

Position Description

Psychologist Grade 2

Classification:	Psychologist Grade 2
Business unit/department:	Older Adult Mental Health Service Mental Health Division
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☒ Other ☒ Burgundy
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Full-Time
Hours per week:	40 hours (38 + ADO) per week
Reports to:	Program Manager – Older Adult Mental Health Service
Direct reports:	NIL
Financial management:	Budget: NIL
Date:	August 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The Grade 2 Psychologist works as part of the multidisciplinary team across older adult community settings. The position is responsible for providing high-quality psychological assessment, formulation, and evidence-based interventions for older adults experiencing mental health concerns, cognitive decline, behavioural and psychological symptoms, and complex psychosocial needs.

The role contributes to the development and implementation of person-centred recovery and wellbeing plans, supports families and carers, and collaborates closely with internal and external stakeholders to promote safe, sustainable, and meaningful participation in community life. The Psychologist supports the team's clinical decision-making through consultation, reflective practice, and discipline-specific leadership.

Dynamically, this role has case management and psychology specific components.

About the Mental Health Division

Austin Health's 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.

The Mental Health Division incorporates three program areas:

- Adult and Older Person's Mental Health Services
- Infant, Child and Youth Mental Health Services
- Mental Health Specialty Services

All mental health services work within a clinical framework that promotes recovery-oriented practice and supports 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.

Austin Health's Older Adult Mental Health Community Team provides person-centred, recovery-oriented care to older adults experiencing, or at risk of, serious mental illness. The multidisciplinary team includes clinicians, medical staff and Lived and Living Experience (LLE) experts who work collaboratively to deliver trauma-informed, evidence-based support that includes families, carers, and kin. The team fosters a culture of collaboration, shared learning, and mutual respect to ensure holistic, high-quality care that promotes recovery, dignity, and wellbeing in the community.

Position responsibilities

This Psychologist role is comprised of a psychologist (0.6EFT) & Case Manager (0.4EFT) components.

Professional Practice

- Conduct comprehensive psychological assessments, including cognitive and diagnostic assessments, risk assessments, and functional formulations.
- Deliver evidenced based psychological interventions tailored to the needs of older adults.
- Provide assessment reports and psychoeducation to individuals and families.
- Work in partnership with consumers, families, carers, and key stakeholders to support continuity of care.
- Provide collaborative care planning incorporating recovery orientated and trauma informed principles.
- Efficient management of caseloads, including attention to waitlists, period of intervention, documentation, and efficient clinical intervention.
- Participate in clinical review processes and clinical data collection.
- Provide psychology specific input during weekly Clinical Reviews.
- Deliver relevant family violence practice according to allocated responsibility level. This aligns with the Multi-Agency Risk assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements and related Austin Health guidelines
- Provide education and consultation to other professionals, care providers, and community agencies.
- Contribute to the recovery/rehabilitation planning of consumers.



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- Provide discipline specific input into multidisciplinary team reviews, discharge planning, and case conferences.
- Participate in supervision, peer support and networking activities.
- Undertake ongoing professional development, education and training to ensure clinical practice is current and evidence based.

Case Management

- Provide Case Management for a reduced clinical case load, and /or provide secondary case management for complex consumers, depending on clinical need,
- Ensure continuity of care to consumers, families and carers through the principles of case management,
- Complete all clinical tasks including, mental state and risk assessments, physical & emotional health screens, individual recovery plans & safety planning,
- Participate in service development by providing liaison, consultation and education services for other health care professionals, consumer and community groups and agencies.
- 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,
- Employees may be redeployed within the Mental Health Division, and
- Undertake in other duties that may be required as may arise in the course of employment period.
- Participate in Older Age Community Service Duty and Intake Roster.

Quality and Risk

- Participate in performance appraisals.
- Participate in psychology discipline meetings.
- Undertake and model evidence-based practice principles in the provision of care.
- Undertake activities and audits to support compliance with the national standards.
- Ensure consumer care standards meet professional, organisation, legal and ethical requirements.
- Develop, implement and evaluate continuous quality improvement activities within the quality assurance framework and actively participate in accreditation requirements.
- Maintain appropriate statistics, case notes and records, documenting in patient medical files according to Austin Health documentation standards.

Selection criteria

Essential skills and experience:

- Relevant clinical experience working collaboratively, effectively and efficiently within a community adult mental health setting.
- Demonstrated skills to provide psychological assessments and evidence-based interventions for older adults with complex emotional, behavioural and mental health difficulties who may also have co-morbid medical and neurodevelopmental conditions.
- Demonstrated ability to provide primary and secondary consultation to family / carers and internal / external service providers.
- Proven ability to work both autonomously and within a team.
- Demonstrated commitment to service delivery for consumers and their families in the least restrictive and intrusive manner, respecting rights, privacy and dignity.
- Demonstrated competence in initiating and contributing to quality improvement and evaluation activities.
- Highly developed communication and interpersonal skills.



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- Sound knowledge of recovery and collaborative clinical practice.
- Sound knowledge of relevant mental health legislation and policy.
- Proficient information technology skills.
- A current Victorian Driver's License and ability to drive a work vehicle.

Desirable but not essential:

- Demonstrated skills in developing behaviour management plans based on current evidence-based practice.
- Demonstrated capacity to undertake/support research, publication, and public presentation.

Professional qualifications and registration requirements

- Masters or Doctorate in Clinical Psychology from an Australian Health Practitioner Regulation Agency (AHPRA) approved program of study.
- Current Psychology registration with AHPRA.
- Eligibility to work towards Area of Practice Clinical Endorsement, or current Area of Practice Clinical Endorsement with AHPRA.

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.



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- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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