

Eastern Health

POSITION DESCRIPTION

Position Title:	Clinical Neuropsychologist Child & Family Team – Community Health
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:	Operational: Team Leader, Child & Family Team, Community Health, Care@Home / Manager – Community Health 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 2 Clinical Neuropsychologist is required to provide specialist psychology services to the Eastern Health Community Health Service.

This exciting position is aligned to the newly developed “Pathway to Good Health (PTGH)” Clinic which aims to provide multidisciplinary assessment, planning support and referrals for children and young people aged 0-17 years with complex needs entering or re-entering statutory care in Victoria. This includes children and young people in kinship, foster and residential care settings.

The multidisciplinary team includes a paediatrician, and allied health practitioners such as a speech pathologist, occupational therapist and psychologist.

This clinic team undertakes a comprehensive multidisciplinary assessment of the child or young person’s development, function and emotional wellbeing and produces a health management plan that documents the multidisciplinary assessment findings and any recommendations for further interventions for the child or young person.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Health care Excellence:

- Provide 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 neuropsychology 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 neuropsychology professional expertise.
- Attend sector Psychology meetings.
- Demonstrate initiative and responsibility for individual professional development.
- 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
- Actively engage with 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 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 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

Position Title:	Clinical Neuropsychologist
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Essential

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

Knowledge, skills and experience

- Demonstrated competence in neuropsychological assessment and clinical case formulation that involves the integration, interpretation and reporting of data gathered during assessment, including from clinical interview and history taking, behavioural observations and administration of standardised procedures.
- Knowledge, experience and ability in the provision of psychological services to children and youth in a range of clinical settings
- Proven ability and commitment to work collaboratively with patients, significant carers, members of multidisciplinary team and external agencies.
- Effective interpersonal skills, particularly in communication 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
- Complete a satisfactory police check prior to appointment

Desirable

- Hold a current Victoria drivers licence
- Prior experience in paediatric mental health

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