|  |  |
| --- | --- |
| POSITION TITLE: Psychologist (Grade 2) Belmont CRC | DIVISION: Community Health & Rehabilitation Programs |
| REPORTS TO: Coordinator Belmont CRC | DIRECT REPORTS: Nil |
| ENTERPRISE AGREEMENT: Medical Scientists, Pharmacists & Psychologists | CLASSIFICATION: Grade 2 |
| APPROVED BY: Chief Operating Officer | APPROVED: February 2020 |
| PRIMARY OBJECTIVE:  |
| The Clinical Psychologist is responsible for psychological assessment and consumer-centred intervention within Belmont Community Rehabilitation Centre (BCRC). This role is responsible for ensuring contemporary evidence-based psychology services for BCRC clients within the clinical setting. The Clinical Psychologist is also required to provide consultation to the BCRC team in relation to psychological issues associated with injury or medical conditions with the aim of maximizing the efficacy of the full range of rehabilitation interventions delivered. This position is based at Belmont Community Rehabilitation Centre. |
| **BARWON HEALTH VISION** – Together with our community we build healthier lives, inspired by world class standards  |
| PRIORITIES | VALUES |
| Our Consumers at the ForefrontOur People at their BestRight Care, Right Time, Right PlaceResearch, Education and Training for ExcellenceOur Community’s WellbeingMissionWith our consumers at the forefront, we excel in delivering efficient integrated care, education & research to advance health and wellbeing for all. | **RESPECT**We RESPECT the people we connect with**COMPASSION**We show COMPASSION for the people we care for and work with **COMMITMENT**We are COMMITED to quality and excellence in everything we do**ACCOUNTABILITY**We take ACCOUNTABILITY for what we do**INNOVATION**We drive INNOVATION for better care |

|  |  |
| --- | --- |
| POSITION DIMENSION & DECISION MAKING AUTHORITY: | KEY COMMUNICATION CONTACTS (INFORMED):  |
| **Without referral to Manager (RESPONSIBLE)*** Provide direct client care (psychology services) through a consumer-centred approach within the service model.
* Work in partnership with clients, families, the rehabilitation team and local service providers to ensure that assessment, planning and intervention are consistent with best practice.
* Participate in in-servicing and educational activities conducted by the service.
* Ensure all work is completed accurately, on time and in accordance with Barwon Health policies and procedures.

**After consultation with Manager or others (CONSULTED)*** Leave requests.
* Training/professional development requests.
* Secondary consultation outside of the rehabilitation team
* Management of extreme clinical risk
* Appropriate referral of any instances where the client needs fall outside the scope of experience within the team.

**Referred to Managers or others (CONSULTED)*** Major service development or change in clinical protocol.
* Incident reports.
* Consumer complaints and compliments.
* OH&S issues.
 | Purpose/Frequency of Contact | Contact/Organisation |
| * Annual PDR
* 90 Day Action Plan
* Monthly staff rounding
* Monthly BCRC Service Delivery Meeting
* Support and consultation in relation to discipline matters including training and professional development needs.
* Clinical supervision
* Support and facilitate effective inter-team working relationships and effective interdisciplinary care for rehabilitation clients.
* Engage in peer supervision as required to enhance effective professional practice.
 | BCRC CoordinatorPsychology Team Leader or Grade 3 Clinical Psychology SupervisorBCRC Interdisciplinary TeamPsychology Team Leader or Grade 3 Clinical Psychology Supervisor |

