



Position Description

Position Identification			
Position Title:	Psychologist: Health or Clinical Psychologist		
Direct Reports	0	Direct Reports	0
HRIS Position Number:	2046	HRIS Position Number:	2046
Location:	Across Merri sites designated in Cities of Hume, Moreland, Darebin		
Scope of Practice:	To be confirmed		
Delegation of Authority:	Refer to Delegation of Authority Policy		
Agreement/Classification <small>*For HR use only</small>	Victorian Community Health Sector (Audiologist, Dietitians, Pharmacists & Psychologist) Agreement 2018-2021 <ul style="list-style-type: none"> Psychologist Grade 2 		
Organisational Context			
Divisional:	Aged & Primary Care		
Program:	Prevention & Chronic Illness Care	Unit: Prevention & Chronic Illness Care	
Organisational Chart	<pre> graph TD A[General Manager Aged & Primary Care] --> B[Manager Prevention and Complex Care] B --> C[Team Leader, Prevention & Chronic Illness Care] C --> D[Clinical Psychologist] </pre>		
Position Summary			
<p>This position forms part of the service delivery team of a new and innovative Chronic Pain Service which has the objective of delivering a multidisciplinary self-management program for individuals who suffer from chronic pain to improve their physical and mental wellbeing and to enable them to effectively self-manage their condition. This program will support participants who reside within the Northern Region (with a focus on Darebin, Hume and Moreland, but could include Yarra, Melbourne, Moonee Ponds, and Macedon Ranges). The program is funded through the North Western Primary Health Network (NW PHN) and will operate until July 2022.</p> <p>This position will work within a multidisciplinary team, including medical and allied health staff, in supporting clients referred to the Chronic Pain Program. The Psychologist will provide psychological services to clients referred to the Chronic Pain Program. This will involve a combination of evidence based individualised assessment, time limited evidence based psychological interventions and group based pain management programs.</p>			



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The Psychologist will share their knowledge and expertise with the workforce at Merri Health.

In order to maintain currency of professional knowledge and advanced clinical skills, the Psychologist will also actively participate in on-going professional development including secondary consultation and clinical supervision.

The Psychologist will be involved in the service development and project implementation for the Chronic Pain Service.

Position Accountabilities

Responsibilities

Clinical Responsibilities:

- Demonstrated ability to assess clients clinically and to implement effective psychological and team interventions, with evidence of further development of clinical skills in line with experience. This will include undertaking comprehensive psychological assessments and delivery of targeted, time limited, evidence-based psychological interventions to clients in the Chronic Pain Program.
- Participate in the clinical triage of referrals to the Chronic Pain Program when required.
- Provision of group sessions in the Chronic Pain Program and other group programs if appropriate.
- Participate in multidisciplinary case conferencing, communicating and advocating for the client and their family/carer with the multidisciplinary team and external service providers as required.
- Oversee psychology referrals, waiting list and appointment data and completion of activity statistics as required.
- Provide high quality education and information to clients about the management of their chronic pain condition. Involve clients, families and carers in decision making and negotiating agreed plans through goal directed care planning. If required, refer clients for appropriate medical and allied health follow up as required.
- Utilise high level communication and negotiation skills with clients and their families, other health professionals, referrers, and students to facilitate cooperation, positive relationships and effective service delivery.
- Actively participate in upskilling/sharing knowledge and expertise regarding chronic pain management with the workforce at Merri Health and other stakeholders.
- Provide clinical advice to professional and operational supervisors, relevant managers and other stakeholders regarding service delivery, and monitor and report on clinical service issues and outcomes.
- Uphold standards of care and safety. Identify clinical risk and contribute to risk reduction strategies where appropriate. Escalate care related to clinical risk when required.
- Work collaboratively with the multidisciplinary team and other internal and external stakeholders in delivering the psychological component of the Chronic Pain Program to improve the management of clients with Chronic Pain in the community.
- Propose, plan and initiate using quality improvement methodology aimed at promoting cost-effective, safe, efficient and client-centred services.
- Timely completion of clinical notes and reports.
- Clinical services are actively monitored and progress tracked against targets



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- Document appropriate information and outcomes (e.g. in progress notes and medical histories) in an accurate and timely manner and be aware of and adhere to the required standards, policies and procedures.
- Engage in regular relevant continuing professional development to meet the minimum requirements of AHPRA to maintain annual registration and endorsement.
- Practice complies with AHPRA, Psychology Board of Australia and Merri Health's delegated scope of practice.

