

# Position Description

Position Title	Clinical Psychologist Registrar
Position Number	30009024
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2021 – 2025
Classification Description	Psychologist/Clinical Registrar
Classification Code	PK1- PK2
Reports to	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 encompasses acute and mental health services. We provide a wide range of general medical, surgical and speciality services including; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics and Mental Health and Wellbeing Services. Within a state-of-the-art hospital, the team provides high-quality services using the latest technologies. Our eleven operating theatres (including two endoscopy rooms), critical care, emergency and women's wards all have access to critical services lifts that link to the helipad allowing rapid transfer of patients both in and out of the health service.

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 Psychology Registrar Program provides an opportunity for newly qualified Psychologists to make the transition to professional practice in a structured and supported two-year program. The program is designed to provide opportunities for qualified, entry-level health professionals to gain mental health expertise and consolidate both theoretical and practical skills in a range of settings. Each graduate is offered clinical rotations in either Adult, Youth and Child and Adolescent Community teams to develop the skills, knowledge, applied experience and values to become an effective member of the Mental Health and Wellbeing workforce.

## Responsibilities and Accountabilities

### Key Responsibilities

The new incumbent will develop, demonstrate and apply clinical competence through:

- Knowledge of the epidemiology, aetiology, assessment, diagnosis and management of individuals with mental illness using DSM 5 TR criteria
- Be familiar with the current evidence- based psychotherapies for high and low prevalent psychiatric disorders
- Willingness to participate in regular clinical supervision by a senior clinical psychologist and to participate in continued professional development as per APHRA and professional association guidelines
- Eligibility for membership of the psychologist's professional association (e.g. APS) and abide by the ethical guidelines as laid down by the APS
- Some knowledge and application of psychometric assessment
- The registrar actively engages in formal training, regular supervision, reflective practice opportunities, on-the-job learning and development activities within the registrar program

- Working within the multi-disciplinary team, recognising and respecting the expertise and contribution of all team members
- Ensuring accurate documentation of patient records and statistics are maintained
- Assessing the need for and providing clinical treatment and health education for patients and their families/carers within the scope of practice for a beginning practitioner
- Contributing to relevant clinical team client reviews
- Actively participating in and satisfactorily completing all specific requirements of the registrar program competencies and assessment requirements and identifying continual learning needs through reflective practice
- Actively participating 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

## 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 Psychology and registration with AHPRA and the Psychology Board of Australia as a psychologist with an intention to undertake a registrarship in clinical psychology
2. Ability to integrate theory into practice and demonstrated application of a range of evidence based psychological therapies with knowledge of the theory and some ability to apply psychometric assessment instruments
3. 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
4. Knowledge and understanding of the key principles of the Mental Health and Wellbeing Act of Victoria 2022
5. Understanding of recovery orientated principles and awareness of the current issues, trends and research in mental health
6. Understanding of what it means to provide safe patient care in a multidisciplinary environment
7. 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.*