

Eastern Health

POSITION DESCRIPTION

Position Title:	Clinical Neuropsychologist (Neurosciences)
Award Classification:	Psychologist Grade 2/Clini3
Award / Agreement Name:	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Position Reports to:	Operationally to Director of Neurosciences / Associate Program Director Professionally to the 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 statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs



POSITION PURPOSE

The Grade 2/3 Clinical Neuropsychologist will possess specific knowledge and expertise in the area of FTD diagnosis and management as well as significant experience in assessment and intervention with other neuropsychological presentations.

The Grade 2/3 Clinical Neuropsychologist will be expected to contribute to the multidisciplinary healthcare team, to initiate and lead teaching, training, research and quality initiatives including supervision of more junior psychologists and provisionally registered psychologists on placement.

KEY ACCOUNTABILITIES

Responsibilities will include:

- Conducting comprehensive neuropsychological assessment of cognitive, behavioural and emotional status using neuropsychological and other psychological instruments.
- Providing high-quality formal reports to referrers and other relevant parties in a timely manner.
- Attending team meetings and treatment planning meetings to contribute to the development of diagnoses, care plans and management strategies using an interdisciplinary approach.
- Attending and contributing to client and family feedback meetings.
- Providing specialist neuropsychological consultation regarding complex diagnostic and management issues.
- Leading the evaluation and analysis of clinical guidelines, policies and procedures.
- Representing the discipline of psychology on committees and working groups as directed by the Director of Psychology.
- Providing leadership in quality improvement initiatives and service development projects.
- Supervising neuropsychology staff and students.
- Completing required reporting and statistics within specified timeframes.
- Comply with Eastern Health and departmental policies, procedures, and standards.

Healthcare Excellence

- Provide expertise in specialist neuropsychological assessment.
- Demonstrate competence in clinical case formulation through the integration, interpretation and communication of information obtained from clinical interview, collateral history, behavioural observations, and standardised assessment procedures.
- Provide neuropsychological consultation to staff members and to other agencies as required.
- Develop and implement treatment and behaviour support plans in collaboration with patients, carers, and the multidisciplinary team.
- Demonstrate autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Demonstrate flexibility and responsiveness in professional practice to meet service needs and organisational priorities.
- Contribute specialist neuropsychological expertise to multidisciplinary clinical reviews, handovers and case conferences.
- Provide information, support and psychological education to patients, families and carers, healthcare professionals and external agencies.
- Actively promote and develop positive relationships within the service, health sector, and community that promote appropriate service delivery and patient care.
- Actively seek feedback on professional performance and respond professionally to such feedback.
- Demonstrate high-level organisational and time management skills, effectively prioritising workload and managing competing demands.
- Provide role modelling of appropriate professional behaviours in all areas of practice.
- Undertake other duties/responsibilities consistent with employee's skill level and classification.
- Establish collaborative working relationships with community agencies, consumer groups and other healthcare professionals.

- Contribute to the development of service programs by actively applying continuous quality improvement principles.
- In consultation with your manager, ensure the efficient and effective use of resources including setting priorities so patients with the highest needs are given priority in the provision of psychology services.
- Provide leadership to a specialist program area (clinical stream) in the assessment of current and anticipated future needs and develop opportunities for service improvement.
- Promote appropriate standards of professional psychology practice within the team/department through the provision of quality professional supervision, professional development, monitoring and continuous quality improvement processes.
- Participate in and contribute to professional development activities.

Leading in Learning

- Contribute to education programs for other professional disciplines at undergraduate and postgraduate levels.
- Participate in individual and group supervision.
- Lead and/or participate in relevant clinical research as appropriate.
- Maintain and develop advanced clinical neuropsychology knowledge and skills through ongoing professional development.
- Attend sector psychology meetings.
- Provide education and training within Psychology and to other Eastern Health staff.

Leading in research and innovation

- Demonstrate high level understanding of quality improvement.
- Provide leadership within the development, implementation and evaluation of clinical programs.
- Actively contribute to the development and review of service policies.
- Provide regular feedback to the Clinical team on policy and committee involvement.
- Complete all documentation according to legislative and service requirements.

A Values-Based, Safe Workplace

- Eastern Health is committed to providing and maintaining a working environment for all staff that is safe and without risk to health.
- Staff are required to take care of their own health and safety and the health and safety of any other person who may be affected by their acts or omissions at the workplace.
- Recognises and deters potential risk which may jeopardize their own health, safety and wellbeing.
- Understands responsibilities and accountabilities to self and others in accordance with OHS legislation and Eastern Health policies and promotes a working environment that is congruent with these guidelines.
- Identifies and reports all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, Trips and Falls.
- Complies 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.
- Implements harm minimisation and risk assessment strategies for at-risk individuals.
- Treats all employees with respect and dignity and free of discrimination or harassment.

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.

KEY SELECTION CRITERIA

Qualifications:
Essential: • Current general registration with the Psychology Board of Australia (PsyBA) / Australian Health Practitioner Regulation Agency (AHPRA). • Masters or Doctoral qualification in Clinical Neuropsychology. • Endorsement in the approved area of practice of Clinical Neuropsychology. • Membership of, or eligible for membership with, the College of Clinical Neuropsychology, Australian Psychological Society (APS). • PsyBA-approved supervisor status for higher degree placements and the registrar program, or eligibility and willingness to undertake approved supervisor training.
Experience:
• A minimum of 5 years' experience working as a registered psychologist.
Knowledge and Skills:
• Advanced clinical skills in managing a complex caseload using a client-centred approach. • Demonstrated clinical expertise and clinical leadership. • Significant experience in the application of clinical neuropsychology within diagnostic services, particularly dementia assessment services. • Demonstrated capacity and experience in leadership in a multidisciplinary team, and the capacity to consult with a range of clients, carers, professionals and community agencies. • Experience in the supervision of staff and students. • Demonstrated ability to introduce innovative practice. • Demonstrated commitment to reflective practice, ongoing professional development, quality improvement, service enhancement, innovation, and research activities. • Knowledge of and compliance with the PsyBA Code of Conduct, and the APS professional practice guidelines. • Demonstrated ongoing commitment to maintain up to date clinical knowledge by regular attendance at conferences, workshops and engaging in supervised practice. • Experience in clinical research and/or the incorporation of research and evaluation practices into clinical practice. • A current Victorian driver's licence. • Sound computer skills.
Personal Attributes:
• Excellent interpersonal and communication skills (both written and oral), with the ability to effectively liaise, negotiate and collaborate with multidisciplinary teams, community agencies, and key stakeholders. • Excellent written skills and the ability to prepare reports for a range of audiences, using clear and concise language and presented in a well-reasoned format. • Demonstrated ability to develop and deliver training to groups with diverse levels of experience. • Demonstrated ability to work independently and as part of a multidisciplinary team while contributing positively to the team environment in all situations. • Demonstrated capacity to motivate staff and contribute to the organisational culture. •

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, ore reliable, always safe health service in partnership with our people to improve every day.

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 LGBTIQ+ 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](#).

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. Staff employed by Eastern Health may, by negotiation, be required to work at any campus or facility of Eastern Health.

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.

I confirm I have read, understood and accepted the Position Description and associated attachments.

Employee Name:

Employee Signature:

Date:

