

# Eastern Health



## POSITION DESCRIPTION

<b>Position Title:</b>	Grade 2 Psychologist – Clinical Psychology Registrar
<b>Award Classification:</b>	Psychologist Grade 2
<b>Award / Agreement Name:</b>	Medical Scientists, Pharmacists and Psychologists (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2025.
<b>Position Reports to:</b>	Operationally: Allied Health AAM manager Professionally: Director of Psychology

## EASTERN HEALTH – GREAT CARE, EVERYWHERE, EVERY TIME

Eastern Health is one of Melbourne's largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio-economic status, population and healthcare needs.



## **POSITION PURPOSE**

The clinical psychology registrar position is specifically designed to support a recently graduated psychologist to successfully transition to practice and be supported to work towards achieving clinical psychology endorsement. The position will have a strong focus on growth, learning, reflective practice, supervision and self-care and will be embedded in Eastern Health's medical settings, working alongside experienced psychologists, to enable learning and development in a positive and well supported environment. The Psychology Registrar will be provided with rotations across diverse settings. These rotations will facilitate the psychologist to develop the competencies required for endorsement and the skills, knowledge and attributes required to provide psychological assessment and to support and manage the mental health needs of patients and their families. The incumbent will also develop their skills in supporting their multidisciplinary colleagues via provision of secondary consultation as required. After the first 12-24 months (12 for Doctoral and 24 for Masters Candidates) the psychologist will be offered ongoing employment as a psychologist at Eastern Health.

### **1. MAJOR DUTIES AND/OR RESPONSIBILITIES**

Provide comprehensive clinical psychology assessment, treatment, risk assessment and consultation services with relevant others to support the patient's mental health and wellbeing. Provide specialist psychology knowledge and skills to the multidisciplinary team and give advice to staff on specialist psychology outcomes and strategies including psychology specific assessments. Initiate, plan, implement and evaluate psychology services in consultation with patients and the multidisciplinary team.

#### **Direct Practice**

- Provide specialist clinical psychological assessment initiating appropriate therapies and supportive treatment and intervention plans to promote mental health and wellbeing
- Provide psychological consultation, support and education to patients, families, carers and other professionals and agencies
- Engage in clinical reasoning, using a patient centred approach within multidimensional assessments, formulating appropriately targeted treatment plans with realistic achievable goals and selecting the most appropriate option for implementation.
- Develop and implement treatment and behaviour management plans in collaboration with patients, staff and significant carers.
- Attend and contribute clinical psychology expertise to the team clinical reviews, meetings, handovers and case conferences.
- Demonstrate flexibility/responsiveness within professional practice/duties/roles in order to meet organisational goals/priorities.
- Actively promote and develop positive relationships within the service, health sector and community that promote appropriate service delivery and patient care.
- Engage with and support community services and resources to facilitate effective discharge planning including referrals on discharge.
- Demonstration of relevant family violence practice according to allocated responsibility level. This aligns with the Multi-Agency Risk assessment and Management (MARAM) Framework, the Family Violence Information

Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements and related Eastern Health guidelines.

### **Leading in Learning**

- Actively participate in the Psychology Registrar Program. This includes developing a comprehensive individual learning plan and actively working towards meeting the competencies required for endorsement in Clinical Psychology.
- Actively participate in supervised and reflective practice, lifelong learning and further development.
- Actively seek feedback on professional performance and respond professionally to such feedback
- Engage in a broad range of active professional development activities to ensure up to date skills and knowledge of best practice psychological therapies. Ensure professional development activities also meet the continuing professional development requirements for the registrar program.
- Ensure adherence with all registration standards of the Psychology Board of Australia and Eastern Health standards and practice guidelines.

### **Leading in Research and Innovation**

- Contribute to the development of appropriate structures, policies and procedures for effective multidisciplinary team functioning in line with government policy, legislation and Eastern Health's standards.
- Contribute to service improvement through involvement in continuous quality improvement activities, research and professional education activities as appropriate.

## **2. SAFE PRACTICE AND ENVIRONMENT**

### **Occupational Health and Safety**

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

## **3. TRAINING AND DEVELOPMENT**

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All

programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

#### **4. QUALITY**

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

#### **5. CONFIDENTIALITY**

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

#### **6. EQUAL EMPLOYMENT OPPORTUNITY**

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

#### **7. PERFORMANCE DEVELOPMENT**

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager and Clinical Lead who will act as joint assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

#### **8. ATTACHMENTS**

- Attachment 1 Key Selection Criteria

## 9. NOTE

*Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.*

*Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.*

*Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.*

Signed: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Manager

### INCUMBENT STATEMENT

*I \_\_\_\_\_ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.*

Signed: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

## ATTACHMENT 1

### KEY SELECTION CRITERIA

<b>Position Title:</b>	Grade 2 Psychologist – Clinical Psychology Registrar
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### Essential

#### *Qualifications*

The successful applicant will have the following qualifications:

- Full registration or eligibility for full registration as a psychologist by the Psychology Board of Australia (PBA).
  - Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
  - Eligibility to work towards endorsement in the Approved Area of Practice of Clinical Psychology.

#### *Experience, knowledge & skills*

- Demonstrated theoretical knowledge, experience and skills in the application of clinical psychological assessment and interventions in a clinical medical setting.
- Understanding of the role of a clinical psychologist in a public health medical setting and the contribution of psychology to the multidisciplinary team.
- A commitment to working with consumers, families, carers and other supports from a wide range of cultural and social backgrounds and to providing services that are family and gender sensitive.
- Knowledge, experience and ability in the provision of psychological services in a range of clinical settings, including experience in psychological interventions with depression, anxiety, adjustment issues and trauma as well as with more severe mental health presentations.
- Demonstrated ability to conduct comprehensive psychological assessments and to formulate and implement appropriate evidence based interventions that are consistent with best practice in clinical psychology.
- Have a good foundation understanding of clinical psychology and understanding of the relationship between physical health and psychological factors affecting patients in an inpatient and outpatient setting including from a biopsychosocial perspective.
- Possess a sound understanding of DSM-V.
- Proven ability to and commitment to work collaboratively with patients, significant carers, members of the multidisciplinary team and external agencies.
- Highly developed written, IT and verbal communication skills.
- Demonstrate a clear understanding of patient/client focused treatment goals.
- Strong organisational and time management skills.
- Effective interpersonal skills, particularly in communication and conflict management to facilitate team functioning.

- Demonstrate a commitment to maintain up to date clinical knowledge by regular attendance at conferences and workshops or other professional development activities.
- Demonstrate commitment to reflective practice and high level of self-awareness and emotional intelligence.
- Hold a current drivers licence.
- Completion of a satisfactory police check prior to appointment.