

## POSITION DESCRIPTION

<b>Position Title:</b>	Principal Clinical Psychologist
<b>Business Unit/Department:</b>	Operations
<b>Division:</b>	Mental Health & Wellbeing Services
<b>Award/Agreement:</b>	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021- 2025
<b>Classification:</b>	Psychologist Grade 5 (TT16)
<b>Reports To:</b>	Divisional Director, Mental Health & Wellbeing Services Operations Manager: specialist services Director of Psychology
<b>Direct Reports:</b>	N/A
<b>Date Prepared/Updated:</b>	October 2024

### Position Purpose

The Principal Clinical Psychologist (Mental Health) will be responsible for ensuring the coordination and delivery of best care, evidenced based treatment and clinical supervision across all levels of the psychology workforce within Mental Health and Wellbeing Services (MHWS) at Western Health. The Principal Clinical Psychologist will participate and provide expert advice on the strategy, implementation and evaluation of Psychology activities regarding workforce capability, psychological education and research across the Mental Health and services at the Western Health (WH). The Principal Clinical Psychologist (Mental Health) will professionally report to the Director of Psychology and operationally report to the Divisional Director, Mental Health and Wellbeing Services

The Principal Clinical Psychologist will work closely with the Psychology Leadership Team and other Discipline Leads to develop and promote evidenced based practice across the services, support psychology learning and development program at Western Health. The role is to ensure best psychological practice is delivered for consumers and their families/supporters at the MHWS and provide expert advice and support implementation of the commendations from the RCVMHS. The Principal Clinical Psychologist is also responsible for the development and maintenance of professional standards in psychology and, in conjunction with the Director (P6), leads on the workforce planning, recruitment, retention and supervision of psychologists in the service.

### Business Unit Overview

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.

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, part of Sunbury, Maribyrnong and Melton.

### Our Vision

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Our recovery-oriented approach to care is provided by a multidisciplinary workforce comprising skilled 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.

### Key Responsibilities

- In conjunction with the Psychology and operational leadership team at WH and within the Division, identify needs, develop and promote psychological programs and approaches to the treatment of severe mental illness across the service. This will include leading on the Psychological Interventions Program including content and promotion of the practice domains and the use of the dashboard for internal monitoring.
- To provide strategic advice, expertise and support implementation of RCVMS recommendations
- To provide leadership and support to quality and improvement activities within the MHWS
- To support incident support within MHWS including debriefing and defusing sessions.
- To lead incident reviews such as In-Depth Case Reviews as delegated
- To provide support and input into service evaluation
- To participate and support operationalisation of new mental health services within the Division
- Provides consultation to the full range of programs within the area service providing advice on the provision of psychological work and the management of clients. Provision of primary and secondary consultation for selected cases to support other staff and to develop service responses for consumers.
- In collaboration with the Director of Psychology, ensure the development and maintenance of professional standards in Psychology within the Division.
- Contributes to workforce recruitment, ensuring compliance with EBA requirements.
- Lead on the coordination of provision of supervision of all Psychologists within the MHWS.
- Contribute to the monitoring and evaluation of service provision and consult with WH Psychology Educators regarding training needs. Support and promote research regarding psychological programs and interventions.
- Identify opportunities for collaboration on clinical programs / interventions with local and international services.
- Contribute to the delivery of direct services (as per specific practice portfolio identified).
- Attendance and contribution to governance meetings.

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

#### Internal:

- Operations Manager: specialist services
- Director of Psychology
- Director of Clinical Services
- Divisional Director
- Program managers and Lead Consultants
- Psychology Clinical Leads
- Psychology Clinical Educators (P4, P5)
- Discipline Leads and Lived Experience leads
- Psychologists working in other Divisions
- Other Allied Health, Medical, and Nursing Professionals at Western Health

#### External:

- University Partners (Research and Student Coordinators)

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- Psychology Board of Australia
- AHPRA
- Others as required

## Selection Criteria

### Essential

- More than ten (10) years of experience working as a Psychologist in a specialist area;
- Minimum Masters Degree in Clinical Psychology (PhD or Doctorate highly desirable);
- Hold current general registration as a Psychologist with AHPRA;
- Hold an Approved Area of Practice (Endorsement) with the Psychology Board of Australia (PsyBA) in Clinical Psychology or Clinical Neuropsychology;
- Hold current registration as a PsyBA Board Approved Supervisor (eligible to supervise Higher Degree Students, Registrars, and Interns);
- Demonstrate an understanding of the strategic direction of the health service, and the directorate;
- Extensive experience and demonstrable outcomes in psychological service delivery, supervision, consultation, demonstrated quality project and/or research leadership, and a high level of expertise in the delivery of mental health services to people with severe psychiatric illness and disability, including care coordination, psychiatric and psychological assessment and specialist therapeutic interventions
- Demonstrated clinical experience and advanced knowledge and skills to be able to lead service development.
- Demonstrated commitment to working with Consumer and Carer Lived Experience workforce and commitment to co-design
- Comprehensive knowledge of relevant legislation, policies and strategic directions relevant to mental health
- Excellent interpersonal skills and the ability to communicate effectively with colleagues, senior executive, professional representatives and the broader RMH service system, as well as consumers and their family/carers.
- Commitment to ongoing professional development for self and others
- Current Victorian driver's licence
- Well-developed computer skills
- An understanding of the Recommendations from the Royal Commission into the Victorian Mental Health System
- Evidence of a commitment to the delivery of safe and inclusive Recovery oriented care
- Demonstrated commitment to ongoing professional development and ethical practice
- Well-developed time management, planning and organisation skills
- Solution oriented and collaborative approach to problem solving and program development
- Well-developed writing skills and an ability to promptly prepare relevant documentation and reports
- Ability to determine workload priorities, coordinate tasks and work to timelines
- Demonstrated ability to work with members of other professions across the range of health and welfare fields.

### Desirable

- Aboriginal and Torres Strait Islanders are highly encouraged to apply
- Experience in working with ACCHO and Aboriginal Communities and Families
- Familiarity with Government policy and strategic directions in public mental health services
- An understanding of the policies and procedures associated with the Victorian Mental Health Act 2014 / 2022 and other relevant legislation
- Further training and/or qualification in training, education, leadership or other relevant areas
- Honorary university appointment that includes active involvement in the teaching of psychology at undergraduate and/or postgraduate level

### Desirable Personal Attributes

- Self-motivated
- Compassionate and empathetic approach
- Ability to influence others

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- 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 &amp; Aligns</b>	Planning and prioritising work to meet commitments aligned with organisational goals
<b>Drives Vision and Purpose</b>	Painting a compelling pictures 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

### 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

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- 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, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008
- 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: \_\_\_\_\_

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