



POSITION DESCRIPTION

Position Title:	Neuropsychologist (Grade 2) Neurodevelopmental Assessment Team Infant Child and Youth Mental Health Service (ICYMHS Permanent Part-Time (.4 - .5 EFT))
Award Classification:	PK2
Award / Agreement Name:	Victorian Public Health Sector (Medical Scientist, Pharmacists and Psychologist) Enterprise Agreement - 2021-2025
Position Reports to:	Line Report – Manager Community and Child Specialist Team Professional Report – Clinical Lead, ICYMHS Psychology

EASTERN HEALTH – HEALTHIER TOGETHER

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. *'Being part of Eastern Health is being part of a welcoming team of healthcare experts'* is achieved through Eastern Health's strategic goal of HEALTHIER TOGETHER.

Our promise

Healthier together



1. POSITION PURPOSE

The Neuropsychologist will provide high quality assessment and consultation services to children and young people, aged 0 – 25 years presenting with severe mental health, trauma and/or disabilities for whom a neurodevelopmental disorder may also be present. The Neuropsychologist will be situated within the Neurodevelopmental Assessment Team which is located in Ringwood East.

The Neurodevelopmental Assessment Team (NAT) is a specialist team within EH ICYMHS. This team consists of a Clinical Psychologist, a Speech Pathologist, and a Consultant Psychiatrist. The NAT team only accepts referrals at a tertiary level where the child/young person has already undergone some assessment, and the diagnosis is complex or unclear. Referrals are accepted from EH ICYMHS Community Teams and Private Providers. The Team undertakes a range of specialist assessments to determine the presence or absence of neurodevelopmental disorders.

In the Neurodevelopmental Assessment Team, the Neuropsychologist will be required to undertake specialised neuropsychology assessments to help determine the presence of neurodevelopmental disorders. Assessment results and recommendations will be shared with Community Team clinicians in order to aid diagnosis, treatment, and outcomes for clients.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Provide specialist age appropriate and individualized neuropsychology assessments for children and young people aged between 0 - 25 years, referred to NAT and for whom a neurodevelopmental disorder is suspected.
 - Possess knowledge of and the ability to provide effective assessments for children with co-occurring mental health, trauma experiences and/or disability as a core component of the role.
 - Participate in complex multidisciplinary neurodevelopmental assessments, including Autism Spectrum Disorder assessments.
 - Able to provide a high standard of client assessment and co-ordination of services to clients, to facilitate safe, effective, person-centered care.
 - Working closely with NAT members and the relevant Case Manager, develop and feedback to clients and their families' recommendations arising from specialist neurodevelopmental and specialized neuropsychology assessments undertaken within NAT
 - Provide consultation to team members regarding case-related discipline-specific matters.

Actively participate in quality accountability activities including regular clinical and operational supervision, clinical review processes, peer review and professional development to reflect on and enhance practice skills.

- Complete appropriate documentation and contribute to service improvement through active involvement in Continuous Quality Improvement (CQI) activities, research and professional education activities as directed by the leadership team.
 - Maintain accurate, contemporaneous, timely electronic file notes and other clinical documentation as required by professional and organizational guidelines and standards, and complete appropriate and timely service statistics.
 - Adhere to and comply with relevant legislation and policy frameworks.

- Actively participate as a clinical member of NAT in quality accountability activities, clinical review processes, and peer review and service development initiatives.
- Participate in regular clinical supervision, professional meetings, professional development to build skills in reflection, collaboration and quality clinical practice.
- Other duties as directed by the manager, for the efficient and effective running of the service
- Actively participate in quality and accountability activities, clinical review processes, peer review and service development initiatives as directed by the leadership team.
- Practice in line with government policy, legislation, and Eastern Health's Mental Health Program.
- Consult with and, where appropriate, involve families and significant others in the development and implementation of services and recovery and treatment plans in order to support families and minimise the impact of psychiatric illness and/or disability on the family.
 - Promote and implement a client-focused team approach to ensure continuous quality improvement and clinical care of a high standard using evidence-based best practice for children, youth and their families.
 - Work collaboratively with ICYMHS multidisciplinary clinical teams, non-government organizations, GPs, private psychiatrists and others in the provision of quality care for children and their families
- Assist senior members of the team provide skills training, education, specialist secondary consultation and advice to a range of local service providers of children and young people aged 0 – 25 years with severe mental health, trauma and/or disabilities with child protection, education services, disability services, NDIS services, out of home care, residential services, general practitioner and other community services that may be involved with the children and families/carers.
- Undertake consultation with other clinical staff within ICYMHS and external service providers.
- **SAFE PRACTICE AND ENVIRONMENT**

Eastern Health is a child safe organization, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#).

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.

6. 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.

7. 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.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQA+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

8. 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, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work

unit's service development.

9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

10. ATTACHMENTS

- Attachment 1 Key Selection Criteria

11. 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.

Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the [Australian Immunisation handbook \(based on ATAGI advice\)](#). Seasonal vaccination against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to 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

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Essential:

The successful applicant will have:

- Registration and endorsement as a Clinical Neuropsychologist with the Psychology Board of Australia, Australian Health Practitioners Registration Agency
- A minimum of 2 years' experience as a qualified/fully registered and endorsed Clinical Neuropsychologist

Skills:

- Ability to plan, develop, implement and evaluate discipline specific assessments specific to child and adolescent psychiatry.
- Advanced theoretical and practical knowledge of psychological assessment, including psychometric assessment, and treatments in child and youth mental health, neurodevelopmental conditions and intellectual disability.
 - Skilled in comprehensive neuropsychological assessment of children and young people across the age range 0-25 years. Knowledge and familiarity with the Autism Diagnostic Observation Schedule, Second Edition (ADOS-2).
- Ability to provide assessment, consultation, feedback and recommendations to individual clients and their families
- Demonstrated high level of ability in providing skills training, education and secondary consultation to a diverse range of service providers.
- Thorough knowledge of the Disability Act 2006.
- A sound working knowledge of, and commitment to, working with children and their families/carers from a wide range of ethnic and social backgrounds, including Aboriginal and Torres Strait Islanders, and providing services that are family and gender sensitive.

- Demonstrated commitment to supervised practice and ongoing professional development.
- Compliance with the Code of Ethics and legal requirements of the profession.
- Demonstrated ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of excellent conflict resolution and negotiation skills.
- Demonstrate understanding and work within the principles of recovery oriented mental health practice.
- Sound knowledge of the relevant legislation and frameworks for recovery-oriented practice pertaining to working in mental health and with children, youth and families
- Thorough knowledge of relevant documentation related to the Mental Health Services and other strategic directions with clear relevance to access and community engagement.
- High level of computer skills related to word processing, data analysis and communication.
- Current Victorian driver's licence.
- Incumbent required to undergo a National Criminal History Check
- Incumbent required to hold a current Working with Children Check valid for employment purposes

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways. Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au