

POSITION DESCRIPTION

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| Position Title: | Senior Clinical Psychologist |
| Business Unit/Department: | Psychology - Specialist Medical Inpatients (Multi-Site) |
| Division: | Allied Health |
| Award/Agreement: | VICTORIAN PUBLIC HEALTH SECTOR (MEDICAL SCIENTISTS, PHARMACISTS AND PSYCHOLOGISTS VICTORIAN PUBLIC SECTOR (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2021 -2025) |
| Classification: | Grade 3 – Year 1 to Year 4 (PL1 to PL4) |
| Reports To: | Director of Psychology Senior Clinical Lead (Clinical Psychology) (Grade 4) |
| Direct Reports: | Psychologists (Grade 2) Postgraduate Trainees (Provisional Psychologists) |
| Date Prepared/Updated: | 1 January 2026 |

Position Purpose

The Senior Psychologist is a senior clinical expert within the Specialist Medical Inpatients Team within the Clinical & Health Psychology Service at Western Health, as well as contributing to the delivery of direct clinical services within this team.

The Specialist Medical Inpatients Service Team are primarily responsible for psychological assessment and intervention of patients to assist with diagnosis, treatment and discharge planning. The Senior Psychologist will also be involved in the provision of consultation to Medical, Nursing and Allied Health staff in relation to more complex mental health disorders, clinical presentations and management of the patient's associated behaviours.

This position will also provide supervision to Grade 2 Clinical and Health Psychology staff, and to Provisional Psychologists undertaking a post graduate course of study in Clinical or Health Psychology whilst on placement at Western Health.

Overall, Psychologists within the Clinical and Health Psychology Service provide services to a range of units and wards across all three Western Health sites. These units and wards include:

1. Williamstown Hospital
 - Geriatric Evaluation and Management (GEM)
 - Transitional Care (Bed Based)
2. Sunshine Hospital
 - All acute medical/surgical inpatient wards
 - Inpatient rehabilitation (Sub Acute)
 - Geriatric Evaluation and Management (GEM)
 - Dementia Support Unit

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3. Footscray Hospital

- All acute medical/surgical inpatient wards
- Geriatric Evaluation and Management (GEM)

After consultation with the Senior Clinical Lead and/or the Director of Psychology, redeployment to cover other services areas may be required.

Business Unit Overview

The Operations Directorate is one of the largest and most complex directorates within Western Health providing Western Health's patient care and contacts. These services range from outpatients to inpatients, theatres to Intensive Care, birthing rooms and Emergency Departments and many more services.

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
- Physiotherapy & Exercise Physiology
- Podiatry
- Social Work
- Speech Pathology
- Spiritual Care

Key Responsibilities

Accountabilities

- 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 and industry standards.
- 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, procedures and guidelines.
- Deliver high quality person centred interprofessional care in line with the "Best Care" framework.
- Demonstrate independent clinical reasoning and clinical competencies, including expertise in use of relevant assessment tools, treatment methods, and case management skills.
- Demonstrate developed organisational skills and efficient time management to appropriately evaluate, prioritise and complete workload.
- Ensure that workload statistics, and other required information is entered in a timely and accurate manner.
- Perform other duties as directed.

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Professional Development

- Actively participate in regular supervision, demonstrating ongoing development of clinical skills and reflective practice as identified in supervision plan.
- Present at internal and external forums to enhance personal knowledge and professional development.
- Demonstrate extensive, evidence-based specialist knowledge, clinical reasoning and competencies, to lead and enhance patient care in area of practice.
- Demonstrate expert knowledge of resources relevant to area and acts as a resource person for other team members.

Communication and Teamwork

- 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.
- Provide leadership which promotes effective teamwork, encourages cohesion and ensures staff feel valued and contributions are acknowledged.
- Assist in promoting effective workplace relations and teamwork to ensure optimum relations across acute services and collaborating community agencies.
- Participate and represent the service in consultation with service manager at relevant committees, working groups and meetings as requested.
- Participate in and contribute to relevant case conferences, team meetings, client/family feedback meetings.
- Lead the provision of information and education about the service and professional role within the service.
- Where designated, provide high quality supervision to junior staff and students that is timely, flexible and responsible.
- Demonstrate flexibility/responsiveness within professional practice/duties/roles and assumes extra responsibility as required to meet organisational priorities and appropriately delegates as necessary.
- Identify and support others to solve complex problems.