General:

- Be actively involved in engagement with GPs and tertiary pain providers
- Actively contribute to the development of professional and clinical standards, clinical practices, and work unit guidelines as required to support the program.
- Participate in the review of relevant operating policies and procedures as required.
- Manage time and prioritise competing demands so that clinically appropriate care is delivered in a timely fashion, and non-clinical deadlines and responsibilities are met.
- Develop effective and productive professional relationships with external and internal stakeholders, demonstrating highly developed communication, negotiation and conflict resolution skills.
- Promote the Chronic Pain Program to external parties and contribute to the ongoing growth of Merri Health's referral base and new established model of care.
- Participate in service development and quality improvement activities
- Ensure that services are provided in a manner respectful of the languages, literacy levels, cultural beliefs and practices of our clients
- Align practice with the Merri Health purpose, promise and values.
- Accurately record data as required by agency and funding bodies, and ensure timely follow up on data quality reports as requested by the Team Leader
- Support the Prevention and Complex Care program staff in facilitating multidisciplinary student placements where appropriate
- Attend service unit meetings, staff meetings and other organisational meetings as required.
- Contribute to a positive culture within the Prevention and Complex Care program and foster a multidisciplinary approach to client care.
- Adhere to the Organisational and Program policies and procedure
- Ensure compliance with all relevant legislation, funding guidelines, service standards and contractual obligations.
- Develop and work towards individual work plans in conjunction with team leader.
- Contribute to the achievement of internal targets and operate to a high standard, in a timely manner which ensures effective access for clients
- Accurate and timely documentation, data entry and reporting
- Actively participate in the evaluation of the chronic pain program and any reporting required.
- Provide advice to team leader in regards to the programs operational functions and outcomes.



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<p>Safety and Risk</p>	<p>Occupational Health & Safety (OHS)</p> <ul style="list-style-type: none"> All employees have a duty to take reasonable care for the health and safety of themselves and others affected by their actions at work, and to comply with Merri Health’s OHS Frameworks. <p>Physical Inherent requirements (PIR)</p> <ul style="list-style-type: none"> Involves sedentary tasks requiring a low level of physical activity and alternation between seated and standing positions Incorporates computer based activities, where employees are required to maintain a slight to moderate degree of cervical flexion for periods of several minutes at a time, occasionally sitting for periods in excess of 20 minutes Sound upper limb joints, with the ability to withstand repetitive upper limb activity May be required to occasionally lift and carry items weighing up to 10kgs <p>Quality & Risk</p> <ul style="list-style-type: none"> Actively participate in the risk management process including identification and analysis, control of deficiencies and escalating where required. Understand and implement accreditation standards that apply to team and organisation Participate in quality and accreditation self-assessment(s) and support implementation of agreed improvements Support staff to understand and apply new and changed policies and procedures. <p><i>Merri Health is an equal opportunity employer and is committed to ensuring a safe environment for children and young people. We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and the GLBTIQ community to join our workforce.</i></p>
<p>Capabilities</p>	<p>All employees are expected to align their behaviours and utilise capabilities (or ‘soft skills’) in line with our organisational values and the level of responsibility of the position. The capabilities for this position can be found within Merri Health’s Capability Matrix.</p>
<p>Key selection criteria</p>	
<p>Essential</p>	<ul style="list-style-type: none"> Current registration as a Psychologist with AHPRA (The Psychology Board of Australia) Endorsement in Clinical Psychology or Health Psychology. Minimum master’s level degree in Clinical Psychology or Health Psychology Clinical skills in evidence based psychological assessment and intervention Experience in the provision of evidence based psychological services related to chronic pain management Demonstrated ability to work independently and in a multidisciplinary team, with an ability to build and maintain effective working relationships Excellent communication (written and verbal) and interpersonal skills Effective time management and prioritisation skills Sound working knowledge and understanding of diversity inclusive and



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	<p>person centred practices</p> <ul style="list-style-type: none">• Commitment to professional development
Desirable	<ul style="list-style-type: none">• Membership or eligibility for membership with the Australian Psychological Society and College of Clinical Psychologists• Clinical experience in a community health setting• Experience working with individuals from culturally and linguistically diverse backgrounds• Experience in service development, quality improvement and/or clinical research projects
Checks, Licences and Registration	<ul style="list-style-type: none">• National Police Check• Current or probationary drivers licence• Statutory Declaration• Immunisation Category A• AHPRA Registration• Right to Work in Australia• Working With Children's Check