

Austin Health Position Description



Position Title: Senior Clinical Psychologist – Adult Mental HealthP4 (0.2 EFT)
Senior Clinician / Psychologist -NE Mobile Support & Treatment Service (NEMSTS) - P3 (0.8 EFT)

Classification (s):	Principal Clinical Psychologist - Grade 4 Senior Clinical Psychologist - Grade 3
Business Unit/ Department:	NE Mobile Support & Treatment Service (NEMSTS)
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021- 2025
Employment Type:	Full-Time
Hours per week:	40 (38+ADO)
Reports to:	Manager, NE Mobile Support and Treatment Service Psychology Discipline Senior - Grade 5
Direct Reports:	NA
Financial management:	Budget: n/a
Date:	March 2024

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria. We are an internationally recognized leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

Our vision is to shape the future through exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We

believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

About The Mental Health Division

Austin Health Mental Health Division (MHD) provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services in the Mental Health Division are located across Austin Health and the community. Employees may be redeployed within the MHD.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision-making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

The MSTs provides assertive mobile outreach for consumers in their local community through living in the municipalities of Nillumbik and Banyule. The target client group have a long-standing and persistent psychiatric illness whose needs cannot be met by traditional community mental health centres or other community-based rehabilitation services. Assertive and intensive case management by the team aims to assist the consumer to live and function at their optimum level in the community. Consumers are involved in a number of treatment programs, which aim to encourage acceptance of their illness and enhancement of living and social skills. The service operates between 8.00 am and 9.30 pm Monday to Friday and 8.30 am to 5.00 pm on weekends and public holidays.

Psychology within Mental Health Division:

Psychology within the Mental Health Division is a well-supported program, comprising skilled and dedicated psychology clinicians, with a wide range of clinical experience and expertise. The psychology program provides Professional Development for psychology staff, supervision for psychology staff, and the opportunity to learn from other staff members and connect with psychology peers. A Mental Health Division wide psychology meeting occurs regularly which allows for transparency and communication regarding psychology matters. The Austin Health Mental Health Division aims to promote a culture of inclusion and support for its staff.

Purpose and Accountabilities

Position Purpose

Reporting to the Manager of the Mobile Support Team (MST), the Senior Clinical Psychologist works collaboratively with the pre-existing multidisciplinary MST service and the broader mental health division. This role will provide case management using a psychology lens to consumers of the service.

The Principal Clinical Psychologist component of this role is needed to provide psychology specific input for consumers, and support junior psychologists within the following Adult Mental Health Directorate teams:

- CCS,
- MSTs,
- ADAS,
- APU,
- SECU,
- EDU,
- PIP, and
- CRP.

The MST Psychologist provides care consistent with the recently released Intensive Community Mental Health Package (ICP) guidelines from the Victorian Department of Health. The clinical interventions will be applied through the use of best evidence-based frameworks to enable clients to receive individualised intensive care. This role works in consultation with other NEAMHS staff on specialist and community psychiatry matters.

Responsibilities include clinical assessment and evidence-based interventions for patients. This position also contributes to program development, teaching, supervision and service delivery through:

The provision of psychological assessment and evidence-based psychological therapies to consumers within the service,

- The completion of case management, and
- The provision of Clinic Psychology staff and Provisional Psychologist supervision (to students on placement).

Importantly, this role has a case management and psychology specific component.

Role Specific:

This role is comprised of a case management (0.8 EFT) and a leadership (0.2) component.

Senior Clinical Psychologist (0.2 EFT) - Grade 4

Psychology has a critical role in innovating, implementing and translating best practice treatment interventions within Adult Mental Health.

This clinician would play a leadership role as Grade 4 for the Adult Mental Health Directorate in collaboration with the Discipline Senior Psychologist (Grade 5).

The Grade 4 Senior Clinical Psychologist will be required to:

- provide clinical direction and support for fellow staff within the Adult directorate, with the view to assist with the management of complex and challenge presentations.
- Demonstrate leadership in the provision of evidence-based practice for consumers, such as Cognitive Behavioural Therapy, Acceptance and Commitment Therapy, Family Therapy based interventions or group Programs for consumers or family /

carers. Support with greater access to evidence-based interventions, would assist with recovery and could further improve consumer average length of stay with the service.

