

POSITION DESCRIPTION

Position Title:	Clinical Psychologist (Grade 2) Health Psychologist (Grade 2)
Business Unit/Department:	Specialised Rehabilitation (SRP)
Division:	Western Health at Home
Award/Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021 -2025)
Classification:	PK1 - PK4 Psychologist Grade 2 (Year 1 – Year 4)
Reports To:	<u>Operational:</u> Service Manager – Specialised Rehabilitation <u>Professional:</u> Director of Psychology Senior Clinical Psychologist (Grade 3)
Direct Reports:	NIL
Date Prepared/Updated:	18 February 2025

Position Purpose
<p>This position will be responsible for the provision of a Clinical Psychology Service as part of a multi-disciplinary team within Specialised Rehabilitation Program (SRP) across both Sunshine and Williamstown Hospitals. There may be a requirement to provide assistance across both sites depending on demand.</p> <p>The Clinical Psychology Service will include the psychological assessment of individual clients to assist with diagnosis, treatment and discharge planning, including referral to primary health care services when appropriate. This may include the provision of Psychology services to clients within the bed-based service., Rehabilitation at Home, the Enhanced Recovery after Surgery (ERAS) program and to clients with chronic pain. This position will also involve the provision of consultation to Medical, Nursing and Allied Health staff in relation to mental health disorders, clinical presentations and management of the client's associated behaviours.</p> <p>Depending upon their experience, the Clinical Psychologist / Health Psychologist may also provide mentorship and support to postgraduate trainees on placement, under the direct supervision of the Senior Clinical Psychologist (Grade 3 or above).</p>
Business Unit Overview
<p>Division of Western Health at Home</p> <p>The Division of Western Health at Home provides a comprehensive range of inpatient, clinic based and home-based services. Our multidisciplinary workforce of over 1,000 employees includes medical, nursing, pharmacy, allied health and administration staff. Western Health at Home services provide care from all Western Health campuses and within patient's homes, including residential aged care, supported accommodation and the custodial setting. The division is rapidly expanding to meet the needs of the community through the delivery of innovative, integrated and patient centred care.</p>

Our Vision

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Western Health at Home services support patients across the continuum of care with a primary objective to support patients to live more healthy days at home. Our breadth of services, clinics and units work collaboratively to reduce avoidable hospital presentations and support early and sustainable hospital discharges. Through multidisciplinary service delivery, integration with primary care, research and clinical trials our division supports the detection, management and secondary prevention of chronic disease.

The Division's medical specialties include Renal, Endocrinology and Diabetes, Geriatric Medicine and the General Practice (GP) Integration Unit. Western Health at Home provides a range of acute and subacute services that deliver hospital level care within the comfort of a patient's home. These services include Hospital in the Home, Rehab at Home, GEM at Home, Community Based Transition Care Program and Dialysis at Home, which deliver healthcare that would otherwise be provided within an inpatient setting.

Western Health at Home's breadth of community-based care and specialty assessment clinics provide comprehensive care to support the management of chronic disease. The division has chronic dialysis units located at all Western Health main campuses and acute units at Sunshine and Footscray Hospital. Western Health at Home manages a primary healthcare service within Dame Phyllis Frost Centre, a maximum-security women's prison located in Melbourne's West.

Specialised Rehabilitation Program

Specialised Rehabilitation Program (SRP) aims to assist clients and their carers to reach their maximum potential and independence through the provision of multi-disciplinary rehabilitation. Clients are provided with an individualised, short-term, goal-orientated therapy program which emphasises self-management and education. Sessions are conducted in the centre, at home and/or via Telehealth/telephone.

Rehabilitation at Home Program

Rehabilitation at Home Program is a virtual, admitted program that facilitates early discharge from the inpatient wards. It provides intensive therapy, up to 3 hours per day, during the period of transition from inpatient care to outpatient/community care. Multidisciplinary therapy is conducted in the home, centre or via telehealth. Referrals are accepted from Western Health acute and subacute wards and other health services.

Division of Allied Health – Professional / Clinical

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, Pastoral Services, Physiotherapy, Podiatry, Social Work and 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 AHPRA registration 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 formulation 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, including discharge planning

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- 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
- 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
- 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
- Perform other duties as directed

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 / Health Psychologist is operationally accountable and Operational Managers within Western Health At Home Division and professionally accountable to the Director of Psychology, via the SRP Senior Clinical Psychologists. Other key working relationships include:

Internal:

- Members of the Specialised Rehabilitation Program and Rehabilitation at Home Program
- Service Managers, Western Health at Home
- Operations Managers, Western Health at Home
- Nurse Unit Managers and Team Leaders within Western Health at Home
- Members of the Western Health Psychology Department
- Other Allied Health and Medical Professionals at Western Health
- Western Health at Home Programs
- Transitional Care Program – Community Based
- Community Access Unit
- Medical Pain Service Team
- Community Care Coordination (formerly HARP)
- Cognitive, Dementia and Memory Service (CDAMS)
- Western Aged Care Assessment Service (ACAS)
- Aged Psychiatry Assessment Service (APATT)
- Sub-Acute & Non-Acute Assessment and Pathways (SNAP) Team
- Divisional Director, Allied Health

External:

- Referrers
- Clients, their family and carers
- Community Service providers

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- Residential Care Facilities
- General Practitioners

Selection Criteria

Essential

- Possession of Master's level degree or above in Clinical Psychology and/or Clinical Health Psychology;
- Current registration with the Australian Health Practitioner Regulation Agency and endorsement in Clinical Psychology and/or Health Psychology, or undertaking a Psychology Board of Australia approved supervision program towards an Area of Practice Endorsement in Clinical Psychology and/or Health Psychology;
- Demonstrated clinical competence in the field of Adult Clinical (or Clinical Health) 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;
- Experience in public health or community health settings, in particular experience working with diverse patient populations (i.e., Aboriginal and Torres Strait Islanders, and other culturally and linguistically diverse communities);
- Demonstrated time management skills, and the ability to generate strategies for prioritising workloads effectively;
- Current Working with Children's Check;
- Current Victorian Drivers Licence;
- Computer literacy.

Desirable

- Experience in the application of evidence-based psychological interventions in patients with chronic disease and/or complex needs;
- Experience in the application of Clinical Psychology or Clinical Health Psychology in rehabilitation settings
- Experience in the application of Clinical Psychology or Clinical Health Psychology with chronic pain patients or a neurological cohort
- 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;
- Sensitivity to working with individuals from non-English speaking backgrounds (including ATSI) 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 Psychological Society Code of Ethics](#);
- Knowledge and compliance with Western Health Policies, Occupational Health and Safety and Infection Control.

Desirable Personal Attributes

- Self-Motivated
- Broad systems thinking and an innovative approach to healthcare
- Ability to influence others
- Mindful observation
- Timely informed decision making
- Collaborative approach
- Confidence in own ability
- Embraces self-growth and continual learning
- Adaptable, flexible and persistent as required
- Resilience

Additional Requirements

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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
- Work at any of the Western Health sites as directed, in accordance with business and organisational demands and priorities.

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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