

Eastern Health

POSITION DESCRIPTION

Position Title:	Senior Clinical/Health Psychologist
Award Classification:	Grade 3
Award / Agreement Name:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 – 2025
Position Reports to:	Operational: Manager, Rehabilitation and Ambulatory Specialist Clinics) Specialty Medicine & Ambulatory Care Professional: Director of 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 state-wide services to people and communities that are diverse in culture, age and socioeconomic status, population and healthcare needs. We are one of the largest public health services in Australia, and growing every year together with our growing and dynamic region.



OUR VALUES

Our values reflect our understanding that healthcare is about people caring for people.

The way we work together in healthcare teams with consumers, their families and our communities require us to be respectful, be safe always, partner in care and learn and improve every day.

As we live these values each day, our work environments are characterised by respectful and supportive relationships between employees and with our patients and their families.

These values represent and describe the very heart of our organisation and what we stand for.

ABOUT OUR SERVICE

The Chronic Pain Clinic is an interdisciplinary team of specialist allied health professionals offering short-term therapy for people living with Persistent Pain. The service works together to explore the factors contributing to the client's pain condition and provide education and advice around self-management strategies to improve their life. The service focuses on evidence-based assessment and treatment and offers a range of services delivered by physiotherapy, health psychology, clinical psychology, occupational therapy, pharmacy and a medical team.

YOU AND YOUR ROLE

As a Grade 3 Clinical/Health Psychologist you will be responsible for providing high quality clinical/health psychology services to our consumers, using your expert professional knowledge and skills to enhance their wellbeing and social functioning. The services you provide will include individual and group work with Persistent Pain clients, psychological assessments and advanced psychological interventions, discharge planning, education and consultation to consumers, families and health professionals, and liaison with other disciplines and programs as needed.

In this role you'll provide professional supervision and guidance to more junior staff and postgraduate psychology students and contribute to the development of quality assurance processes and practices for our service. You'll also provide secondary consultation to key stakeholder services and work collaboratively alongside the unique skillsets of your multidisciplinary colleagues under the direction of your team leader.

This position is an opportunity to promote the principles and practice of excellent care and service coordination, to ensure that consumers are at the centre of their recovery and receive a timely, coordinated response to their healthcare and social needs.

MAJOR DUTIES AND RESPONSIBILITIES

Healthcare Excellence:

- Provide expertise in specialist psychological assessment, initiating appropriate therapies and supportive treatments.
- Demonstrate a high level of clinical reasoning and advanced casework skills, using a patient-centred approach to provide specialist psychological assessments, sophisticated therapeutic interventions and supportive treatments, and support overall recovery planning.
- Develop and implement targeted treatment plans, identifying a comprehensive range of intervention options in collaboration with consumers, carers and the multidisciplinary team, and selecting the most appropriate for implementation.
- Provide secondary consultation to staff members and to other agencies in relation to complex clinical issues and psychological presentations.

- Demonstrate autonomy, independence of thought, awareness of own effectiveness and internalised responsibility.
- Demonstrate flexibility and responsiveness within professional practice, duties and roles in order to meet organisational goals and priorities.
- Demonstrate high standards of professionalism and ethics in communicating significant clinical information to consumers, their carers, the multidisciplinary team and other agencies.
- Establish collaborative working relationships with community agencies, consumer groups and other healthcare professionals.
- Actively promote and develop positive relationships within the service, health sector, and community that promote appropriate service delivery and patient care.
- Provide psychological consultation to staff members and other agencies.
- Contribute clinical/health psychology expertise to team clinical reviews, handovers and case conferences.
- Demonstrate relevant family violence practice aligned 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.
- Contribute to sustaining a positive team environment that maximises the range of consumer services available through the multidisciplinary team.
- Undertake other duties/responsibilities consistent with your skill level and classification.

Communication

- Provide information, support and psychological education to consumers, families and carers and other professionals and agencies.
- Communicate regularly and effectively with the multidisciplinary team and the consumer's broader care team to report treatment outcomes, coordinate care, and support the understanding of care delivery and care planning.
- Demonstrate clarity in all clinical documentation.
- Attend and participate in team meetings and case conferences as required

Organisational Skills

- Demonstrate high level organisational skills and autonomy through efficient time management and professional responsibility, including modelling the ability to appropriately prioritise workload and manage multiple competing demands.
- Demonstrate punctuality, timeliness and professional behaviour at all times, including professional conduct and presentation.
- Ensure the efficient and effective use of resources, including the prioritisation of consumers with the highest needs for psychology services, in consultation with your team leader.
- Participate in and complete all necessary administrative functions as mandated by the position, team leader, profession and Eastern Health policy including clinical documentation, outcome measures, reporting, and activity data collection.
- Adhere to Eastern Health policies and procedures.
- Actively contribute to the development and review of service policies; provide regular feedback to the clinical team on policy and committee involvement.

Professional Development, Quality and Supervision

- Demonstrate high level understanding of service quality improvement.
- Participate in clinical and line supervision in accordance with Australian Health Practitioner Regulation Agency (AHPRA), Psychology Board of Australia (PBA) and Eastern Health requirements.
- Provide clinical supervision to more junior psychologists and postgraduate students.
- Maintain board approved supervisor status with the PBA

- Prioritise attendance at Psychology profession meetings.
- Attend and actively participate in internal and external professional development activities and ensure maintenance of AHPRA Continuing Professional Development requirements at all times.
- Comply with Eastern Health performance standards and participate in continuous monitoring and improvement; actively seek feedback on professional performance and respond professionally to such feedback.
- Participate in performance review processes.
- Comply with the Code of conduct for psychologists and legal requirements of the profession.

