

Austin Health Position Description



Position Title: Early Career - Clinical Educator

Classification:	Grade 4 Clinical Psychologist
Business Unit/ Department:	Mental Health Division
Work location:	Austin Health [x] Heidelberg Repatriation [x] Royal Talbot [x]
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025
Employment Type:	Parental Leave Cover
Hours per week:	15.2 hours (0.4EFT - 2 days per week) Part-time fixed-term. 12-month leave cover from February 2025
Reports to:	Director of Psychology - Mental Health
Direct Reports:	0
Financial management:	Budget: N/A
Date:	December 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 recognize 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 Mental Health Psychology

This position is located within the Mental Health Division of Austin Health.

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health campuses and in the community.

The Mental Health Division incorporates three program areas:

- Adult and Older Adult Mental Health Services,
- Infant, Child and Youth Mental Health Services, and
- Mental Health Specialty Services.

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

The Mental Health Psychology team consists of over 80 Psychologists (with specialties in Clinical, Neuropsychology, forensic and education) working across all three areas in a variety of roles, with a variety of levels of expertise. The Psychology team meets regularly to stay connected and prioritizes excellence of clinical care for all our consumers. This position will be involved in supporting the continuing development of Psychology education in our Mental Health Psychology team.

This position will be based across all three campuses of Austin Health (i.e., Austin, Repatriation, Royal Talbot Rehabilitation). Inter-campus travel will therefore be required.

Purpose and Accountabilities

As a member of the Mental Health Psychology Clinical Education team, the Early Career Clinical Educator will support the planning, development and implementation of supervision, training, education and professional development for early career psychologist (and where relevant for Provisional Psychologists). The role will work with current Psychology Leadership and education/ training structure across Austin Mental Health to coordinate the Early Career Program education, opportunities, and support.

This role will be responsible for liaising with other relevant stakeholders, building relationships, identifying and facilitating strategies that address the psychology early career workforce learning and development needs, and providing leadership around training and education for the Allied Health Graduates.

The role will also contribute to discipline specific supervision and multidisciplinary and interprofessional education and support across the organization in collaboration with other educators (e.g. in Allied Health, Medicine and Nursing). The Early Career Clinical Educator will also participate in the development of wider initiatives with other senior psychology staff.

Role Specific:

Professional Development and Supervision

- Work with key stakeholders to develop and implement a psychology education program that supports the development of all early career psychologists within the program, via enhanced skill development.
- Work with key stakeholders to develop and implement a psychology Provisional Psychology post graduate placement program that supports the development of Provisional Psychologists.
- Contribute to the recruitment and coordination of early career psychologists and Provisional Psychologists on placement.
- Map existing workforce clinical skills and requirements for Austin Health early career psychologists working within Mental Health. Collaborate with the workforce and with professional leadership to identify future skills set requirements for psychologists.
- Understand relevant competencies, and workforce clinical skills and requirements for provisional psychologists on placement within Mental Health.
- Regularly meet with early career and provisional psychologists to explore progress and facilitate opportunities for connection.
- Work effectively with University Placement Coordinators and Austin Health staff / supervisors regarding the establishment and completion of Provisional Psychology Placements.
- Work effectively with Place Right and other relevant stakeholders regarding the completion of Provisional Psychology Placements. Ensure that relevant documentation is completed as per placement obligations.
- Provide advice and support on AHPRA regulations, including the expectations associated with meeting PBA supervision and Registrar Program requirements.
- Act as a role model for colleagues in promoting and maintaining professional values and ethics in clinical practice.
- Provide supervision (where applicable) to Provisional Psychology students on placement, early career psychologists, endorsed Grade 2 and Grade 3 psychologists.
- Liaise and seek supervision from Grade 5 or Grade 6 psychologists.
- Contribute to the evaluation of the early career and provisional psychology programs.
- Utilize an evaluation framework to support continued improvement of professional development and teaching within the Department.
- Encourage the active participation of all staff in the development, implementation and evaluation of quality psychological services with an outcome focus.
- Actively participate in program meetings, governance meetings and other Austin Mental Health committees and working parties when requested and as appropriate
- Promote the development, identification and implementation of evidence-based practice.
- Support the development of an Education Strategic Plan and Credentialing Program for the Mental Health Psychology Department with clear objectives and measurable outcomes.
- Ensure all psychology staff are aware of and work consistently with their professional, organisational, and medicolegal obligations.
- Collaborate with Educators from other disciplines to strengthen interprofessional learning.
- Participate in departmental performance appraisal, as required.
- Contribute to a positive learning culture at Austin Mental Health.

Clinical Service Delivery

- Where clinically relevant, contribute to the clinical care delivered by the Mental Health Psychology Department through the provision of direct service delivery to patients
- Provide high levels of specialist knowledge, advice, or guidance to psychologists and

other clinicians to support safe and effective consumer-centred care

Research and Teaching

- Plan, co-ordinate, and participate in clinical psychology teaching and research programs, as relevant.
- Facilitate and promote research by clinicians via publications, presentations at conferences or forums (both internal and external).
- Develop and maintain strong working relationships with University partners, that may include supporting post-graduate student programs and providing expert teaching into post-graduate courses.

Quality and Risk

- Undertake and model evidence-based practice principles in the provision of clinical care.
- Participate in the development, implementation, and management of relevant Risk Registers. Be aware of legal, organisational, professional and staff/patient risks, and constructively assist in their mitigation.
- Undertake activities and audits to support compliance with the national health standards.
- Ensure staff compliance with mandatory training requirements.
- Assist with the development, maintenance and reporting of departmental quality projects.
- Maintain appropriate statistics, case notes and records, participate in Psychology Department and Allied Health Division meetings.
- Other duties, as required.

Information Management

- Maintenance of patient medical records according to relevant policies/ procedures and Austin Health documentation standards.
- Adhere to Austin Health's policies for use of Information Technology.
- Record accurate statistics, as per policy and procedures.

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

Essential Knowledge and skills:

- A commitment to Austin Health values (*Our actions show we care, We bring our best, Together we achieve, We shape the future*).
- Post-graduate qualifications (Masters or Doctoral Degree) in Clinical Psychology from an accredited program.
- Hold current general registration as a Psychologist with the Psychology Board of Australia (AHPRA).
- Hold current AHPRA 'Area of Practice Endorsement' in Clinical Psychology.
- Hold current supervisor endorsement with the Psychology Board of Australia (AHPRA) for Registrar Supervision (primary and secondary) and Higher Degree supervision.
- A minimum of 8 years' experience as a practicing clinical psychologist, including extensive experience within the public health system.
- Demonstrated experience in leadership, evaluation of service development, quality improvement and/or project/research activities.
- Demonstrated experience of supervision of other psychologists, including early career psychologists.
- Demonstrated capacity to develop and deliver clinical education programs.
- Knowledge of the Royal Commission into Victoria's Mental Health System recommendations, and commitment into the implementation of same.
- High level interpersonal skills that promote team development and engagement.
- A proven ability to relate to people at all levels within an organization.
- Excellent verbal and written communications skills.

Desirable but not essential:

- Hold an appointment with a university providing an accredited post-graduate training program in clinical psychology.

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	