

Eastern Health

POSITION DESCRIPTION

Position Title:	Clinical or Health Psychologist Grade 3
Award Classification:	Senior Psychologist Grade 3
Award / Agreement Name:	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021- 2025
Position Reports to:	Operational: Allied Health Program Manager Professionally: Director 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.



1. POSITION PURPOSE

A Grade 3 Clinical or Health Psychologist is required to deliver specialist psychology services to inpatients within the medicine program at various sites (acute and subacute/rehabilitation) across Eastern Health. The position requires the provision of comprehensive psychology assessment, treatment, risk assessment and consultation services to support the mental health and wellbeing of inpatients with medical conditions. This includes triaging referrals, psychological assessment and formulation, providing brief psychological interventions, and working closely with the multidisciplinary team to assist with discharge planning.

This role may also include supervision of junior psychologists and postgraduate psychology students, in addition to involvement in quality projects and/or research as required or other Department activities.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Health care Excellence:

- Provide expertise in specialist psychological assessment, initiating appropriate therapies and supportive treatments to patients and significant carers as referred
- Provide secondary psychological consultation to staff members and to other agencies.
- Demonstrate a high level of clinical reasoning and advanced casework skills, using a patient-centred approach within multi-dimensional assessments, formulating appropriately targeted treatment plans with realistic achievable goals, identifying a comprehensive range of interventions options, 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/health psychology expertise to all relevant meetings of the integrated clinical team, including clinical reviews, handovers and case conferences.
- Make a child protection report to DHHS if they have a reasonable belief that: a child has suffered or is likely to suffer, significant harm due to physical injury or sexual abuse; and the child's parents have not protected, or are unlikely to protect the child from that type of harm

Communication:

- Actively promote and develop positive relationships within the service, health sector, and community that promote appropriate service delivery and patient care.
- Provide information, support and psychological education to patients, families and carers and other professionals and agencies.
- Attend and participate in team meetings and case conferences as required
- Conduct comprehensive assessments of referred patients ensuring communication of significant clinical information to other staff whilst demonstrating high standards of professional practice
- Establishing collaborative working relationships with community agencies, consumer groups and other health care professionals

Organisational Skills:

- Demonstrate autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Demonstrate flexibility/ responsiveness within professional practice/ duties/ roles in order to meet organizational goals/ priorities.
- In consultation with your manager, ensure the efficient and effective use of resources including setting priorities so those patients with the highest needs are given priority in the provision of psychological services
- Provide role modelling of appropriate behaviours in all areas of practice, including punctuality and appropriate dress

- Demonstrate high-level organisational skills through efficient time management and professional responsibility including modelling the ability to appropriately prioritise workload and manage multiple competing demands.
- Ensure all documentation is completed and maintained in accordance with Eastern Health standards

Professional Development, Quality and Supervision:

- Participate in individual and group supervision in accordance with AHPRA, PBA and Eastern Health requirements
- Attend relevant professional development sessions
- Maintain and update clinical or health psychology professional expertise
- Attend sector Psychology meetings
- Demonstrate initiative and responsibility for individual professional development
- Maintain board approved supervisor status with the PBA
- Provide supervision to psychology staff and students as required
- Participate in performance review process
- Actively seek feedback on professional performance and respond professionally to such feedback.

Research and Education:

- Demonstrate an ability to initiate, implement and evaluate research and encourage staff to participate in research and quality projects
- Provide leadership within the development, implementation and evaluation of clinical programs
- Actively contribute to the development and review of service policies

3. 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 Compensations (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 centred 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

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.

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

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Award / Agreement Name:	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021- 2025
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Essential

- A Masters or Doctorate degree in clinical or health psychology that has been approved by the Psychology Board of Australia (PBA)
- Current full registration with the Psychology Board of Australia.
- Endorsement as a clinical or health psychologist with the Psychology Board of Australia or eligibility for endorsement in Approved Area of Practice of Clinical or Health Psychology
- Approved Supervisor Status with the Psychology Board of Australia.

Knowledge, skills and experience

- Minimum five years clinical experience post qualification.
- Demonstrated ability to conduct comprehensive psychological assessments and to formulate and implement appropriate evidence-based interventions that are consistent with best practice in clinical/health psychology.
- The ability to interpret and synthesise clinical health psychological assessment data to inform clinical health case formulation, diagnosis and treatment approaches
- Extensive 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, trauma and chronic disease as well as with more severe mental health presentations.
- Have a good understanding of health issues from a biopsychosocial perspective.
- Prior experience in inpatient medical settings
- Proven ability and commitment to work collaboratively with patients, significant carers, members of multidisciplinary team and external agencies.
- Highly developed written, IT and verbal communication skills.
- Strong organisational and time management skills.
- Effective interpersonal skills, particularly in communication, leadership and conflict management, in order to facilitate team functioning.
- Demonstrated commitment to reflective practice.
- Engage in supervision as required by Eastern Health and AHPRA standards and provision of supervision to more junior Psychology staff, and students
- Complete a satisfactory police check prior to appointment

Desirable

- Hold a current Victoria drivers licence

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 has recently been released. 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