

Position Description

Position Title	Senior Clinical Psychologist
Position Number	30010699
Division	Clinical Operations
Department	Early Parenting Centre
Enterprise Agreement	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021-2025
Classification Description	Grade 3 Year 1 to Year 4
Classification Code	PL1 to PL4
Reports to	Operationally to Unit Manager, & professionally to Director of Psychology
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
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, allied health, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

The Allied Health team at Bendigo Health comprises over 400 staff including Audiology, Dietetics, Exercise Physiology, Occupational Therapy, Physiotherapy, Podiatry, Psychology/Neuropsychology, Social Work, Speech Pathology, Spiritual Care and Allied Health Assistance. Allied Health clinicians work in a very broad range of roles and are valued in the contribution they make to the multi-disciplinary team.

The Women and Children

The team provide inpatient and outpatient care to women and children from across the Loddon Mallee region. This service comprises our Women's Health Clinics, Women's Ward and Birthing Suite, Special Care Nursery, Children's Ward and the Wayipunga Bendigo Early Parenting Centre. We offer a number of antenatal, intrapartum and postpartum care options including midwifery led antenatal care and obstetric care. Our service is supported by Lactation Consultants, Maternity Support Clinicians, Social Workers, Midwifery Home Care, Paediatric Homecare and an active education team. The staff work as a team with midwives, senior VMO's, staff specialists and junior medical staff in Obstetrics and Gynaecology. In paediatrics we are supported by VMO's and junior medical staff.

The Wayipunga Bendigo Early Parenting Centre

The new EPC is a dedicated facility to support mothers, fathers, parents, carers, families and their children up to four years of age. EPCs deliver a suite of core services, through a nurse-led multidisciplinary care team. High quality and safe EPC service delivery is best achieved through a workforce built on a strong nursing leadership team, including Maternal and Child Health (MCH) Nurses, that provides leadership and clinical oversight and support for the multidisciplinary clinical team.

The combined health and community services model is a strength of EPC service delivery, with a multidisciplinary team-based approach enabling the different disciplines to provide the right support and care to each family and child visiting an EPC.

EPCs recognise the health and wellbeing of mothers, fathers, parents and carers and the broader family impacts the child's health, wellbeing and development. EPC services aim to enhance the parent-child relationship, and support mothers, fathers, parents, carers and families with strategies to achieve their parenting goals in areas like sleep and settling, parent attachment, child behaviour, and parent and child health and wellbeing. Parents and caregivers are provided with strategies to respond to the issue in real and extended time (e.g., supporting children to settle during the day or night). This is achieved through stepped up, more intensive support services, including a day stay program and residential program.

The Position

The primary role of the Psychologist is to provide psychological assessment, counselling, professional development of staff and to follow up on clients referred to EPC programs. The role will contribute to the care team planning approach taken by the organisation, by contributing to and supporting tailored interventions that best meet the needs of babies, toddler and their families. This will be undertaken by meeting their holistic needs including but not limited to culture.

The position will deliver a range of both individual counselling and group work clinical interventions and will facilitate community referrals to ensure ongoing support to families.

Responsibilities and Accountabilities

Key Responsibilities

The key responsibilities and duties include, but are not limited to:

- 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 clinicians
- 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
- Willingness to participate in regular clinical supervision and to participate in continued professional development as per APHRA and professional association guidelines and abide by APS ethical guidelines
- Work with families from diverse backgrounds in a respectful and culturally sensitive manner, recognising different parenting practices and the need for a flexible and innovative approach to parenting support
- Ability to work in collaboration and negotiate with key stakeholders (in particular families) to ensure mental health and other support needs considerations are effectively identified and translated into individual tailored care planning and interventions to address issue or concerns
- Support the clinical work with families within a multidisciplinary team to build the capacity of parents to meet the child's health, safety and development needs, and to build self-resilience through linkages to community and health support to meet complex family needs and circumstances
- Provide secondary consultations to the EPC staff regarding client's clinical issues
- Collate and maintain high quality documentation. This includes obtaining input from families together with other key stakeholders, as part of the EPC's documentation requirements and is inclusive of the research and evaluation framework
- Contributing to relevant clinical team client reviews, attend team/department meetings and participate in research activities as required

Required Capabilities for Allied Health

Further to the key responsibilities outlined in this position description, Allied Health staff are required to demonstrate the capabilities outlined in the Bendigo Health Allied Health Grade Level Capabilities.

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, 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 (e.g., ACPA)
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. Evidence of a commitment to ongoing professional development and commitment to your own supervision
5. Some knowledge and experience in psychometric assessment (e.g., personality and cognition)
6. Well-developed written, verbal and electronic communication, computer literacy and interpersonal skills, facilitating your ability to work collaboratively with a diverse group of people from all social strata and culturally diverse populations
7. Knowledge of the Mental Health and Well Being Act 2022, other relevant legislation and the current strategic directions of our primary care services
8. Information technology skills (MS Office Suite in particular) and a familiarity with a range of computer applications, including V/C facilities
9. Demonstrated commitment to continuous service improvement and demonstrated experience in the leadership, evaluation and implementation of quality improvement or research activities

Desirable

10. Ability to develop and provide training/education to clinical staff on infant mental health and clinical experience in working with vulnerable babies, toddlers and their families.

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 client 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 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.