

## POSITION DESCRIPTION

<b>Position Title:</b>	Clinical Psychologist (Grade 2)
<b>Business Unit/Department:</b>	Drug Health Services
<b>Division:</b>	Operations
<b>Award/Agreement:</b>	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021 -2025)
<b>Classification:</b>	PK1 – PK4 Psychologist Grade 2 (Year 1 – Year 4)
<b>Reports To:</b>	MHAOD Outreach Team Leader Director of Psychology Senior Clinical Psychologist (Grade 3)
<b>Direct Reports:</b>	NIL
<b>Date Prepared/Updated:</b>	1 January 2025

<p><b>Position Purpose</b></p> <p>Mental Health &amp; Alcohol and Other Drugs Outreach Service is an outreach service for patients aged 18 – 64 years, providing follow up and care coordination for up to 42-days post presentation to the Sunshine Hospital Emergency Department with the aim of reducing the likelihood of a future ED hospital presentations. The MHAOD Outreach Team is multi-disciplinary and operates utilising the framework of patient care-coordination. It encompasses Mental Health (MH), Alcohol and Other Drug (AOD) clinicians, social work, and peer support workers.</p> <p>The Clinical Psychologist, as a key member of the MHAOD Outreach Team, will support Best Care by providing 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.</p> <p>As a member of the broader Clinical and Health Psychology Service at Western Health, as well as contributing to the delivery of direct clinical services within The MHAOD Team, the Clinical Psychologist will be involved in the provision of expert clinical 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.</p>
<p><b>Business Unit Overview</b></p> <p>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.</p> <p><b>Operational</b></p> <p>Drug Health Services is one of the most diverse specialist agencies in Victoria for the management of substance use, providing a range of residential and non-residential community and hospital-based alcohol and other drug treatment programs.</p> <p>The service caters to people across the development lifespan, with youth and adult programs, as well as specialist programs for women and for people with co-morbid AOD and mental health care needs.</p>

### Our Vision

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As well as community AOD programs, we offer Addiction Medicine Services to the community and within the Western Health hospital in-patient network.

The service is committed to harm reduction as a guiding principle of practice, enabling clients to determine the pace and type of change they are seeking. This takes place within a robust governance environment, where treatment options are evidence-based and matched to presenting need.

### **Professional**

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
- Spiritual Care Services
- Physiotherapy
- Podiatry
- Social Work
- 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
- 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
- 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
- Perform evidence based clinical services using a person-centred approach in the development of an appropriate treatment plan
- Assist with development and evaluation of procedures and guidelines
- Participate in planning for clinical services for the team
- Identify solutions to problems within the service and seek advice for complex matters
- Participate and represent the service (in consultation with senior staff) at relevant committees, working groups and meetings as requested.
- Provide information and education about the service and professional role within the service
- Attend and participate at relevant team/service meetings
- Where designated, provide high quality clinical supervision to junior staff and students that is timely, flexible and responsible
- Conduct or contribute to feedback to staff on their performance including performance development planning where relevant
- Assist in cultivating an environment where workers have the opportunity to work to their full scope of practice and potential

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- Participate in the development, organisation and delivery of education programs for Western Health staff, external service providers and the community
- Participate in research/evaluation and ongoing service review
- Ensure that workload statistics, and other required information is entered in a timely and accurate manner
- Perform other duties as directed
- Demonstrate effective negotiation skills and conflict resolution when dealing with difficult situations
- Contribute to a culture that promotes effective teamwork, encourages cohesion and ensures staff feel valued and contributions are acknowledged
- Demonstrate open and effective communication (verbal, non-verbal, written and electronic) with consumers, other staff and service providers
- Demonstrate knowledge of resources relevant to work area and act as a resource person for other team members
- 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

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 operationally accountable to the Team Leader – MHAOD Outreach Service, and professionally accountable to the MHAOD Senior Psychologist, and ultimately to the Director of Psychology, Western Health. Other key working relationships include:

#### Internal:

- MHAOD Outreach Team Leader
- Members of the MHAOD Outreach Service
- Western Health Psychology Educators
- Other Allied Health, Medical, and Nursing Professionals in relevant Western Health Services (e.g., Mental Health & Wellbeing Services, Western Health at Home)
- Advice Coordination and Expertise (ACE) Team
- Consultation Liaison (CL) Psychiatry and Emergency Mental Health (EMH) Services
- Drug and Alcohol Services
- Internal referrers
- Divisional Director, Allied Health
- Allied Health Managers

#### External:

- Clients, their family and carers
- Community Service providers
- General Practitioners
- Key Community Organisations
- Other relevant external agencies (e.g., NDIS, VCAT, OPA, AMHS.)

### Selection Criteria

#### Essential

- Possession of Master's level degree or above in Clinical Psychology.
- Hold current general registration as a Psychologist with AHPRA.
- Hold an Area of Practice Endorsement in Clinical Psychology, or undertaking Board approved supervision program towards Endorsement.
- Demonstrated clinical competence in the field of adult Clinical Psychology.
- Demonstrated 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.
- Demonstrated effective communication and interpersonal skills, including negotiation, conflict resolution and creativity in problem solving.
- Proven capacity and commitment to work as an effective member of a multi-disciplinary team as well as an independent clinician.

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- Highly developed interpersonal, written and electronic communication skills.
- Current Working with Children's Check.
- Current Victorian Drivers Licence – and willingness to travel to between Western Health sites to provide services.
- Computer literacy.

#### **Desirable**

- High performance standards for self and others.
- Experience in the application of evidence-based psychological practices with patients experiencing dual diagnosis (i.e., mental health, alcohol and other drugs) and associated comorbidities.
- 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 Clinical Psychology interventions and therapies in individuals with compromised cognition, and other sensory deficits (i.e., language-communication difficulties).
- 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 Australian Psychologists' Ethical Guidelines of Practice.
- Knowledge and compliance with Western Health Policies, Occupational Health and Safety and Infection Control.
- Experience in the application of Clinical / Health 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.
- Sensitivity to working with individuals from other cultures, non-English speaking backgrounds and experience working with interpreters.
- Knowledge and understanding of relevant legislation (e.g., Information Privacy Act 2000 and the Health Records Act 2001).
- Knowledge and compliance with Australian Psychologists' Ethical Guidelines of Practice.
- Knowledge and compliance with Western Health Policies, Occupational Health and Safety and Infection Control.

#### **Desirable Personal Attributes**

- Self-Motivated
- 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
- 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

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- 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:

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Employee's Signature:

\_\_\_\_\_

Date:

[Click here to enter a date.](#)

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