Key Areas of Accountability

Area of Accountability	Expectations
<b>Neuropsychological Services</b>	<ul style="list-style-type: none"> <li>• Provides a high level of expertise in the specialist neuropsychological assessment of adults with neurological injury or disease, utilising information from a broad range of structured psychometric and semi-structured clinical methodologies and integrating it into a neuropsychological formulation of the client, based on a sound understanding of neuroanatomy, neuropsychology, neuropathology and brain behavior.</li> <li>• Formulates and implements plans for brain injury rehabilitation or management of client's brain injury related problems based on a multi-factorial neuropsychological understanding and current evidence-based best practice, taking the lead in complex cases.</li> <li>• Undertakes a range of neuropsychological therapeutic interventions, drawing on a range of psychological models and employing a range of modalities (individual, family and group) adapted and tailored to the needs of the individual and the context and the ongoing evaluation of the outcomes of the intervention.</li> <li>• Undertakes risk assessment and risk management for relevant clients and provides advice on the neuropsychological aspects of risk to other professionals.</li> <li>• Consults with and provide specialist neuropsychological guidance to carers and families of clients.</li> <li>• Teaches neuropsychology to other professions in collaboration with professional tutors and teachers.</li> <li>• Consults regularly with and advises colleagues from other professions on</li> <li>• psychological assessment and treatment methods.</li> <li>• Teaches, advises and consults with carers and community groups on psychological elements of brain injury related problems.</li> <li>• Contributes to clinic-based research projects as appropriate.</li> <li>• Undertakes special projects as delegated.</li> <li>• Provides clinical supervision to other professionals as appropriate.</li> </ul>
<b>Clinical Psychological Services</b>	<ul style="list-style-type: none"> <li>• Provides a thorough initial clinical evaluation for the client</li> <li>• Identifies barriers preventing rehabilitation towards independence</li> <li>• Identifies current appropriate and evidence-based treatment strategies</li> <li>• Provides cognitive- behavioural or other evidence-based therapy</li> <li>• Provides early education to the family/whanau of the client about the effects of psychological problems/mental injury to foster strong recovery/coping strategies</li> <li>• Works closely with the interdisciplinary team to formulate goals and progress towards these</li> <li>• Understands traumatic brain injury and other serious injuries and can adapt psychological inputs to manage the needs of these clients</li> <li>• Understands interdisciplinary team roles and how they work together</li> <li>• Supports the team to manage psychological issues the client/resident is experiencing within the rehabilitation programme</li> <li>• Provides client behavioural management plans and clear guidelines for Support Workers and coaches to follow in the community and in the residential facility</li> <li>• Undertakes appropriate reporting and planning as per contractual requirements.</li> </ul>

Area of Accountability	Expectations
	<ul style="list-style-type: none"> <li>• Consults regularly with and advises colleagues from other professions on psychological assessment and treatment methods.</li> <li>• Teaches, advises and consults with carers and community groups on psychological elements of brain injury problems and their care.</li> <li>• Teaches psychology to other professions in collaboration with professional tutors and teachers.</li> <li>• Contributes to clinic-based research projects as appropriate.</li> <li>• Undertakes special projects as delegated.</li> <li>• Demonstrates a sound understanding of outcome measures as uses them appropriately.</li> <li>• Provides clinical supervision to other professionals as appropriate.</li> </ul>
<b>Key Worker</b>	<ul style="list-style-type: none"> <li>• Acts as the key professional for an allocated number of clients within the rehabilitation program</li> <li>• Acts as the primary contact for the client in liaison with family members, and other support workers/other LFBIT staff and external stakeholders.</li> <li>• Delegates activity and interventions required to the rehabilitation assistants/community rehabilitation coaches.</li> <li>• Facilitates admission, transfer and discharge requirements for the clients (for whom you are keyworker).</li> <li>• Undertakes appropriate reporting and planning as per contractual requirements.</li> <li>• Coordinates and leads all case management meetings with all parties for allocated clients as appropriate.</li> <li>• Facilitates, provides leadership to, or collaborates in interdisciplinary client/family conferences.</li> <li>• Accepts responsibility for the management and updating of assessments, goal plans, risk matrix and other relevant scores/reporting for the resident/client.</li> <li>• Ensures all informed consent processes are completed for the resident/client.</li> </ul>
<b>Service Delivery</b>	<ul style="list-style-type: none"> <li>• Develops client centered, individualised programmes of rehabilitation that are outcomes focused with short- and long-term goals.</li> <li>• Meets a range of rehabilitation requirements for clients with multiple impairments and disabilities.</li> <li>• Ensures all contractual and KPI areas are met</li> <li>• Provides leadership, management and clear direction in the delivery of rehabilitation and within your defined area(s) of responsibility</li> <li>• Ensures all rehabilitation practices are provided in a manner that promotes that promotes the personal values of the resident/client.</li> <li>• Liaises with residents/clients, relatives and the inter-disciplinary team to identify resident/client individualised goals and assist in the development of the goal plan.</li> </ul>
<b>Interpersonal Relationships/ Teamwork</b>	<ul style="list-style-type: none"> <li>• Demonstrates respect and integrity at all times.</li> <li>• Establishes a trusting relationship with colleagues, clinicians, clients and whanau.</li> <li>• Accepts and effects constructive change and/or criticism.</li> <li>• Displays a good team spirit and adopts a positive approach to work.</li> <li>• Empathises with others.</li> <li>• Demonstrates the ability to work independently but with the capacity to work as part of a team.</li> </ul>
<b>Professional Development</b>	<ul style="list-style-type: none"> <li>• Undertakes responsibility for meeting the mandatory requirements of the Trust and any relevant professional bodies.</li> <li>• Participates in performance planning and review and the setting of performance objectives.</li> </ul>

Area of Accountability	Expectations
	<ul style="list-style-type: none"> <li>Identifies own learning requirements/deficits and develops a training plan in conjunction with manager.</li> </ul>
<b>Quality Improvement</b>	<ul style="list-style-type: none"> <li>Participates in quality improvement activities as requested/required.</li> <li>Documents and reports accidents and incidents accurately in accordance with policy.</li> <li>Actively participates in quality assurance programmes and audits, to monitor and improve standards of care, completing requested documentation and audit activities within specified timeframes.</li> <li>Supports continuous quality improvement.</li> </ul>
<b>Organisational Culture</b>	<ul style="list-style-type: none"> <li>Understands and promotes customer focus (clients, colleagues and clinicians)</li> <li>Maintains confidentiality in respect to the Trust's, business, employees and clients.</li> <li>Models the Trust's values and adheres to policies and procedures.</li> </ul>
<b>Cultural understanding of the Treaty of Waitangi</b>	<ul style="list-style-type: none"> <li>Understands and has knowledge of the Treaty of Waitangi.</li> <li>Promotes an awareness of ethnic and cultural differences, religious beliefs and obligations relating to the Treaty of Waitangi.</li> <li>Displays cultural sensitivity and a willingness to work positively with organisational strategies to improve outcomes for Maori.</li> <li>Respects diversity of cultural and religious beliefs amongst staff and clients.</li> </ul>
<b>Health &amp; Safety</b>	<ul style="list-style-type: none"> <li>Takes reasonable care of own health and safety.</li> <li>Takes reasonable care that own actions do not adversely affect the health and safety of other persons.</li> <li>Cooperates with any reasonable workplace health and safety policy or procedure that has been notified to workers.</li> <li>Complies, so far as reasonably able, with any reasonable instruction given by the Trust, so the Trust can comply with HSWA and regulations.</li> <li>Ensures compliance with security requirements and is vigilant in all matters of security.</li> <li>Recognises safety hazards and risks and initiates appropriate corrective actions.</li> <li>Attends fire and evacuation lectures and participates in drills as required.</li> </ul>
<b>Other Duties</b>	<ul style="list-style-type: none"> <li>Undertakes other duties as requested by your Manager from time to time</li> <li>Performs such duties in a timely, accurate manner and in accordance with the Trust's policies and procedures.</li> </ul>

## Qualifications, Experience and Personal Qualities

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Must have successfully completed a university-based graduate or post graduate course or papers in Clinical Neuropsychology</li> <li>Registered Psychologist in NZ with a clinical scope of practice</li> <li>Hold a current annual practicing certificate</li> <li>Must be a current member of at least one of the following:</li> </ul>	<ul style="list-style-type: none"> <li>Registered psychologist in NZ in the Neuropsychology scope of practice</li> </ul>

	Essential	Desirable
	<ul style="list-style-type: none"> <li>○ NZPS</li> <li>○ NZ College of Clinical Psychology or</li> <li>• An international Neuropsychological Society acceptable to ACC</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Must have a working knowledge of Rehabilitation principles.</li> <li>• At least 2 years post clinical qualification experience in supervised neuropsychological assessments and rehabilitation;</li> <li>• Be able to demonstrate knowledge of, and competency to use and interpret neuropsychological tests and have an appropriate knowledge of the relevant neuroscientific foundations of neuropsychological assessment.</li> </ul>	<ul style="list-style-type: none"> <li>• Significant experience (5+ years) in the area of Neuropsychology.</li> <li>• Research experience.</li> <li>• Experience of working on ACC contracts.</li> <li>• Experience of providing supervision.</li> </ul>
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Must have the appropriate skills and knowledge to reach the competencies required to work under the relevant ACC contracts</li> <li>• Efficient time management.</li> </ul>	<ul style="list-style-type: none"> <li>• Full NZ driving license.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• Shows initiative</li> <li>• Able to work autonomously</li> <li>• Able to work within an interdisciplinary team environment</li> <li>• Excellent communication skills</li> <li>• Ability to relate to people</li> </ul>	

**Agreed by**

Signed \_\_\_\_\_  
(Employee)

Date \_\_\_\_\_

Signed \_\_\_\_\_  
(Chief Executive)

Date \_\_\_\_\_