

Position Description

Position Title	Senior Clinical Psychologist
Position Number	30027635
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Medical Scientists, Pharmacists And Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Classification Description	Psychologist G3 Y1 - G3 Y4
Classification Code	PL1 – PL4
Reports to	Nurse Unit Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

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 and Well Being Services (MHWBS). 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 Well Being 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 MHWB 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

This position encompasses a broad patient population with a wide variety of presentations. Your comprehensive assessments, psychotherapeutic interventions and clinical formulation skills, will enable you to actively contribute to multi-disciplinary meetings and the recovery of both our short and longer-term patients. Your expertise will be needed in our Adult Acute Unit (AAU), as well as our Extended Care Unit (ECU) and Parent Infant Unit (PIU). The position is underpinned by motivated and supportive multi-disciplinary teams (MDT's) who provide optimal treatment to our moderate and more complex patients. MDT's include psychiatrists, psychiatric registrars, medical officers, nursing staff, occupational therapists, psychologist, social workers and peer workers. This position at Grade P3 combines patient assessments, diagnostic clarification, secondary consultation, with recommendations for treatments, individual psychotherapeutic and group interventions, as well as, staff education/training and supervision.

Responsibilities and Accountabilities

Key Responsibilities

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

- Being a member of a multi-disciplinary team to provide assessment, consultation and evidence-based psychological therapies (individual/group) for treatment of clients with moderate to high complexity and risk presentations
- Knowledge of the epidemiology, aetiology, assessment, diagnosis and management of individuals with mental illness using DSM 5 TR criteria
- Provide psychology supervision, to P2 clinical psychologists, clinical registrar psychologists, provisional psychologists, psychology students and mental health clinicians within Mental Health and Wellbeing services
- Willingness to participate in regular clinical supervision and to participate in continued professional development per APHRA and professional association guidelines and APS ethics
- Participate in research activities for Mental Health and Wellbeing services as required.
- Ensuring accurate documentation of patient/resident records and statistics are maintained
- Contributing to relevant clinical team client reviews and attending team/department meetings as required

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.

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

Essential

1. Having a minimum of 5 years of experience in mental health, registered with AHPRA with endorsement as a Clinical Psychologist, with a minimum of a master's degree in clinical psychology and eligibility for full membership of the APS and APS College of Clinical Psychologists or of an equivalent professional association.
2. Knowledge of current supervision practices, be an approved AHPRA clinical supervisor, having the ability to provide supervision to P2 clinical and general psychologists, clinical registrar psychologists, provisional psychologists and psychology students on placement at Bendigo Health
3. Knowledge of the epidemiology, aetiology, assessment, diagnosis and management of individuals with DSM 5 TR psychiatric diagnoses
4. Ability to develop and provide training/education to clinical staff on mental health matters
5. Evidence of a commitment to ongoing professional development
6. Some knowledge and experience in psychometric assessment (e.g. personality and cognition)
7. Well-developed written, verbal and electronic communication, computer literacy and interpersonal skills

8. Sound knowledge of the Mental Health and Wellbeing Act 2022, other relevant legislation and the current strategic directions of mental health and primary care services
9. Information technology skills commensurate with the expectations of the role and a familiarity with a wide range of computer applications, including video conference or telehealth

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

Registration with Professional Regulatory Body or relevant Professional Association For example, AHPRA, AHRI, RACS etc. 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.