

Eastern Health

POSITION DESCRIPTION

Position Title:	Psychologist Grade 2 AIPU
Award Classification:	Clinical Psychologist Grade 2
Award / Agreement Name:	Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2021-2025
Position Reports to:	Line Report – Nurse Unit Manager, AIPU Professional Report – ICYMHS Psychology Clinical Lead

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 Clinician will provide clinical psychology services and contribute to the daily clinical management of patients admitted to the Box Hill CYMHS Adolescent Unit. The incumbent will contribute to the group program and coordinate the treatment and care for Adolescents. The Grade 2 Clinical Psychologist will deliver a responsive, evidence-based service, be experienced in working within a multidisciplinary team and to work well under time pressure. The Clinician will work in a multi-disciplinary team and be able to work independently in planning treatment and care

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Contribute to the co-ordination and delivery of the Unit's group program, including the development and implementation of therapeutic group work.
- Provide expert Adolescent assessments and interventions.
- Take on a case co-ordinating role for both planned and crisis admissions. The case co-ordinator is responsible for the assessment and treatment of all patients admitted to the unit with the assistance of other members of the team.
- Work collaboratively with clients/consumers (aged 13 –17 years) and their families, co-clinicians and key stakeholders in the management of mental illness or co-morbid mental illness and alcohol/drug affected states, diagnosed or suspected substance abuse disorder and where alcohol/drug dependency may be suspected.
- Assist the service to develop and implement a system of service that reflects integrated care supported by a philosophy of 'no wrong door' for consumers presenting with co-occurring conditions of mental illness and substance use disorders.
- Provide discipline specific individualized treatments as decided in the treatment plan. Be available for consultation with other members of the multi-disciplinary team when difficult issues arise on the unit on individual, or group behavioral management.
- Provide service co-ordination, consultation and ongoing feedback to referring agents and other relevant agencies through case liaison, preparing high quality assessment reports, complete discharge summaries and communicate with external agencies.
- Provide specialist discipline specific assessment, and/or treatment for clients and their families referred from within the team and provide consultation to team members regarding case related discipline specific matters.
- Assist coordinated client care and support monitoring or accountability of clinical activities by documenting clinical services in the case record and completing appropriate and timely service statistics.
- Adhere to and comply with relevant legislation and policy frameworks
- Complete appropriate documentation and contribute to service improvement through active involvement in Continuous Quality Improvement (CQI) activities, research, professional education activities within Eastern Health.
- Promote and participate in research and evaluation activities.
- Work in partnership with primary, secondary and tertiary services to further enhance and develop clinical responsiveness for primary care providers, consumers and carers.
- Foster and develop relationships with key community stakeholders for best client/consumer outcomes.

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, as required by AHPRA to maintain registration as a Psychologist and Clinical Psychology endorsement.

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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Essential

Essential Qualifications:

- Full registration or eligibility for full registration as a Psychologist by the Psychology Board of Australia (PBA).
- Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
- Registration endorsement, or eligibility for endorsement in the Approved Area of Practice of Clinical Psychology.

Essential Experience

- Experience in assessment and subsequent interventions for Adolescents presenting with a range of psychiatric, behavioural, emotional, social, developmental or learning problems or who are at risk for developing these difficulties.
- Skills and experience in discipline specific formal assessment of Adolescents youth and their families.

Essential Knowledge and Skills

- Knowledge of the principles and application of the Children, Youth and Families Act and the Mental Health Act and the other relevant legislation and policies.
- Sound knowledge of the relevant legislation and frameworks for recovery-oriented practice pertaining to working in mental health and with Adolescent youth and families.

- Demonstrated practice regarding family violence according to the 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 the Child Information Sharing Scheme (CISS), legislative requirements, and related Eastern Health guidelines.
- Ability to contribute to improving systems and protocols that ensure continuity of care across the service system.
- High level of interpersonal skill and demonstrated ability to consult, liaise and negotiate with children, youth, their parents or carers, other family members, members of the general community and other professionals.
- Ability to function effectively in a multi-disciplinary team.
- Capacity to make informed clinical decisions on highly complex referrals.
- Ability to identify referral trends and themes and assist with service planning.
- High level communication, both written and verbal, demonstrated high level of interpersonal skills with consumers, their families and all health care professionals.
- Demonstrated commitment to ongoing professional development, including internal iLearn requirements, and willingness to engage in regular clinical and professional supervision.
- Sound computer literacy related to word processing, data analysis, and communication and embracing of health technologies and informatics.
- Employment is subject to a satisfactory police check, National Criminal History check, and evidence of a current Working with Children Check which is valid for employment purposes.
- Computer literacy and embracing health technologies and informatics.
- A current Victorian driver's license.

Desirable

- Experience with developing and supporting regional partnerships at a multi-agency level.
- Clinical skills in providing brief interventions to adolescents, youth and their families.

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