

Schedule 3

Position Description

Clinical Neuropsychologist/Clinical Psychologist

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

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

Key Areas of Accountability

Area of Accountability	Expectations
Neuropsychological Services	<ul style="list-style-type: none"> • 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. • 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. • 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. • Undertakes risk assessment and risk management for relevant clients and provides advice on the neuropsychological aspects of risk to other professionals. • Consults with and provide specialist neuropsychological guidance to carers and families of clients. • Teaches neuropsychology to other professions in collaboration with professional tutors and teachers. • Consults regularly with and advises colleagues from other professions on psychological assessment and treatment methods. • Teaches, advises and consults with carers and community groups on psychological elements of brain injury related problems. • Contributes to clinic-based research projects as appropriate. • Undertakes special projects as delegated. • Provides clinical supervision to other professionals as appropriate.
Clinical Psychological Services	<ul style="list-style-type: none"> • Provides a thorough initial clinical evaluation for the client • Identifies barriers preventing rehabilitation towards independence • Identifies current appropriate and evidence-based treatment strategies • Provides cognitive- behavioural or other evidence-based therapy • Provides early education to the family/whanau of the client about the effects of psychological problems/mental injury to foster strong recovery/coping strategies • Works closely with the interdisciplinary team to formulate goals and progress towards these • Understands traumatic brain injury and other serious injuries and can adapt psychological inputs to manage the needs of these clients • Understands interdisciplinary team roles and how they work together • Supports the team to manage psychological issues the client/resident is experiencing within the rehabilitation programme • Provides client behavioural management plans and clear guidelines for Support Workers and coaches to follow in the community and in the residential facility • Undertakes appropriate reporting and planning as per contractual requirements. • Consults regularly with and advises colleagues from other professions on psychological assessment and treatment methods. • Teaches, advises and consults with carers and community groups on psychological elements of brain injury problems and their care.

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

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

Qualifications, Experience and Personal Qualities

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Must have successfully completed a university-based graduate or post graduate course or papers in Clinical Neuropsychology Registered Psychologist in NZ with a clinical scope of practice Hold a current annual practicing certificate Must be a current member of at least one of the following: <ul style="list-style-type: none"> NZPS NZ College of Clinical Psychology or An international Neuropsychological Society acceptable to ACC 	<ul style="list-style-type: none"> Registered psychologist in NZ in the Neuropsychology scope of practice

	Essential	Desirable
Experience	<ul style="list-style-type: none"> • Must have a working knowledge of Rehabilitation principles. • At least 2 years post clinical qualification experience in supervised neuropsychological assessments and rehabilitation; • 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. 	<ul style="list-style-type: none"> • Significant experience (5+ years) in the area of Neuropsychology. • Research experience. • Experience of working on ACC contracts. • Experience of providing supervision.
Competencies	<ul style="list-style-type: none"> • Must have the appropriate skills and knowledge to reach the competencies required to work under the relevant ACC contracts • Efficient time management. 	<ul style="list-style-type: none"> • Full NZ driving license.
Personal Attributes	<ul style="list-style-type: none"> • Shows initiative • Able to work autonomously • Able to work within an interdisciplinary team environment • Excellent communication skills • Ability to relate to people 	

Agreed by

Signed _____

(Employee)

Date _____

Signed _____

(Chief Executive)

Date _____