

POSITION DESCRIPTION

Position Title:	Senior Clinical Psychologist
Business Unit/Department:	Sunshine Mental Health & Wellbeing Centre
Division:	Mental Health & Wellbeing Services
Award/Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021 - 2025)
Classification:	Psychologist Grade 3 - Year 1 to Year 4 (PL1 to PL4)
Reports To:	<u>Operational:</u> Nurse Unit Manager(s) – Sunshine Mental Health and Wellbeing Centre <u>Professional:</u> Director of Psychology
Direct Reports:	Psychologists (Grade 2) Postgraduate Trainees (Provisional Psychologists)
Date Prepared/Updated:	1 January 2024

Position Purpose

The Senior Clinical Psychologist will provide leadership and clinical expertise as part of the multidisciplinary team at Sunshine Mental Health and Wellbeing Centre. The Sunshine Mental Health and Wellbeing Centre is comprised of three (3), 26-bed units each designed to provide varying levels of care – ranging from intensive care through to general care (GCA). The Senior Clinical Psychologist will support the implementation of psychological services within the Allied Health Team of their respective unit. They will be instrumental in delivering high-quality, consumer-centred care to individuals admitted to the unit, as well as their families and carers.

Responsibilities include providing psychological interventions through both individual and group sessions tailored to meet the needs of adult consumers during their stay. These interventions will encompass a range of therapeutic modalities designed to address various mental health concerns in a trans-diagnostic manner.

The Senior Clinical Psychologist will conduct assessments and formulate treatment plans, collaborating closely with the multidisciplinary team to ensure comprehensive care delivery. As a key member of the Allied Health and broader leadership teams of their respective inpatient unit, the Senior Clinical Psychologist will actively contribute to service development and continuous improvement initiatives for their service area.

Participation in area-wide psychology-related activities and engagement in clinical supervision processes are also essential aspects of the role, facilitating ongoing professional development and the exchange of best practices within the field.

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Business Unit Overview

The Division of Mental Health and Wellbeing Services spans across multiple Western Health sites and within the local community and services consumers across the lifespan.

The Division has recently been established following a key recommendation from the Royal Commission into Victoria's Mental Health System. The Western Health catchment includes the local government municipalities and growth areas of Brimbank, Sunbury, Maribyrnong and Melton.

Our recovery-oriented approach to care is provided by a multidisciplinary workforce comprising skilled clinicians, consumers and carers. These services include hospital based, community and specialist mental health and wellbeing services for adults, older adults, children and adolescents who are experiencing, or are at risk of developing a serious mental illness.

The Division collaborates across a number of Divisions within Western Health and partners with external health services and community services to ensure the provision of Best Care.

The Division aims to innovate and develop services and care options across Western Health to ensure Best Care for the community of Western Melbourne.

Division of Allied Health – Professional/Clinical

Allied Health provides a range of evidence based, client centred, specialist services at Western Health, across the care continuum, from admission within the emergency department through to discharge in the community. These services work across the spectrum of life, from neonates to the elderly. The predominant focus of Allied Health is the return and optimisation of an individual's function, and wellbeing, from both physical and psycho-social perspectives. Activity is aligned with Western Health's Best Care Model and CARES values.

Allied Health involvement is pivotal to efficient and effective multidisciplinary team functions, discharge planning and patient centred care. Western Health employs a range of Allied Health disciplines, each with unique specialist tertiary training and skills, including Audiology, Clinical Psychology and Neuropsychology, Exercise Physiology, Language Services, Nutrition and Dietetics, Occupational Therapy, Pastoral Services, Physiotherapy, Podiatry, Social Work and Speech Pathology.

Key Responsibilities

- Demonstrate a commitment to the patient 'Charter of Healthcare Rights'
- Comply with the expected scope of the role and standards of performance in the role as described by the relevant professional bodies/industry standards and leadership capability framework
- Maintain registration (as required) and report any changes or limitations on practice if applicable
- Hold accountability for own actions and seek guidance and support from appropriate employees when limited by own skills and experience
- Comply with confidentiality obligations with regard to patients, consumers and colleagues
- Comply with all Western Health policies and procedures
- In conjunction with service manager ensure staff are appropriately directed and supported to deliver high quality client centred care in line with the "Best Care" Framework
- Lead and deliver high quality person centred inter-professional care in line with the "Best Care" framework
- Demonstrate extensive, evidence-based specialist knowledge, clinical reasoning and competencies, to lead and enhance patient care in area of practice
- Provide and direct others in the provision of evidence based clinical services using a person-centred approach
- Demonstrate capacity to develop and implement methods to ensure that staff in the area of responsibility have an appropriate, measurable level of competence
- Ensure the application and maintenance of clinical standards in areas of delegated responsibility
- Demonstrate highly developed organisational skills and efficient time management to appropriately evaluate, prioritise and complete workload
- Identify and support others to solve complex problems

