

POSITION DESCRIPTION

Position Title:	Senior Clinical Psychologist (Grade 3)
Business Unit/Department:	Western Inpatient Psychiatric Unit (WIPU)
Division:	Mental Health and Wellbeing
Award/Agreement:	VICTORIAN PUBLIC HEALTH SECTOR (MEDICAL SCIENTISTS, PHARMACISTS AND PSYCHOLOGISTS VICTORIAN PUBLIC SECTOR (SINGLE INTEREST EMPLOYERS) ENTERPRISE AGREEMENT 2021 -2025)
Classification:	PL1 – PL4 Psychologist Grade 3 (Year 1 – Year 4)
Reports To:	<u>Operational:</u> Nurse Unit Manager – Western Inpatient Psychiatric Unit (WIPU)
	<u>Professional:</u> Director of Psychology Principal Psychologist (Mental Health)
Direct Reports:	Psychologists (Grade 2) Postgraduate Trainees (Provisional Psychologists)
Date Prepared/Updated:	1 January 2026

Position Purpose

The Senior Clinical Psychologist will provide leadership and clinical expertise as part of the multidisciplinary team within the Western Inpatient Psychiatric Unit (WIPU). The Senior Clinical Psychologist will play a pivotal role in the delivery of high quality, consumer and family centred care to the women admitted to WIPU, their families and carers. The Senior Clinical Psychologist will be responsible for the delivery of psychological care, both through 1:1 and group sessions, to women identified as benefiting from brief psychological interventions during their stay. The role will provide clinical expertise in the delivery of therapeutic interventions that are trans-diagnostic and can support the various mental health concerns that consumers will present with. The Senior Clinical Psychologist will also complete assessments and formulation as required which will support the multidisciplinary team with care and treatment planning for consumers.

The Senior Clinical Psychologist will be a key representative in both the Allied Health and multidisciplinary team and part of the broader leadership team of the unit. The Senior Clinical Psychologist will actively support service development and continuous improvement activities. The role will be responsible for participating in area wide Psychology based activities and providing and receiving clinical supervision.

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.

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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.

Professional

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.
- 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.

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Key Working Relationships

The Clinical Psychologist is operationally accountable to the Nurse Unit Manager - WIPU, and professionally accountable to the Director of Psychology (through the Principal Psychologist – Mental Health). Other key working relationships include:

Internal:

- WIPU 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, Drug Health Services)
- 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 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.
- 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 communities), including the provision of gender sensitive services.
- 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.
- Unlimited working rights within Australia

Desirable

- High performance standards for self and others.
- Previous clinical experience and leadership in delivering mental health interventions, preferably in an acute setting.
- Experience in providing leadership in team and departmental research and evaluation activities.
- 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.
- Comprehensive knowledge of the most appropriate psychological interventions or strategies for managing

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problems identified on assessment.

- 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
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
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

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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), 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:

Click here to enter a date.

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