|  |
| --- |
| KEY ACCOUNTABILITIES: |
| Key Result Area | Major Activities | Performance Measures |
| Consumer Care  | * Undertakeevidence based contemporary clinical practice in the CRC setting to ensure best outcomes for clients.
* Undertake indicated psychological assessments with CRC clients that assist in the identification of psychological conditions that can arise as a consequence of traumatic injury or experience and/or loss of function related to a medical condition. These may include milder forms of adjustment such as frustration and grief/loss, as well as case-level psychiatric conditions including major depression and PTSD.
* Undertake evidence based consumer-centred intervention with CRC clients that enable more effective ways of coping or controlling identified psychological conditions or difficulties. Interventions may include supportive counselling, cognitive behavioural therapy, family based therapy and interpersonal therapy.
* Undertake outcome evaluation of clinical interventions.
* Contribute to team care planning with clients and families.
* Understand the principles of risk assessment and be proficient in the implementation of risk assessment for CRC clients when indicated.
* Model family sensitive practices wherever possible.
* Ensure clinical reporting, documentation and correspondence via the client medical record is of a high quality and meets the needs of referring agents, other care providers within Belmont CRC and external funding bodies.
* Actively participate in staff rounding and AIDET (Acknowledge/Introduce/Duration/Explanation/Thankyou).
 | * Evidence of high quality clinical reports.
* Demonstration of effectiveness of interventions through appropriate clinical and outcome measures.
* Review of client assessment and intervention in regular supervision.
* Documentation of client care in the medical record as per Barwon Health and Psychology Department documentation standards.
* Timely completion of documentation requirements of external funding bodies.
 |
| **Safety and Quality** | * Ensure compliance with Occupational Health and Safety standards for the profession and Barwon Health.
* Maintain membership and registration with the Australian Health Practitioner Regulation Agency (AHPRA).
* Practice in accordance with the relevant health care or industry standards
* Maintain awareness of and adherence to clinical and professional standards and clinical practice guidelines pertaining to the clinical setting (including statistics).
* Participate in quality improvement projects.
* Maintain confidentiality on all issues relating to the organisation, the clients of the service and the staff.
* Ensure that all appropriate actions are taken to implement OH&S policy and procedures and that those legislative requirements are met.
* Report all incidents or potential hazards in accordance with Barwon Health policies and procedures including effective reporting via RiskMan.
* Complete mandatory training and education
* Comply with relevant Barwon Health policies and procedures
 | * Evidence of registration with AHPRA.
* Evidence of reporting of all clinical activity.
* Evidence of participation in relevant quality improvement projects.
* Reporting of all incidents through the incident management system
* Evidence of consideration to safe practice activities.
* Evidence of knowledge and compliance with Barwon Health Code of Conduct.
* Completion of Mandatory Training
 |
| **Team Work** | * Participate fully in team and department meetings.
* Ensure understanding of requirements and processes relevant to clinical practice and to the provision of multi and interdisciplinary care to rehabilitation clients.
* Contribute to a working environment that is conducive to high quality practice and team cohesion.
 | * Evidence of regular attendance at team meetings.
* Evidence of a proactive and co-operative approach to the clinical team including sharing of information and learning as appropriate.
* Active participation in psychology department activities including peer and 1:1 supervision sessions.
 |
| **Information Management** | * Utilise Barwon Health’s IT systems to ensure accurate development and maintenance of patient related documentation in a timely manner.
* Regular monitoring of patient related documentation to ensure compliance with applicable legal and regulatory bodies.
 | * Patient related documentation is complete and accurate.
* Documentation complies with legal and regulatory bodies requirements.
 |
| **Professional Competence and Development** | * Maintain annual registration requirements and continuing professional development (CPD) standards outlined by AHPRA through participation in relevant educational programs.
* Participate in Barwon Health Performance Development Review program.
* Identify and communicate own training needs.
* Participate in ongoing professional development that supports contemporary practice in the areas of clinical and health psychology within the context of rehabilitation.
* Active participation in clinical supervision (peer and 1:1 supervision).
* Advise on needs for equipment for the provision of psychological services.
 | * Annual registration with AHPRA.
* Annual PDR.
* Evidence of a professional development plan that reflects ongoing practice development needs and educational requirements.
* Evidence of attendance to internal and external professional development as per individual learning plan.
* Active participation in psychology department CPD activities.
 |
| **Occupational Health and Safety** | * Be familiar with and ensure that all appropriate actions are taken to implement OH&S policy and procedures and that legislative requirements are met within the service
* Report any incidents or potential hazards in accordance with Barwon Health policies and procedures including effective reporting via Riskman
* Assist in the planning, development and implementation of OH&S measures
* Demonstrates a commitment to health and safety in line with Barwon Health’s OHS policies and procedures, training requirements and legislative/regulatory requirements.
* Ensures that mandatory OHS training is kept up to date.
 | * Evidence of compliance with OHS policies and procedures
