

## POSITION DESCRIPTION

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| <b>Position Title:</b>           | Senior Clinical Psychologist (Grade 3)                                                                                                                                 |
| <b>Business Unit/Department:</b> | Allied Health - Psychology                                                                                                                                             |
| <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>           | PL1 - PL4 Psychologist Grade 3 (Year 1 – Year 4)                                                                                                                       |
| <b>Reports To:</b>               | Director of Psychology<br>Senior Clinical Lead (Clinical Psychology) (Grade 4)                                                                                         |
| <b>Direct Reports:</b>           | Grade 2 Psychologists<br>Post Graduate Trainees                                                                                                                        |
| <b>Date Prepared/Updated:</b>    | 1 January 2025                                                                                                                                                         |

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| <p><b>Position Purpose</b></p> <p>The Senior Clinical Psychologist leads the Specialist Clinics Outpatients (Renal) Team at Western Health, as well as contributing to the delivery of direct clinical services within this team. The Specialist Clinics Outpatients (Renal) Team is made up of Clinical and Health Psychologists, as well as Clinical Neuropsychologists, and work 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 Senior Clinical Psychologist will provide psychological assessment of individual patients to assist with diagnosis, treatment and support, and 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.</p> <p>The Clinical / Health 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>This position will also provide direct 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. Team leadership of the overall Specialist Clinics Outpatients (Renal) Team will be expected.</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>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</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

### Our Vision

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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 inter-professional 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 trainees 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
- 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

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- 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 Senior Clinical Psychologist is both operationally and professionally accountable to the Senior Clinical Lead (Clinical Psychology) (Grade 4), and ultimately to the Director of Psychology, Western Health. Other key working relationships include:

#### Internal:

- Members of the Western Health Psychology Service(s)
- Psychologists working in other Divisions (i.e., Chronic & Complex Care)
- 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.)
- Western Health at Home Programs
- Consultation Liaison Psychiatry Service
- Internal referrers
- Divisional Director, Allied Health

#### External:

- External referrers
- Clients, their family and carers
- Community Service providers
- General Practitioners
- Key Community Organisations
- Other relevant external agencies (e.g., area mental health services, etc.)

### Selection Criteria

#### Essential

- Minimum five (5) years' experience as a Clinical Psychologist.
- Hold current general registration as a Psychologist with AHPRA.
- Possession of Masters level degree 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
- Demonstrated clinical experience providing client-centred care in specialist medical inpatient settings, particularly the application of evidence-based interventions with patients experiencing chronic pain, chronic medical conditions, acute medical conditions, and trauma.
- Demonstrated clinical competence in the field of adult Clinical Psychology, particularly as it relates to the treatment and management of Nephrology patients.
- Demonstrated advanced clinical competence in the field of 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 ability to provide secondary consultation to carers, and to primary and other specialist service providers on behalf of the team.
- Demonstrated time management skills, and the ability to generate strategies for prioritising workloads effectively.
- Current Working with Children's Check.
- Demonstrated ability in providing leadership within teams as a staff member.
- Highly developed interpersonal, written and electronic communication skills.
- Computer literacy.

#### Desirable

- High performance standards for self and others.
- Experience in the application of evidence-based psychological interventions in dynamic and agile health care settings.
- Experience in providing leadership in team and departmental research and evaluation activities.

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- 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., 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 Clinical Supervision of other Psychologists and provisional psychologists.

**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

**Leadership Capabilities**

| Leadership Capability            | Definition                                                                                                                       |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| <b>Plan and aligns</b>           | Planning and prioritising work to meet commitments aligned with organisational goals                                             |
| <b>Drives vision and purpose</b> | Painting a compelling picture of the vision and strategy that motivates others into action                                       |
| <b>Ensures accountability</b>    | Holding self and others accountable to meet commitments                                                                          |
| <b>Strategic mindset</b>         | Seeing ahead to future possibilities and translating them into breakthrough strategies                                           |
| <b>Instils trust</b>             | Gaining the confidence and trust of others through honesty, integrity and sincerity                                              |
| <b>Communicates effectively</b>  | Developing and delivering multi-mode communications that convey a clear understanding of the unique needs of different audiences |
| <b>Situational adaptability</b>  | Adapting approach and demeanour in real time to match the shifting demands of different situations.                              |
| <b>Collaborates</b>              | Building partnerships and working collaboratively with others to meet shared objectives                                          |
| <b>Builds effective teams</b>    | Building strong-identity teams that apply their diverse skills and perspectives to achieve common goals.                         |
| <b>Customer focus</b>            | 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.](#)