- Working with clinicians within the team / across the Directorate to build therapeutic capacity and to provide clinical direction, support and learning opportunities for all staff.
- Work closely with staff in the management of patients with Borderline Personality Disorder. Support all staff with the completion of safety plans for consumers with complex needs and challenging behaviours.
- This Senior Clinical Psychologist would work with the Complex Care Committee in the formulation of Enhanced Treatment Plans to support best possible outcomes for consumers of the service. Here the aim would be to promote better management outcomes for consumers, and overall assistance in management of mental health presentations.
- Assist Austin Health outpatient clinicians through assisted learning, modelling and joint clinical work – which would inevitably contribute to forming a skilled workforce.
- Enhance support for staff and could improve team morale – potentially assisting with retention of overall staff.
- Where appropriate, provide consultation, supervision and clinical direction to psychologist, psychology graduates, or other disciplines within the Directorate. The aim here is to upskill and increase clinical capacity, to promote best practice approaches, to provide learning opportunities to staff, and to improve clinical outcomes for consumers of the service. This clinician would also provide professional development to clinical staff where appropriate, and seclusion debriefs to ward staff where appropriate.
- Supervise provisional psychologists on placement – observing clinical work, and reviewing and counter-signing all consumer notes / reports. This clinician would also coordinate any professional development opportunities for provisional psychologists,
- Involvement in seclusion reviews / critical incident reviews.
- Liaise with participating universities to coordinate provisional psychology placement.
- Participate in service development by providing liaison, consultation and education services for other health care professionals, consumer and community groups and agencies.

- Involvement and uptake of evaluation and research projects,
- Liaise with stakeholders and provide secondary input to internal / external clinicians, and
- Undertake education and training to ensure clinical practice is current and evidence- based. Identify goals for continuous professional development and in consultation with management, and attend and participate in relevant professional activities.

Intensive Community Care Clinician (0.8. EFT) - Grade 3

- Manage a clinical case load,
- Ensure continuity of care to consumers, families and carers through the principles of case management,
- Provide psychological assessment, formulation, and evidence based psychological

intervention / therapy for a wide range of adult mental health presentations. Where appropriate contribute to the ongoing development and promotion of psychological services and activities – such as Cognitive Behavioural Therapy, Family Therapy based interventions, and group programs for consumers or family / carers. The aim here is to target recovery for consumers with longer term psychiatric disability.

- Apply the principles of recovery orientated practice within a clinical setting,
- Undertake further assessment, formulation and treatment of MST consumers and contribute to the implementation, monitoring and evaluation of treatment objectives.

- Within this overall role, this clinician is required to:
- Provide timely provision of all service activity data (Rapid and Outcome Measurement),
- Actively ensure all administrative documentation and processes are completed in a manner consistent with organisational policies and procedures, legislative and regulatory requirements,
- Participate in annual Performance Review and Development program,
- Undertake in other duties that may be required as may arise in the course of employment period.

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Comply with the principals of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

Selection Criteria

Mandatory Qualifications

- Substantial clinical experience of at least 10 years,
- Current Registration with Australian Health Practitioner Regulation Agency,
- Minimum of Master's degree in Clinical Psychology,
- Psychologists must be registered with a specialist endorsement in Clinical Psychology,
- Demonstrated ability to work autonomously, as well as within a multidisciplinary team and contribute to a collaborative approach to consumer care and service

development / delivery,

- Australian Health Practitioner Regulation Agency registration as a Board Approved supervisor and supervisory experience,
- Experience in mental health settings and specialty in intervention relevant to clinical psychology,
- Demonstrated ability to provide primary and secondary consultation,
- Experience in the provision of staff support with strategies to assist with consumer management, and
- Team player with ability to work closely with psychiatric, medical, nursing and allied health staff.

Essential for Performance

- Highly developed communication and interpersonal skills,
- Demonstrated experience in recovery and collaborative clinical practice,
- Experience in providing therapeutic interventions, including but not limited to cognitive behavioural therapy, family therapy, peer support, interventions focused on activity / vocation or additional treatment interventions,
- A thorough working knowledge of the Mental Health Act (2022), the Carer Recognition Act (2012), and Chief Psychiatrist Guidelines,
- Knowledge of, and the ability to apply, the principles and practices of your discipline,
- Demonstrated experience and ability in community-based assessment and management of people with substantial and prolonged mental illness,
- A positive approach to ongoing self-education and skill development,
- A flexible, innovative team-oriented approach to service delivery,
- A positive approach to change and diversity, and
- A current Victorian driver's license.

Desirable but not essential:

- Experience within an Acute Psychiatric setting / high paced inpatient environment,
- Proven ability in of the techniques of assessment, crisis intervention, counselling and psychosocial rehabilitation,
- Proven ability to liaise and consult with relevant family members / carers, as well as a broad range of health professionals and community agency, and
- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or department

General Information

Austin Health is a Child Safe Environment

Austin Health is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

Equal Opportunity Employer

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#).

Document Review Agreement

Manager Signature	
Employee Signature	
Date	