

Eastern Health

POSITION DESCRIPTION

Position Title:	Clinical Psychologist – Box Hill Mobile Support Team
Award Classification:	Psychologist Grade 2
Award / Agreement Name:	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021 – 2025.
Position Reports to:	Operationally: Manager, AMHS Rehabilitation Services and MSTS Team Leader. Professionally: Psychology Clinical Lead Adult & Older Adult, MHWP.

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



1. POSITION PURPOSE

The Clinical Psychologist is a key member of the Mental Health Program Rehabilitation Stream working within the Mobile Support Team (MST). The position will ensure that a range of high-quality specialist psychology interventions are provided to assist people within MSTs to achieve their recovery goals, leading an improved quality of life. This position is responsible for promoting the principles and practice of service coordination to ensure that consumers are at the centre of service delivery and receive a timely, coordinated response to their health and social needs.

“Our mental health & wellbeing adult rehabilitation program vision is to provide culturally sensitive, holistic and wellness focused services that promotes, values and respects the dignity and lived experience of individuals facing mental health challenges. We will do this by using evidence based strategies in our services, by supporting staff training and wellbeing, by working collaboratively with individuals and their support networks to help them pursue a life based on their own strengths, values and recovery goals, and by continuing to strive for excellence in all that we do”. March 2023

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- To provide high quality clinical services working in partnership with consumers and carers.
- Provide comprehensive clinical psychology and mental health assessment, treatment, risk assessment and consultation services with relevant others that promotes and facilitates recovery.
- 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 consumers, carers and the multi-disciplinary team both at the clinic and in the consumers own environment as need be.
- Review consumer behaviour support plans, providing suggestions for behaviour management strategies, and attending care team meetings to support the implementation of behaviour management/education to the broader care team.
- Contribute to service wide response plans for consumers within the MSTs.
- To contribute to ‘best practice’ multidisciplinary teamwork that is evidence based.
- Actively promote and participate in the delivery of the Collaborative Recovery Model.
- Possess knowledge of and the ability to provide effective interventions for consumers with co-occurring mental health and substance use problems (dual diagnosis) as a core component of the clinical role
- Promote the principles and practice of service coordination to ensure that consumers are at the centre of service delivery and receive a timely, coordinated response to their health and social needs.
- Demonstration of relevant family violence practice according to allocated responsibility level in the mental health program workforce mapping tool. 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.
- Develop knowledge of local resources and services to make appropriate referrals; provide advocacy; and initiate service development activities that will proactively enhance consumer access to community services.
- Participate in handover and clinical review meetings that guide implementation and evaluation of consumer treatment objectives provided by the multidisciplinary team.
- Comply with data collection and reporting requirements along with administrative procedures as required including use of Outcome Measurement tools.
- Adhere to and comply with relevant legislation i.e. Mental Health and Wellbeing Act 2022.
- At all times works within the professional standards, codes and behaviours that are legislated through the relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.

- Practice in accordance with the recovery principles as outlined in the ‘Framework for recovery-oriented practice’ (Department of Health 2011).
- Engage in clinical supervision, line supervision and professional supervision as required by Eastern Health and AHPRA standards. Committed to provide supervision to junior psychologists and psychology students.
- Demonstrated commitment to ongoing professional development including all mandatory training requirements.
- Participate in and meet the standards of the EH Allied Health Credentialing and Professional Standards.
- Participate in the implementation of the operational improvement plans and plan an active role in accreditation activities.
- Contribute to sustaining a positive team environment that maximises the range of consumer services available through the multidisciplinary team.
- A sound working knowledge of and commitment to working with consumer from a wide range of ethnic and social backgrounds and providing services that are family and gender sensitive
- To ensure that Eastern Health’s objectives are upheld and that the standards, practice guidelines and legal requirements are adhered to and/or implemented.
- Other duties as directed by the Manager AMHS Rehabilitation Services/ MSTs Team Leader (or their delegates), for the efficient and effective running of the service.

3. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to providing and maintaining 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.

4. 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.

5. 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.

8. PERFORMANCE DEVELOPMENT

An Achieve Conversation that includes agreed targets, will occur three (3) months from commencement and then annually based on 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
- Attachment 2 Local Work Environment

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.

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

Position Title:	Clinical Psychologist – Box Hill Mobile Support Team
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Essential

- Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
- Full registration or eligibility for full registration as a Psychologist by the Psychology Board of Australia (PBA).
- Registration endorsement or eligibility for endorsement in Approved Area of Practice of Clinical Psychology
- Compliance with the code of ethics and legal requirements of the profession.
- A current driver's license
- A satisfactory police check is required prior to appointment.

Desirable:

- Additional relevant qualifications or progression towards these, (over and above the essential qualifications) with a commitment towards their completion.
- Previous experience in case management role.
- Working with children check (WWC).
- Knowledge of and experience working with the Collaborative Recovery Model.
- Experience in clinical research and/or the incorporation of research and evaluation practices into clinical practice
- Previous experience in a similar role
- Advanced computer literacy skills – with demonstrated proficiency in the use of Microsoft Word, Excel, outlook etc.
- Demonstrated excellent interpersonal and communication skills (written and verbal) and proven ability to liaise negotiate and communicate with staff, including the multi-disciplinary team, community agencies and the wider service system.

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

ATTACHMENT 2: LOCAL WORK ENVIRONMENT

Department / Specialty Area	Eastern Health Mental Health Wellbeing Program
Campus / Physical Location	Central East Catchment/ Outer East Catchment

SPECIALTY SPECIFIC INFORMATION: Organizational Context

Eastern Health provides a broad range of acute, sub-acute, aged and mental health services to approximately 800,000 people in the eastern suburbs of Melbourne. Eastern Health has approximately 8,500 staff and covers a geographical area of 2800 sq kms. Eastern Health is affiliated as a teaching health service with Deakin, Latrobe and Monash Universities.

Eastern Health's Mental Health Program provides Tier 3 mental health care for all ages in the Eastern Metropolitan Region of Melbourne. Fundamental to our service delivery are the principles of recovery oriented mental health practice.

Our services cover the continuum of care and include both inpatient and outreach services in the following divisions:

- Child and Youth Mental Health Services (CYMHS)
- Adult Mental Health Services (AMHS)
- Aged Person Mental Health Program (APMH)
- Research and academic programs

The Mental Health & Wellbeing Program works in partnership with State-wide Services which include the following divisions:

- Alcohol and Drug Service
- SPECTRUM (statewide service for people with a personality disorder)
- Dual Diagnosis

Mobile Support and Treatment Service (MSTS) offers community recovery orientated services, consultation, assessment and treatment and support to people with a mental illness, and their carers and families, between the ages of 16 and 64. MSTS staff focus on working collaboratively with consumers with a lived experience of mental ill health and their support networks to help them pursue a life based on their own strengths, values and recovery goals

- Assertive outreach and intensive support, utilizing recovery-focused goal setting to promote hope, enhance consumers' community access, and foster the development of independent living skills.

Box Hill Mobile Support & Treatment Service (BHMSTS) is located in the Central East Catchment and supports those who live in the Municipalities of Whitehorse (west of Springvale Road), Manningham and Monash. It is co-located with some Central East Teams.

Maroondah Mobile Support Team (MMSTS) is located in the Outer East Catchment and supports those who live in the Municipalities of Knox, Yarra Ranges, Maroondah and Whitehorse (east of Springvale Road). It is co-located with some of the Outer East Teams.