Research and Education

- Demonstrate an ability to initiate, implement and evaluate research, and promote an organisational commitment to research and quality projects.
- Support, develop and deliver clinical education activities and training where required.
- Promote research via publication or presentation at relevant forums.

SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health acknowledges that the health, safety and wellbeing of its people and contractors are paramount and central to providing great care, everywhere, every time. Eastern Health recognises that work is a social determinant of health and is committed to the provision of a safe and healthy working environment to support the prevention and management of work-related injury and ill health.

Our staff are responsible for cooperating with management to improve their health, safety and wellbeing. This includes raising and reporting any health, safety and wellbeing concerns, observing and cooperating with policies, standards, guidelines, procedures and safe work practices they have been trained in and, as far as they are able, protecting their own and others' health, safety and wellbeing whilst at work.

This further includes compliance with all state legislative requirements with respect to the Occupational Health and Safety Act (2004) and the Workplace Injury Rehabilitation and Compensation Act (2013), and reporting of all clinical and OHS incidents and near misses; in particular those related to occupational violence, manual handling, and slips, trips and falls.

TRAINING AND DEVELOPMENT

Eastern Health is committed to providing its employees, as far as practicable, with training and development opportunities that are professionally relevant to enable the acquisition of knowledge and skills, optimise performance, improve patient outcomes, develop professional networks, share research, and expand career opportunities. This may also assist with continuing professional development (CPD) requirements for the maintenance of registration relevant to an employee's scope of practice.

Eastern Health staff are expected to participate in continuing professional development on an annual basis. Relevant, practical and timely education should enhance and support the professional growth and practice of employees in a health environment characterised by change.

QUALITY

As a staff member of Eastern Health, you are required to comply with Eastern Health performance standards and participate in continuous reporting, 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 Eastern Health's approach to patient and family centred care.

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 Privacy and Data Protection Act (2014) and the Health Records Act (2001).

EQUAL OPPORTUNITY

Eastern Health recognises that everybody has the right to be treated with respect and dignity. All Eastern Health employees and workplace participants must adhere to the Equal Opportunity policies and practices of the service.

Discriminatory practices, including sexual harassment, are unlawful. Eastern Health will not tolerate discriminatory behaviour, and any such conduct may lead to the invoking of disciplinary policy and procedure, which may result in termination of employment.

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 performance together with 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 ongoing self-development together with the allocated work unit's service development.

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 every day

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.

ATTACHMENTS

- Attachment 1 Key Selection Criteria
- Attachment 2 Speciality Specific Information

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:	Senior Clinical/Health Psychologist
Award Classification:	Grade 3
Award / Agreement Name:	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021 – 2025.
Position Reports to:	Operational: Manager, Rehabilitation and Ambulatory Specialist Clinics) Specialty Medicine & Ambulatory Care Professional: Director of Psychology.

Qualifications:

- A Masters or Doctoral coursework qualification in Clinical or Health psychology approved by the Psychology Board of Australia.
- Current general registration with the Psychology Board of Australia.
- Endorsement as a clinical or health psychologist with the Psychology Board of Australia.
- Board-approved Supervisor status recognised by AHPRA.

Essential:

- Minimum 5 years of post-qualification experience working as a fully registered clinical or health psychologist.
- Demonstrated experience with adult persistent pain conditions characterised by high complexity, severity and co-occurring conditions.
- Demonstrated ability to conduct high quality and sophisticated psychological assessments and formulate and implement appropriate evidence-based interventions that are consistent with best practice in clinical/health psychology.
- Proven ability and commitment to work collaboratively with consumers, significant carers, members of multidisciplinary teams and external agencies.
- Effective interpersonal skills, particularly in communication, leadership and conflict management, in order to facilitate team functioning.
- Highly developed written, IT and verbal communication skills.
- Strong organisational and time management skills.
- Demonstrate a commitment to maintain up to date clinical and management knowledge by regular attendance at conferences and workshops or other professional development activities.
- Demonstrated commitment to reflective practice.

Desirable:

- Additional relevant postgraduate qualifications.
- Experience in undertaking significant and relevant clinical research.
- Experience in the development and delivery of training for other health professionals.
- Contribution to the profession through conference presentations and / or publications.

ATTACHMENT 2

SPECIALTY SPECIFIC INFORMATION

Organisational 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 6,500 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 provides health care in the areas of acute care, aged care, rehabilitation within the inpatient and ambulatory care setting, community health and mental health from campuses including:

- Angliss Hospital
- Box Hill Hospital
- Healesville Hospital
- Maroondah Hospital
- Peter James Centre
- Wantirna Health
- Eastern Health – Lilydale
- Yarra Valley Community Health Service

This position is aligned to both the Angliss Hospital and Eastern Health Lilydale– there is an expectation to work at both campuses' pending days of work.

This role includes a clinical component and a leadership component that oversees the Chronic Pain Clinic:

- **Senior Clinician Grade 3 - Pain Management Service (APMS), Health Independence, Eastern Health**

A clinical caseload of relevant persistent pain rehabilitation patients is a component of this role. This role also involves leadership and professional oversight of the interdisciplinary team undertaking assessment and treatment of persistent pain clients. This role involves supporting the Chronic Pain Clinic Team Leader, performing shared tasks and activities when required and accepting responsibilities in the Team leader's absence and by the line Manager.