

Position Description

Position Title	Senior Clinical Psychologist
Position Number	30100199
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Single Enterprise Agreement 2021 – 2025
Classification Description	Senior Clinical Psychologist
Classification Code	PM1 (Grade 4 year 1) – PM5 (Grade 4 year 5)
Reports to	Unit Manager (Operationally) Director of Psychology (Professionally)
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 Wellbeing Services (MHWS). We provide a wide range of general medical, surgical, and specialty 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 MHWS 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 position supports psychology practice within Bendigo Health Mental Health and Wellbeing Services (MHWS) promoting service improvement and capacity building with evidence-based practice enhancing quality and consistency of the service response for patients. The role ensures psychology expertise and input with the co-design and implementation of clinical programs and professional development activities. With the support of other Psychology leaders in Bendigo Health, this position promotes and supports the implementation of psychological interventions within the MH&WS.

Responsibilities and Accountabilities

Key Responsibilities

- Provide psychology professional expertise regarding staff development and Mental Health and Wellbeing Service policy and process
- Provide specialist-level consultation, education, and training for mental health clinicians and key network partners aligned to departmental strategic plans
- Lead and contribute to practice development activities of evidence-based psychological therapies in MHWS and promote and assist development of contemporary therapeutic practice approaches for consumers with high complexity within the Mental Health programs
- Develop and promote the establishment of treatment programs, resources and guidelines to support advanced practice, taking a leadership role in the planning, coordination, and implementation of psychological intervention programs
- Provide secondary consultation, mentoring, and occasional direct client assessment or secondary interventions alongside the clinical teams. This can include collaborative work modeling clinical psychology assessment and treatment skills to colleagues
- Provide ongoing specialist clinical psychology supervision to clinical psychologist registrars, clinical and general psychologists (within grades 1-3), and other clinicians within MHWS

- Work with the P5 Psychologist Educator, on the planning, development, and management of clinical education for MHWS clinicians including psychologists, interns, registrars and Mental Health nurses, and allied health
- Develop and participate in applied evaluation and/or research activities for Mental Health programs
- Maintain high-quality, accurate records, and statistics as required by Bendigo Health policy

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 be regarded as a breach of the employee's employment agreement and will be dealt with under the organisation's 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.

Key Selection Criteria

Essential

1. AHPRA registration as a psychologist with endorsement in clinical psychology, eligible for full membership of the Australian Psychological Society (APS) or equivalent professional association.
2. AHPRA-approved supervisor with advanced understanding and experience in supervision from supervising psychology students, and clinical registrars, including up to Grade 3 clinical psychologists and other disciplines in mental health, as well as commitment to supervision of own practice and continued professional development.
3. Significant (10 years or more) clinical practice experience and advanced knowledge of epidemiology, aetiology, assessment, diagnosis, and evidence-based treatment/psychotherapies for patients with psychiatric diagnoses with significant complexity and /or severity.
4. Demonstrated skills and experience in the development and delivery and evaluation of specialist education and training programs to specialist mental health and other service providers.
5. Have an understanding of systems and drivers of organisational change and demonstrated leadership skills in relation to planning, coordination, development, and implementation of programs with a focus on psychological interventions.
6. Excellent interpersonal skills and the ability to communicate effectively with patients, family/carers, colleagues, service providers, and diverse individuals from various communities in a culturally informed and respectful manner.
7. 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.
8. Information technology skills and a familiarity with a range of computer applications relevant to educational delivery & administrative requirements of the role.

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 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.