

POSITION DESCRIPTION

Position Title:	Clinical Psychologist/Health Psychologist; Psychologist (Clinical Psychology Registrar)
Business Unit/Department:	Psychology at Home
Division:	Western Health at Home
Award/Agreement:	Medical Scientists, Pharmacists & Psychologists (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
Classification:	Grade 2 – Year 1 to Year 4 (PK1 to PK4)
Reports To:	<u>Operational:</u> Service Manager – ED – Care Coordination, Rapid Allied Health, and Psychology at Home Teams <u>Professional:</u> Director of Psychology; Senior Clinical Psychologist/Senior Health Psychologist (Grade 3)
Direct Reports:	Nil
Date Prepared/Updated:	1 January 2025

Position Purpose

This position will be responsible for the provision of a Clinical and Health Psychology Service as part of the Health Independence Programs. The role requires the provision of evidence based, targeted services to a diverse cohort of patients, with the primary aim of reducing and/or preventing avoidable presentations to hospital.

The Clinical Psychologist/Health Psychologist will be responsible for providing services in the following programs, however consultation to other areas of the Division may be required (on an as needed basis).

Service areas include (but are not limited to):

- Allied Health at Home
- GEM at Home
- Nursing and Medical at Home Teams
- Community Care Coordination
- Community Transitional Care Program
- Diabetes Foot Service

The Psychology at Home Service will include the psychological assessment of individual clients to assist with diagnosis, treatment and discharge planning, including referral to other health providers when appropriate. Dynamic, agile and flexible models of service delivery are a key feature of this position, with the services provided in both ambulatory care settings and in the community.

This position will also involve the provision of consultation to Medical, Nursing and Allied Health Professionals in relation to more complex mental health disorders, clinical presentations, and management of the client's associated behaviours.

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After consultation with the Service Manager, redeployment to cover other service areas or other sites may be required.
Business Unit Overview
Operational: 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. 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. Professional: 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 • Physiotherapy & Exercise Physiology • Podiatry • Social Work • Speech Pathology • Spiritual Care
Key Responsibilities
Accountabilities: • Demonstrate a commitment to the patient 'Charter of Healthcare Rights.'

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- 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 & 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.
- 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 & 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 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.

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

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The Clinical Psychologist/Health Psychologist is operationally accountable and responsible to the Service Manager – ED Care Coordination, Rapid Allied Health, and Psychology at Home Teams, and professionally accountable to the Director of Psychology, via the Western Health at Home Senior Clinical Psychologist / Senior Health Psychologist.

Other key working relationships include:

Internal:

- Members of the Western Health at Home Division
- Psychologists working in other Divisions (i.e., Allied Health – Specialist Medical, Mental Health & Wellbeing Services)
- Western Health Psychology Education Team
- Other Allied Health, Medical, and Nursing Professionals in relevant Western Health Services
- Community Health Independence Programs (HIP)
- Health at Home Programs
- Transitional Care Program – Community Based
- Community Access Unit
- Community Care Coordination
- Specialist Rehabilitation Program (SRP)
- 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, Western Health at Home
- Divisional Director, Allied Health
- Allied Health Managers

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)

Selection Criteria

Essential:

- Possession of Master of Psychology or above in Clinical Psychology or Clinical Health Psychology.
- Hold current general registration as a Psychologist with AHPRA.
- Hold an Area of Practice Endorsement in Clinical Psychology or Health Psychology, or eligibility to undertake a Board approved supervision program towards endorsement (AoPE).
- Demonstrated clinical experience providing consumer-centred care, in particular the application of evidencebased 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 – and willingness to travel to between Western Health sites to provide

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- services.
- Unlimited working rights within Australia

Desirable:

- High performance standards for self and others.
- Previous clinical experience in a public health or community health setting.
- 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
- 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

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- 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, the Family Violence and Child Information Sharing Schemes, Part 5A and 6A Family Violence Protection Act 2008, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2023
- 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
- 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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