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- In conjunction with service manager contribute to the development and implementation of processes to facilitate effective consumer participation, and ensure that appropriate responses are provided to customer feedback and complaints
- Lead planning for clinical services for the team
- In conjunction with service manager support staff to meet service targets/goals
- Provide leadership which promotes effective teamwork, encourages cohesion and ensures staff feel valued and contributions are acknowledged
- In conjunction with the service manager, actively work towards service integration and streamlined patient journeys
- In conjunction with service manager ensure appropriate orientation of new staff
- Demonstrate expert knowledge of resources relevant to area and acts as a resource person for other team members
- Demonstrate high level open and effective communication (verbal, non-verbal, written and electronic) with consumers, other staff and service providers
- Demonstrate highly effective negotiation skills and conflict resolution skills when dealing with difficult situations
- Support and supervise undergraduate psychology students
- Actively participate in regular supervision, demonstrating ongoing development of clinical skills and reflective practice as identified in supervision plan
- Demonstrate flexibility/responsiveness within professional practice/duties/roles and assumes extra responsibility as required to meet organisational priorities and appropriately delegates as necessary
- Participate and represent the service in consultation with service manager at relevant committees, working groups and meetings as requested.
- Lead the provision of information and education about the service and professional role within the service.
- Assist in promoting effective workplace relations and teamwork to ensure optimum relations across acute services and collaborating community agencies
- Participate in and contribute to relevant case conferences, team meetings, client/family feedback meetings
- Facilitate weekly therapeutic groups on the unit
- Assist in cultivating an environment where workers have the opportunity to work to their full scope of practice and potential
- Assist in fostering and developing research opportunities across the service
- Conduct or contribute to feedback to staff on their performance including performance development planning and performance management where relevant
- Where designated, provide high quality supervision to junior staff and students that is timely, flexible and responsible
- Lead and participate in the development, organisation and delivery of education programs for Western Health staff, external service providers and the community
- Present at internal and external forums to enhance personal knowledge and professional development
- Develop treatment plans to support consumers who exhibit behaviours of concern
- Lead service development and evaluation through quality improvement activities or research projects where appropriate
- Assist in writing procedures and guidelines as required for the ongoing development of the program, and support relevant staff to complete these tasks
- Assist in meeting reporting requirements relating to the service
- Ensure that service/program outcomes are achieved through appropriate client management and pathways
- Facilitate/assist in the process of recruitment, selection and retention of staff to meet client and service needs.
- Ensure that workload statistics, and other required information, is entered and reported as directed, and on time by self and staff in area of responsibility
- Perform other duties as directed

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In addition to the key responsibilities specific to your role, you are required to deliver on the [WH AH Capability Framework](#) and the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

Key Working Relationships

The Senior Clinical Psychologist is operationally accountable to the Nurse Unit Manager (of their assignment inpatient unit), and professionally accountable to the Director of Psychology, Western Health, through the Principal Psychologist (Mental Health). Other key working relationships include:

Internal:

- Nurse Unit Manager and Senior Nursing staff
- Members of the various Mental Health and Wellbeing multidisciplinary teams
- Psychologists working within the Mental Health & Wellbeing Division
- Lived Experience workforce
- Psychologists working in other Divisions (i.e., Allied Health, Western Health @Home, etc)
- Other Allied Health, Medical, and Nursing Professionals at Western Health
- Divisional Director, Mental Health & Wellbeing
- Divisional Director, Allied Health

External:

- Referrers
- Clients, their family and carers
- Community Service providers
- Residential Care Facilities
- General Practitioners
- Victorian Mental Health Tribunal
- Victorian Civil and Administrative Tribunal (VCAT)
- Office of the Public Advocate

Selection Criteria

Essential:

- Minimum five (5) years' experience as a Clinical Psychologist;
- Hold current general registration as a Psychologist with AHPRA;
- Possession of Master's level degree or above in Clinical Psychology;
- Hold an Area of Practice Endorsement in Clinical Psychology;
- Hold current registration as a PsyBA Board Approved Supervisor for Higher Degree Students and Registrars;
- High level of competence in the field of Clinical Psychology;
- Knowledge and adherence to relevant professional codes of ethics, and legislation, in particular the Mental Health & Wellbeing Act (2022), and the Guardianship & Administration Act (2019);
- Proven capacity and commitment to work as an effective member of a multi-disciplinary team as well as an independent clinician;
- Demonstrated ability to liaise and consult with a range of clients, carers, professionals and community agencies as an independent clinician;
- Demonstrated highly effective leadership, communication and interpersonal skills, including negotiation, conflict resolution and creativity in problem solving;
- Highly developed reporting skills, including the ability to write reports, professional articles and submissions;
- Consolidated skills and experience in the supervision of professional staff, to promote professional competence and foster individual staff development;
- Excellent organisational and time management skills;
- Demonstrated flexible approach;
- Knowledge of and participation in continuous quality improvement processes;
- Commitment to clinical research;
- Commitment to continuing professional development;
- Experience in public mental health settings, in particular experience working with diverse patient populations (i.e., Aboriginal and Torres Strait Islanders, and other culturally and linguistically diverse

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- communities), including the provision of gender sensitive services;
- Demonstrated time management skills, and the ability to generate strategies for prioritising workloads effectively;
- Current Working with Children's Check;
- Current Victorian Drivers Licence;
- Computer literacy;

Desirable:

- Previous clinical experience and leadership in delivering mental health interventions, preferably in an acute setting.
- Comprehensive knowledge of the most appropriate psychological interventions or strategies for managing problems identified on assessment.
- Expertise in providing individually tailored strategies / care plans that utilise capacities to work around deficits, promote independence and strengthen coping skills.
- Sensitivity to working with individuals from non-English speaking backgrounds and experience working with interpreters
- Experience in public health or community health settings, in particular experience working with diverse patient populations (i.e., Aboriginal and Torres Strait Islanders, and other culturally and linguistically diverse communities)

Desirable Personal Attributes:

- Self-motivated
- Broad systems and innovative thinking
- Compassionate and empathetic approach
- Ability to influence others
- Open to new ideas
- Mindful observation
- Timely informed decision making
- People oriented
- Collaborative approach
- Confidence in own ability
- Builds rapport
- Embraces self-growth and continual learning
- Adaptable, flexible and persistent as required
- Takes direction
- Effective delegator
- Resilience
- Positive outlook

Additional Requirements

All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health

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- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

General Information

- Redeployment to other services within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.

Employee's Name: _____

Employee's Signature: _____ Date: _____

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