Quality Improvement

- Lead and deliver high quality person centred inter-professional care in line with the “Best Care” framework.
- 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.
- 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.
- 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.
- Assist in fostering and developing research opportunities across the service.

Contribution to Service and Systems

- 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 planning for clinical services for the team.
- In conjunction with service manager support staff to meet service targets/goals.
- 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.
- Assist in cultivating an environment where workers have the opportunity to work to their full scope of practice and potential.

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- Facilitate/assist in the process of recruitment, selection and retention of staff to meet client and service needs.

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 Clinical Psychologist is both professionally and operationally accountable to the Director of Psychology, via reporting lines to the Senior Clinical Psychologist (Grade 3) and the Senior Clinical Lead (Clinical Psychology). Other key working relationships include:

Internal:

- Members of the Allied Health Psychology Department.
- Psychologists working in other Divisions (i.e., Western Health at Home, Mental Health & Wellbeing Services).
- Western Health Psychology Education Team.
- Other Allied Health, Medical, and Nursing Professionals in relevant Western Health Services.
- Internal referrers.
- Divisional Director, Allied Health.
- Allied Health Managers.

External:

- Clients, their family, and carers
- Community Service Providers
- Residential Care Facilities
- General Practitioners
- Victorian Civil and Administrative Tribunal (VCAT)
- Office of the Public Advocate (OPA)
- Other relevant external agencies (e.g., NDIS)

Selection Criteria

Essential:

- Minimum five (5) years' experience as a psychologist.
- Hold current general registration as a Psychologist with AHPRA.
- Possession of Master of Psychology 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.
- Advance clinical experience providing consumer-centred care, in particular the application of evidence-based assessment and interventions with consumers in the field of adult psychology.
- Advanced ability to work effectively in a multidisciplinary team as well as liaise and consult with a range of clients, carers, professionals, and community agencies as an independent clinician.
- Advanced ability to provide secondary consultation to carers, and to primary and other specialist service providers on behalf of the team.
- Advanced effective communication and interpersonal skills, including negotiation, conflict resolution and creativity in problem solving.
- Advanced time management skills, and the ability to generate strategies for prioritising workloads effectively.
- Advanced interpersonal, written, and electronic communication skills.
- Computer literacy.
- Current Working with Children's Check.
- Current Victorian Drivers Licence – and willingness to travel to between Western Health sites to provide services.

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- Unlimited working rights within Australia

Desirable:

- High performance standards for self and others.
- Experience in providing leadership in team and departmental research and evaluation activities.
- Previous clinical experience in a public health or public mental health setting.
- Experience in the provision of person-centred care that is least restrictive and respectful, is trauma-informed, recovery-focused, in line with the principles of harm reduction, and is family and carer-inclusive.
- Experience in the application of psychology in an acute and sub-acute setting for adults and older adults.
- Experience in the application of psychology with patients experiencing chronic pain, chronic medical conditions, acute medical conditions, and trauma.
- 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.
- Expertise in providing individually tailored strategies / care plans / secondary consultations with regards to patients presenting with behaviours of concern
- Experience in working with diverse patient populations (i.e., Aboriginal and Torres Strait Islanders, and other culturally and linguistically diverse communities) including working with interpreters.
- Knowledge and understanding of relevant legislation (e.g., Severe Substance Dependence Treatment Act 2010; Mental Health Act 2014, Information Privacy Act 2000, and the Health Records Act 2001).
- Knowledge and compliance with the AHPRA Code of Conduct.
- Knowledge and compliance with Australian Psychologists' Ethical Guidelines of Practice.

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

Leadership Capabilities

| Leadership Capability | Definition |
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| Plan and aligns | Planning and prioritising work to meet commitments aligned with organisational goals |
| Drives vision and purpose | Painting a compelling picture of the vision and strategy that motivates others into action |

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| Ensures accountability | Holding self and others accountable to meet commitments |
| Strategic mindset | Seeing ahead to future possibilities and translating them into breakthrough strategies |
| Instils trust | Gaining the confidence and trust of others through honesty, integrity and sincerity |
| Communicates effectively | Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences |
| Situational adaptability | Adapting approach and demeanour in real time to match the shifting demands of different situations |
| Collaborates | Building partnerships and working collaboratively with others to meet shared objectives |
| Builds effective teams | Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals |
| Customer focus | Building strong customer relationships and delivering customer-centric solutions |

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
- 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), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022
- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines.

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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.
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- 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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