

POSITION DESCRIPTION

Position Title:	Clinical Neuropsychologist (Grade 2)
Business Unit/Department:	Allied Health - Psychology
Division:	Operations
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:	Director of Psychology Senior Clinical Neuropsychologist (Grade 3)
Direct Reports:	NIL
Date Prepared/Updated:	1 December 2023

Position Purpose

The Clinical Neuropsychologist is responsible for providing specialist assessment, diagnosis, management, counselling, and rehabilitation of individuals with neurological disorders and brain impairment. For example, individuals with stroke, dementia, and other progressive neurological conditions can be referred to the service.

The Clinical Neuropsychologist works closely with a multidisciplinary team to assist in the design and evaluation of specific treatment and management plans for referred patients. The Clinical Neuropsychologist provides information, advice, and support to staff, patients, carers, community workers and other parties regarding the nature and management of neuropsychological conditions.

The Clinical Neuropsychologist 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. Depending upon the amount of experience the Clinical Neuropsychologist may also provide mentorship and support to postgraduate trainees on placement, under the direct supervision of a Senior Clinical Neuropsychologist.

Overall, Clinical Neuropsychologists in the Specialist Medical Inpatients Service provide services to a range of units and wards across all three Western Health sites. These units and wards include:

1. Williamstown Hospital
 - Geriatric Evaluation and Management (GEM)
 - Transitional Care (Bed Based)
2. Sunshine Hospital
 - All acute medical / surgical inpatient wards
 - Inpatient rehabilitation (Sub Acute)
 - Geriatric Evaluation and Management (GEM)
 - Dementia Management Unit (formerly Secure GEM)
3. Footscray Hospital
 - All acute medical / surgical inpatient wards
 - Geriatric Evaluation and Management (GEM)
 - Amputee rehabilitation (Sub Acute)

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Business Unit Overview

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.

The Operations Directorate is split into several key work areas through which clinical and supporting programs are delivered. The Executive Director Operations is supported by Directors of the following divisions to deliver the operational agenda and targets set.

- Allied Health
- Clinical Support & Specialist Clinics
- Chronic & Complex Care
- Emergency, Medicine and Access
- Health Support Services
- Perioperative & Critical Care Services
- Cancer, Aged & Continuing Care Services
- Women's & Children's Services

It is the effective working of the teams of people in each of these areas that leads to the successful delivery of patient care and the discharging of our purpose of "Together caring for the West".

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
- Speech Pathology

Allied Health in Chronic & Complex Care provide integrated and continuing care by supporting patients discharged from hospital. This care is patient centred and improves patient flow through the tertiary health sector by fostering strong links with the community. A comprehensive range of clinical services are delivered in various locations within the western region including centre based rehabilitation at Sunshine and Williamstown Hospital. Clinical care is also delivered in the patient's home and Residential Aged Care Facilities.

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

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- 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
- 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 Neuropsychologist is both operationally and professionally accountable to the Senior Clinical Neuropsychologist (Grade 3 / Grade 4), and ultimately to the Director of Psychology, Western Health.

Other key working relationships include:

Internal:

- Members of the Western Health Psychology Department
- Psychologists working in other Divisions (i.e., Chronic & Complex Care)
- Other Allied Health, Medical, and Nursing Professionals at Western Health
- Cognitive Dementia and Memory Service (CDAMS)
- Western Aged Care Assessment Service (ACAS)
- Health Independence Programs (HIP)
- 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
- Residential Care Facilities

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- General Practitioners
- Victorian Civil and Administrative Tribunal (VCAT)
- Office of the Public Advocate

Selection Criteria

Essential

- Possession of Master's level degree or above in Clinical Neuropsychology
- Hold current general registration as a Psychologist with AHPRA;
- Area of Practice Endorsement in Clinical Neuropsychology, or undertaking Board approved supervision program towards Endorsement.
- Demonstrated clinical competence in the field of Adult Clinical Neuropsychology
- 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
- Knowledge of the Victorian Civil and Administrative Tribunal (VCAT);
- Proven capacity and commitment to work as an effective member of a multi-disciplinary team as well as an independent clinician
- 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

- A comprehensive understanding of the characteristics of acquired brain injury, neurological disorders and associated behaviour changes and possible psychiatric symptoms.
- Comprehensive knowledge of the most appropriate psychological interventions or strategies for managing problems identified on assessment.
- Expertise in providing individually tailored strategies / care plans that utilise capacities to work around deficits, promote independence and strengthen coping skills.
- Expertise in providing individually tailored strategies / care plans / secondary consultations with regards to patients presenting with behaviours of concern
- Skills and expertise in the assessment and care of patients presenting with neuropsychological disorders in acute and sub-acute inpatient settings.
- Sensitivity to working with individuals from non-English speaking backgrounds and experience working with interpreters

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)

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- 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: _____

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