

Position Description

Senior Clinical Psychologist – Primary Mental Health Team

Classification:	Psychologist Grade 3
Business unit/department:	Primary Mental Health Team (PMHT) – Adult and Older Adult Mental Health Division
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other (Hawdon Street Mental Health Service)
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Parental Leave Cover
Hours per week:	Full time or part time considered
Reports to:	PMHT Manager
Direct reports:	Nil
Financial management:	Budget: Nil
Date:	09/10/2025

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 Senior Clinical Psychologist plays a pivotal role in supporting individuals with complex emotional, behavioural, and mental health challenges who present with low acute risk. This role involves close collaboration with local general practitioners (GPs), the North East (NE) Triage service, and the Austin Health Emergency Department to deliver targeted mental health interventions.

PMHT provides one-off, comprehensive mental health assessments to consumers, offering diagnostic clarification and tailored recommendations to both the individual and their treating team. The team's primary function is to enhance the capacity of primary care providers in delivering ongoing, effective support to consumers. There is also the opportunity to provide Brief Intervention Therapy (BIT) of up to 6 sessions for some of our consumers.

Key responsibilities of the position include:

- **Duty Role:** Managing incoming referrals from NE Triage, Emergency Department, and local GP clinics.
- **Direct Clinical Work:** Delivering evidence-based, assessments and short-term therapeutic interventions.
- **Community Linkages:** Facilitating connections to appropriate community-based supports and services.

About the Directorate/Division/Department

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 across Austin Health campuses and in the community. The Mental Health Division incorporates three program areas:

- Adult and Older Adult Mental Health Services
- 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.

The Primary Mental Health Team (PMHT) aims to enhance the capacity of primary care providers in delivering sustained, high-quality care to individuals experiencing complex mental health challenges. While the primary focus is on supporting general practitioners (GPs), assistance may also be extended to other primary care professionals, including those working in community health services, alcohol and other drug (AOD) services, psychosocial support programs, and private mental health practices.

PMHT provides non-urgent mental health assessments and review of people:

- aged 18+ years
- who are managed in the primary care setting, with an identified GP.
- are experiencing mental illness
- are low acute risk of harm to self/others
- live in the City of Banyule or the Shire of Nillumbik.
- Whose mental state is stable enough to wait 2-4 weeks for an appointment.

Position responsibilities

- Demonstrates a comprehensive understanding of recovery-oriented practice and its application within clinical settings.
- Delivers high-quality, patient-centred, evidence-based clinical assessments and treatments.



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- Applies and models evidence-based and interdisciplinary practices in the delivery of care.
- Conducts thorough mental health and risk assessments, and develops and implements recovery-focused treatment plans, including crisis management, brief individual counselling, family interventions, and systemic support for clients, carers, and involved systems.
- Prepares clear and concise written reports for referrers, including diagnostic impressions and treatment recommendations.
- Provides brief, evidence-based psychological interventions as clinically indicated.
- Triage Primary Mental Health Team (PMHT) referrals via phone, assessing suitability for service and offering alternative recommendations when appropriate.
- Offers primary, secondary, and tertiary consultation, liaison, and mental health education to key stakeholders involved in client care.
- Actively engages family members and carers in the care process to support recovery and continuity of care.
- Screen complex referrals in collaboration with senior clinicians to determine appropriateness for inpatient or community-based services.
- Coordinates timely and effective transfer or discharge of care, ensuring comprehensive communication with all relevant parties and completion of required documentation and outcome measures.
- Develops, monitors, and reviews management plans in partnership with the clinical team.
- Participates in clinical review processes to support continuous improvement in care delivery.
- Contributes to quality improvement initiatives, research activities, and special projects as required.
- Demonstrates in-depth knowledge of relevant legislation and its application in clinical practice.
- Provides culturally responsive care to clients from diverse backgrounds.
- Offers leadership and individual supervision to psychology staff.
- Undertakes additional duties as directed by the AOAMHS Leadership Team.

Selection criteria

Essential skills and experience:

- Substantial clinical experience of at least 5 years.
- Demonstrated ability to work autonomously, as well as within a multidisciplinary team and contribute to a collaborative approach to client care and service development / delivery.
- Experience in hospital settings and specialty in intervention relevant to clinical psychology. Experience working with adults experiencing mental health problems Australian Health Practitioner Regulation Agency registration as a Board Approved supervisor and supervisory experience. Demonstrated experience in the supervision of psychologists.
- Demonstrated ability to provide secondary consultation, and to primary and other specialist service providers on behalf of the team.
- A commitment to Austin Health values: Our Actions Show We Care, We Bring Our best, Together We Achieve, and We Shape the Future.
- Demonstrated knowledge of recovery and collaborative clinical practice.
- Demonstrated commitment to evidence-based practice and ability to translate this in to practice.
- High level interpersonal skills that promote high quality patient care, and a proven ability to relate to people at all levels internal and external to the organisation.



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- Demonstrated experience in the provision of secondary consultation.
- Sound knowledge of relevant mental health legislation and policy.
- Victorian drivers licence.
- Computer literacy and a willingness to increase skill base.

Professional qualifications and registration requirements

- Current Registration with Australian Health Practitioner Regulation Agency (APHRA).
- Minimum of Masters degree in Clinical Psychology
- Current registration and endorsement as a Clinical Psychologist with Australian Health Practitioner Regulation Agency and Psychology Board-approved supervisor status.
- Minimum of five years professional experience as a Psychologist Grade 2 (or equivalent)

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.
- 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



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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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