

# Position Description

Position Title	Clinical Neuro Registrar Psychologist
Position Number	30010163
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2021 – 2025
Classification Description	Psychologist/Clinical Neuro Registrar
Classification Code	PK1- PK4
Reports to	Stream Leader/Unit manager (Operationally), Director of Psychology (Professionally)
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>

## Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700-bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition, more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients. The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region. With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine. Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

## Our Vision

Excellent Care. Every Person. Every Time.

## Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

## The Clinical Operations Division

The Clinical Operations Division which includes, Mental Health and Well Being Services and Outpatient Rehabilitation Services, offers a diverse range of programs and services which provide high-quality person-centred care to patients, clients, residents and consumers in Bendigo and across the Loddon Mallee Region. Services are provided in inpatient, outpatient, community, home and residential care settings. Outpatient Rehabilitation Services is part of the Continuing Care branch of the Clinical Operations Division. Continuing Care services include:

- Community Dental Services
- Outpatient Rehabilitation
- Transition Care Program
- Residential In Reach
- Hospital in the Home/Post-acute care
- Hospital Admission Risk Program

## The Outpatient Rehabilitation Team & Mental Health and Wellbeing Service

The Outpatient Rehabilitation Services (OPRS) Team is located at the Clinical Services Campus and at the Stewart Cowen Community Rehabilitation Centre (SCCRC) in Eaglehawk.

The Team provides specialist assessment and outpatient rehabilitation to children and adults in the Bendigo and Northern Victorian Region. Rehabilitation is time limited, goal orientated and aimed at maximising potential and quality of life and can be provided either in the centre or in the client's home.

Most clients receive a range of services which may include:

- Psychology and neuropsychology
- Physiotherapy
- Occupational therapy
- Speech pathology
- Social work
- Nursing
- Medical
- Podiatry
- Exercise physiology
- Dietetics

There are over 110 OPRS staff who work as multidisciplinary teams and are each operationally managed by a stream leader. There are 6 streams, with each stream comprising of differing clinics/areas of work.

The Mental Health and Wellbeing Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

## The Position

The Clinical Neuro Registrar Psychologist Program provides an opportunity for newly qualified Psychologists to make the transition to professional practice in a structured and supported two-year program. It is designed to provide supported opportunities for qualified, entry-level health professionals to gain neuropsychological expertise and consolidate both theoretical and practical skills in a range of settings. The registrar program facilitates an expansion of skills and experience through movement across community services with a possibility of inpatient options in the future. Each graduate is offered a twelve-month clinical rotation within Outpatient Rehabilitation clinics and the Memory Assessment Clinic. The Clinical Neuro Registrar Psychologist Program aims to support new graduates during their first 24 months of professional practice to develop the skills, knowledge, applied experience and values to become an effective member of the Rehabilitation and Mental Health and Wellbeing workforce.

The clinical neuropsychologist position works as part of multidisciplinary rehabilitation teams in Outpatient Rehabilitation Services. The role primarily involves delivery of goal-based rehabilitation interventions for clients presenting with neurological conditions, and also includes specialised diagnostic assessments for clients presenting with cognitive decline. The successful applicant will be expected to work a range of shifts rostered between 8am and 6pm.

## Responsibilities and Accountabilities

### Key Responsibilities

- To provide appropriate clinical neuropsychological assessment, using appropriate psychometric instruments, in line with best practice evidence based on individual client needs and goals with some knowledge of the epidemiology, aetiology, assessment, and diagnosis of individuals with mental illness using DSM 5 TR criteria.
- To deliver evidence-based rehabilitation interventions with the multidisciplinary team, in line with clients' goals.
- To practice in accordance with professional and ethical standards as required by the Psychology Board of Australia and the Australian Psychological Society (APS) or equivalent professional association.
- To actively engage in formal training, regular supervision, reflective practice opportunities, on-the-job learning and development activities within the registrar program.
- To further develop familiarity with the current evidence-based psychotherapies for high and low prevalent psychiatric disorders.
- To actively participate in the review of one's own performance development on an ongoing basis with the primary/secondary supervising psychologist and managers identifying key areas for professional and personal growth, closely following the clinical competency guidelines for registrarship, as required by AHPRA.
- To work within the multi-disciplinary team, recognising and respecting the expertise and contribution of all team members
- To complete clinical documentation appropriate for client goals and purpose of communication with intended audience in line with Bendigo Health policies.

- To prepare for and participate in team/ departmental or other organisational meetings as required and communicate effectively (verbal and written) with a diverse range of people at all levels, internal and external to the organisation.

## Generic Responsibilities

**Code of Conduct** - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

**Compliance with policies and procedures** - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

**Occupational Health and Safety** - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

**Infection Control** - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

**Confidentiality** - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

**Quality Improvement** - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

**Diversity** – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

## Key Selection Criteria

1. A minimum of a Master's degree in Clinical Neuropsychology and registration with AHPRA and the Psychology Board of Australia as a psychologist with the intention to undertake a registrarship in clinical neuropsychology
2. Provides appropriate clinical neuro psychological assessment, using appropriate psychometric instruments, in line with best practice evidence and the level expected of an entry level graduate psychologist and based on individual client needs and goals
3. Practices in accordance with professional and ethical standards as required by the Psychology Board of Australia and the Australian Psychological Society (APS) or equivalent professional association
4. Ability and willingness to learn and operate in an environment of change with a personal approach which demonstrates values such as caring, passionate and trustworthy
5. Willingness to participate in regular clinical supervision by a senior clinical neuro psychologist and to participate in continued professional development as per APHRA and professional association guidelines
6. Prepares for and participates in team/ departmental meetings and other organisational meetings as required
7. Completes clinical documentation appropriate for client goals and purpose of communication with intended audience in line with Bendigo Health policies
8. Understanding of what it means to provide safe patient care in a multidisciplinary environment with well-developed written, verbal and electronic communication, computer literacy and interpersonal skills

## Mandatory Requirements

**National Police Record Check** A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

**Immunisation** As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

**Working with Children Check** Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition, you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

**Registration with the Australian Health Professionals Regulation Agency (AHPRA).** The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

**Drivers Licence** A current Victorian driver's licence is required for this position.

*All Bendigo Health sites, workplaces and vehicles are smoke free. 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. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.*