* Participation in team meetings where key OH&S issues are discussed and resolved
* Evidence of hazard and incident reporting using Riskman
* Maintains compliance with mandatory OHS training requirements
 |
| OTHER DUTIES  | * Exhibits a commitment the Barwon Health’s Values including team based above and below behaviours
* Undertake special projects or reports required by the Manager on a wide range of issues
* Report all incidents through the incident management system
* Practice in accordance with the relevant health care or industry standards
* Demonstrate an understanding of appropriate behaviours when engaging with children
* Complete mandatory training and education
* Comply with relevant Barwon Health policies and procedures
* Participate in quality improvement activities
* Perform all other duties as directed within the limits of skill, competence and training to maximise flexibility and effectiveness
 | * Barwon Health values modelled at all times.
* Performance Review
* Demonstrated use of incident management system
* Adherence to applicable health care or industry standards
* Demonstrated completion of mandatory training
* Adherence with Barwon Health policy and procedures
* Adherence with Child Safe Standards
* Active participation in required quality improvement activities
* Performance Review
 |
| KEY SELECTION CRITERIA – LEADERSHIP CAPABILITY FRAMEWORK: [Leadership Capabilities](https://onepoint.barwonhealth.org.au/corporate/workforce-and-culture/Developing%20your%20Workforce/_layouts/15/WopiFrame.aspx?sourcedoc=/corporate/workforce-and-culture/Developing%20your%20Workforce/Documents/Leadership%20Capability%20Framework.doc&action=default&DefaultItemOpen=1) - Leading Self |
| AWARENESS OF SELF | COMMUNICATE | RELATIONSHIPS | RESULTS |
| **Builds and maintains resilience:*** Persists and focuses on achieving objectives, even in difficult circumstances
* Encourages others to take a resilient and optimistic approach at work
 | **Communicates clearly:*** Uses non-threatening language to address and defuse challenging situations before they escalate
* Provides rationale for decisions
* Shares information and keeps others informed and up-to-date about what is happening
* Explains complex information using language appropriate for the audience
 | **Works in teams:*** Gains trust and support of others
* Implements formal and informal team-building activities
* Fosters teamwork and rewards cooperative and collaborative behaviour
* Resolves team conflict using appropriate and respectful strategies
 | **Supports a shared purpose and direction:** * Shows personal commitment to the **mission, vision and values of Barwon Health**
* Provides direction to others regarding the purpose and importance of their work aligned with the **mission, vision and values of Barwon Health**
 |
| **Demonstrates commitment to personal development:*** Critically analyses own performance
* Is open to feedback and is responsive in adjusting behaviour
 | **Listens, understands and adapt to others:** * Assesses the emotions of others and then adapts words, tone, and gestures accordingly
* Encourages others to share their view point and ideas
 | **Develops others:*** Takes time to understand the career objectives of team members
* Provides coaching, training opportunities for team members
* Promptly identifies and constructively addresses under-performance
* Attracts and selects new staff that live the **Barwon Health Values**
 | **Displays openness to change:*** Encourages others to be flexible and understand the impact of and benefits of change
* Recognises and reinforces the behaviours of those who embrace change
 |
| **Exemplifies personal integrity and professionalism:*** Models the **Barwon Health Values** and **Code of Conduct**,
* Confronts and deals with inappropriate behaviours in alignment with the **Barwon Health Values** and Code of Conduct
* Demonstrates consistency between words and actions
 | **Influences positive outcomes:*** Establishes credibility
* Listens to and evaluates differing ideas
* Discusses issues credibly and thoughtfully
 | **Values individual differences and diversity:*** Encourages the exploration of diverse views
* Creates inclusive teams in which a diversity of people feel they are valued and respected
* Discerns the differing and preferred working styles of individuals and uses this information to enhance the operation of teams
 | **Takes accountability for achieving quality and excellence:*** Challenges self and the team to achieve high quality results aligned with **mission, vision and values of Barwon Health**
* Looks for new or better ways of doing things and takes action
 |
| **KEY SELECTION CRITERIA - SPECIALIST KNOWLEDGE:** |
| **Qualifications and Experience****ESSENTIAL*** Masters or Doctorate level qualification in Clinical, Health or Counselling Psychology
* General registration as a Psychologist with the Australian Health Practitioner Regulation Agency.
* Proven ability to work with clients who have a variety of psychological and psychiatric conditions as a consequence of loss of function related to a medical condition. These may include milder forms of adjustment such as frustration and grief/loss, as well as case-level psychiatric conditions including major depression and PTSD.
* Proven ability to provide evidence based interventions for people with psychological and/or psychiatric conditions.
* Current Victorian Driver’s Licence.

**DESIRABLE*** Eligibility for membership with the Australian Psychological Society.
* Clinical Psychology Endorsement with the Australian Health Practitioner Regulation Agency (if applicable).
* Current experience working with clients in a rehabilitation setting as well as knowledge of the underlying principles, clinical care and best practice models associated with the psychological impact of trauma and neurological events.
* Developed clinical decision making skills, particularly in relation to rehabilitation clients.
* Ability to communicate effectively with a wide range of people, including a diverse client base, community service agencies, community groups and individuals who have limited resources.
* Clinical competencies include but are not limited to care planning and consumer-centred goal setting.
 |