

## POSITION DESCRIPTION

<b>Position Title:</b>	Clinical Psychologist
<b>Business Unit/Department:</b>	Women's (Yanna Yanna) Prevention & Recovery Centre (PARC)
<b>Division:</b>	Mental Health & Wellbeing Services
<b>Award/Agreement:</b>	Medical Scientists, Pharmacists & Psychologists (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
<b>Classification:</b>	Psychologist: Grade 2 – Year 1 to Year 4 (PK1 to PK4)
<b>Reports To:</b>	<i>Operational:</i> Program Manager – Yanna Yanna PARC, Child & Adolescent Psychiatry Service, Perinatal Mental Health Service  <i>Professional:</i> Director of Psychology; Principal Psychologist (Mental Health)
<b>Direct Reports:</b>	N/A
<b>Date Prepared/Updated:</b>	31 March 2026

<b>Position Purpose</b>
<p>The Women's PARC is a 12 bed, women's only, Prevention and Recovery Care (PARC) facility that also has the capacity to accommodate up to three dependent children (up to the age of 5 years old) with their mother during their stay. WPARC provides short term mental health recovery and rehabilitation to women residing across the Northwestern Mental Health region. It is operated in partnership with a Mental Health Community Support Service (MHCSS).</p> <p>The Clinical Psychologist at WPARC plays a pivotal role in the delivery of high quality, consumer and family centred care to the women, children and their families and carers, as a key member of the multidisciplinary team. The Clinical Psychologist is 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 at WPARC. The role provides clinical expertise in the delivery of therapeutic interventions that are transdiagnostic and can support the various mental health concerns that consumers will present with. The Clinical Psychologist will be expected to actively participate in service development and continuous improvement activities, under direction.</p>
<b>Business Unit Overview</b>
<p>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.</p> <p>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.</p> <p>Our recovery-oriented approach to care is provided by a multidisciplinary workforce comprising skilled</p>

### Our Vision

Together, Caring for the West  
*Patients – Employees – Community – Environment*

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

### **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.

#### **Professional Development:**

- Actively participate in regular supervision, demonstrating ongoing development of clinical skills and reflective practice as identified in supervision plan.
- Demonstrate flexibility and responsiveness within professional practice, duties, and roles and assumes extra responsibility as required to meet organisational priorities.

### **Our Vision**

Together, Caring for the West  
Patients – Employees – Community – Environment

**Communication & Teamwork:**

- Provide information and education about the service and professional role within the service.
- Attend and participate at relevant team and/or service meetings.
- 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.

**Quality Improvement:**

- Assist with development and evaluation of procedures and guidelines.
- Identify solutions to problems within the service and seek advice for complex matters.
- Participate in research, evaluation, and ongoing service review – including accreditations processes and the organisational improvement plan.

**Contribution to Service & Systems:**

- Participate in planning for clinical services for the team.
- Participate and represent the service (in consultation with senior staff) at relevant committees, working groups and meetings as requested.
- Where delegated, provide high quality mentorship and/or secondary supervision to provisional psychologists that is timely, flexible, and responsible.
- Assist in cultivating an environment where workers have the opportunity to work to their full scope of practice and potential.
- Participate in the development, organisation, and delivery of education programs for Western Health staff, external service providers, and the community.

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

**Key Working Relationships**

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

**Internal:**

- PARC Medical, Nursing and other Allied Health team members
- 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:**

- Consumers, their family and carers
- MHCSS partners
- Family and Children Services
- Area Mental Health Services
- Community Service providers
- General Practitioners
- Victorian Mental Health Tribunal
- Victorian Civil and Administrative Tribunal (VCAT)

**Our Vision**

Together, Caring for the West  
*Patients – Employees – Community – Environment*

- Office of the Public Advocate

## Selection Criteria

### Essential:

- Possession of Master of Psychology in Clinical Psychology.
- Hold current general registration as a Psychologist with AHPRA.
- Hold an Area of Practice Endorsement in Clinical Psychology
- Demonstrated clinical experience providing consumer-centred care, in particular the application of evidence-based assessment and interventions with consumers in the field of adult 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 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.
- Demonstrated effective communication and interpersonal skills, including negotiation, conflict resolution and creativity in problem solving.
- Demonstrated time management skills, and the ability to generate strategies for prioritising workloads effectively.
- 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
- Unlimited working rights within Australia

### Desirable:

- High performance standards for self and others.
- 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 evidence-based psychological interventions in dynamic and agile health care settings.
- Comprehensive knowledge of the most appropriate psychological interventions or strategies for managing problems identified on assessment.
- Experience in working with diverse patient populations (i.e., Aboriginal and Torres Strait Islanders, culturally and linguistically diverse consumers) including working with interpreters.
- Knowledge and understanding of relevant legislation (e.g., Severe Substance Dependence Treatment Act 2010; Mental Health and Wellbeing Act 2022, 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
- 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

## Our Vision

Together, Caring for the West  
 Patients – Employees – Community – Environment

- 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
- 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

### General Information

- Redeployment to other services or sites 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: \_\_\_\_\_

### Our Vision

Together, Caring for the West  
 Patients – Employees – Community – Environment