

## POSITION DESCRIPTION

<b>Position Title:</b>	Clinical Psychologist (Grade 2) Psychologist (Clinical Psychology Registrar) (Grade 2)
<b>Business Unit/Department:</b>	Allied Health Psychology - Specialist Medical Services
<b>Division:</b>	Allied Health
<b>Award/Agreement:</b>	Medical Scientists, Pharmacists & Psychologists (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
<b>Classification:</b>	Grade 2 - Year 1 to Year 4 (PK1 to PK4)
<b>Reports To:</b>	Director of Psychology Senior Clinical Lead – Clinical Psychology (Grade 4) Senior Clinical Psychologist (Grade 3)
<b>Direct Reports:</b>	NIL
<b>Date Prepared/Updated:</b>	1 May 2026

<b>Position Purpose</b>
<p>The Clinical / Health Psychologist will be primarily responsible for the provision of a Psychology Service as part of a multi-disciplinary team in Renal Services, for Nephrology outpatients, and patients receiving home-based therapies in the Western Region. Some consultation to the Specialist Medical Inpatient Psychology Service for admitted renal inpatients may be required on an as needed basis.</p> <p>The Clinical / Health Psychologist will provide psychological assessment of individual patients to assist with diagnosis, treatment and support, and 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.</p> <p>The Psychologist is involved in the development and evaluation of specific team programs, initiatives or research programs where appropriate and participates in quality improvement and educational activities.</p> <p>After consultation with the Senior Clinical Lead and / or Director of Psychology, redeployment to cover other service areas may be required.</p>
<b>Business Unit Overview</b>
<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>

### Our Vision

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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
- Language Services
- Nutrition and Dietetics
- Occupational Therapy
- Spiritual Care Services
- Physiotherapy
- 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.

### 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.

### Communication and 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.

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- 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 and 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 [WH AH Capability Framework](#) and the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

## **Key Working Relationships**

The Psychologist is both professionally and operationally accountable to the Director of Psychology, Western Health 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 Western Health Psychology Service(s)
- Psychologists working in other Divisions (i.e., Western Health at Home)
- Other Allied Health, Medical, and Nursing professionals at Western Health
- Other staff in relevant Western Health Services (e.g., Nephrology & Renal Services, WH Dialysis Units, etc.)
- Consultation Liaison Psychiatry Service
- Internal referrers
- Divisional Director, Allied Health

### **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)

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## 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 or undertaking Board approved supervision program towards Endorsement (AoPE).
- 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.
- 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.
- Computer literacy.
- Current Working with Children's Check.
- Current Victorian Drivers Licence.
- 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.
- Experience working in public health, particularly understanding the social determinants of health and key underpinnings of health promotion and health behaviour change.
- Experience in the application of evidence-based psychological interventions in patients with chronic disease and/or complex needs.
- Expertise in providing individually tailored strategies / care plans that utilise capacities to work around deficits, promote independence and strengthen coping skills.
- 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 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
- Compassionate and empathetic approach
- Ability to influence others
- Open to new ideas
- Mindful observation
- Timely informed decision making
- People oriented

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- 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.
- 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, Part 5A of the Family Violence Protection Act 2008 and Part 6A of the Child Wellbeing and Safety Act 2005.
- 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.*

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Employee's Name:

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Employee's Signature:

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Date:

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