

Position Description

Early Career Psychology Program

Graduate Psychologist

Classification:	Grade 2
Business unit/department:	Mental Health
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☐ Royal Talbot Rehabilitation Centre ☐ Other ☐ (please specify)
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Fixed-Term Full-Time
Hours per week:	38 (40 with ADO)
Reports to:	Team Manager Director of Psychology
Direct reports:	NA
Financial management:	Budget:
Date:	July 2025

Austin Health acknowledges the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri 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

This two-year fixed term full time role is a Grade 2 position, within the Austin Health Mental Health Psychology Early Career Program. This role includes a reduced case load, and a significant level of education and support that would otherwise not be available to positions outside of the Early Career Program.

This includes;

- Two rotations across the Mental Health Division,
- Professional development to support you in your work,
- Regular discipline specific individual supervision from a senior clinician,
- Regular group supervision,
- Engagement in a two-year targeted program to support you to complete area of Practice Endorsement over a two year period,

- Support with the development of Individual Learning Plans and Self Care plans to ensure you progress according to relevant competencies,
- A reduced caseload to provide time for you to develop / consolidate skills, allow additional time for learning, and administration, etc.
- A high level of support from a dynamic and professional psychology group that are committed to your growth and well-being.

The Austin Health Mental Health Psychology Early Career Program (PECP) sits within the Mental Health Division of Austin Health (MHD). The Psychology Early Career Program has been developed to ensure a thorough introduction to clinical mental health for early career psychologists.

Early Career Psychologists will work in multidisciplinary teams and will be well supported as they develop their general and discipline specific clinical skills. The aim of the program is to support the clinical development of psychologists and support their endorsement in an area of practice.

Psychologists will engage in regular discipline specific supervision, peer support sessions and a targeted program of professional development over the duration of the program. The proposed structure for 2026 is summarized below.

Graduate Program Proposed Structure 2026

	<i>1st year</i>		<i>2nd year</i>	
	<i>First 6 months</i>	<i>Second 6 months</i>	<i>First 6 months</i>	<i>Second 6 months</i>
<i>Individual supervision</i>	Weekly	Weekly	Weekly	Weekly
<i>Individual meeting</i>	Monthly	Monthly	Bi-monthly	Every 3 months
<i>Learning plan review</i>	At 3 months	At 6 months	At 3 months	At 6 months*
<i>Group supervision</i>	Monthly	Monthly	Monthly	Monthly**
<i>Professional development</i>	Monthly	Monthly	Monthly	Monthly***
<i>Group meeting</i>	Monthly	Bi-monthly	Every 3 months	Every 3 months
<i>Caseload</i>	0.8 EFT	0.8 EFT	0.9 EFT	0.9 EFT

Notes –

*a 9 month learning plan review can be undertaken as needed.

** Group supervision is provided from February to November

*** Professional development is offered from February to November

The graduate program is a two-year program with clinical endorsement being dependent on the psychologist demonstrating the relevant competencies in addition to completing the required clinical practice and supervision hours. Endorsement is typically finalized towards the end of the program, though it may be completed earlier following consultation with the clinical supervisor and Director of Psychology provided the above requirements are met.



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About the Directorate/Division/Department

The 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 are located across Austin Health campuses and in the community.

The Mental Health Division incorporates three program areas:

Adult and Older 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 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.

Position responsibilities

Each position is a two-year full time fixed term contract and includes eighty hours per fortnight with a monthly ADO.

In this role you will be expected to -

- Provide excellent, consumer centered, discipline specific evidence-based clinical assessments and treatment,
- Work closely with medical, nursing and allied health colleagues to provide a comprehensive service to consumers and their family / carers in line with best practice,
- Clinical work as allocated, including individual, family / carer and group work,
- Take reasonable care for your safety and wellbeing and that of others,
- Work in your scope of practice and seek help where required,
- Work in partnership with consumers, patients and where applicable carers and families,
- Continue to learn through mandatory training and other learning activities,
- Seek regular feedback on your work,
- Prioritize wellbeing and ensure safe work practices are developed and adhered to in their area,
- Complete clinical work as allocated, including individual, family / carer and group work,
- Actively participation in team meetings and clinical reviews,
- Build effective relationships with staff, colleagues and service providers to ensure optimal outcomes for patients,
- Uphold AHPRA's Code of Conduct,
- Demonstrate the values of Austin Health in everyday practice such as our actions show we care, we bring our best, we shape the future and together we achieve, and
- Participate in organizational change and shows a commitment to innovative work practices.

Report writing and administration

- Document in unit records for all patients according to standards, hospital protocols and guidelines,
- Provide reports / referrals to external agencies as appropriate,
- Utilise Austin Health clinical technologies and tools as per policies procedures and guidelines, and



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- Undertake Division administration activities as directed.

Professional Development

- Attend and participate in all components of the Early Career Psychology Program,
- Participate in wellbeing, supervision and Professional Development requirements,
- Undertake education and training to ensure clinical practice is current and evidence based, and
- Demonstrates a commitment to continuous self-improvement and learning to broaden one's own abilities and skills.

Quality and Risk:

- Maintain an understanding of individual responsibility for consumer safety, quality and risk,
- Be aware of and comply with the mandatory training and core education requirements,
- Maintain a safe working environment for yourself, your colleagues, consumers and their family / carers and members of the public, and
- Report incidents or near misses that have or could have impact on safety.

Information Management:

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

Selection criteria

Essential skills and experience:

- Knowledge of the adult, child and adolescent mental health field and associated health and welfare services,
- An understanding of the concept of recovery and collaborative clinical practice,
- A basic understanding of the mental health service system and the Mental Health Act,
- Ability to undertake a range of evidence-based assessments and interventions, including individual, family, group work and community liaison,
- Ability to work both independently and interdependently,
- Fieldwork, paid or voluntary experience in a mental health or health or aged care setting and/or demonstrated interest in developing knowledge and skills in the mental health area,
- Ability to work with consumers, family and carers from a range of cultural backgrounds and to provide gender sensitive services,
- Ability to function effectively as part of a multidisciplinary team,
- Well-developed interpersonal skills and ability to communicate effectively with others (verbal and written communication),
- Sound organizational skills and demonstrated capacity for using initiative and problem solving,
- Demonstrated interest in ongoing professional development and ability to reflect and learn from experience,
- A commitment to Austin Health values: Our actions show we care, we bring our best, together we achieve and we shape the future,
- Good communication skills, both written and verbal,
- A current Victorian driver's license,
- A current Working with Children's Check, and



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- Competent computer skills.

Desirable but not essential:

- Ability to converse in a language other than English.
- Aboriginal and Torres Strait Islanders and/or those with experience in working with ACCHO and Aboriginal Communities and Families are highly encouraged to apply.

Professional qualifications and registration requirements

- Relevant professional qualification in Clinical Psychology - minimum of Clinical Masters Degree.
- Eligibility to work towards endorsement in Clinical Psychology.
- Registration with Australian Health Practitioner Regulation Agency (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, and
- 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 the Psychology Board AHPRA Code of Conduct for Psychologists,
- Comply with all Austin Health mandatory training and continuing professional development requirements,
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy, and
- 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.



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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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