

ORGANISATIONAL OVERVIEW

Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health:

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health:

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

POSITION DESCRIPTION

Position Title:	Clinical Psychology Registrar
Business Unit/Division:	Division of Mental Health
Award Agreement:	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Classification:	Psychologist Grade 2, Yr 1
Employment Type:	Full time, two years fixed term
Reports to:	Manager/Team Leader, Psychology Supervisor/ Professional Lead of Psychology/Director of Psychology
Date Prepared/Updated:	24 th November, 2025

ROLE STATEMENT

General Role Statement:

The Northern Health Mental Health Division (NHMD) Clinical Psychology Registrar Program is a two-year funded rotational program with services delivered across sites in Coburg, Broadmeadows, Epping, Mill Park, Bundoora and Preston. You will be given the opportunity to rotate across different clinical programs (community, inpatient and residential/rehabilitation), and work within multidisciplinary teams on a range of mental health conditions.

The program is part of the Mental Health Division Early Career Psychology Program, which is focused on developing early career psychologists into skilled mental health clinicians. You will be supported to increase your knowledge and skills through implementing psychological interventions (e.g., including DBT, CBT, GPM, ACT). You will also have the opportunity to engage in assessing and developing treatment plans for consumers of the service. Professional development, including education and supervision, are also integral parts of the program.

Upon the completion of the program you will be able to apply for endorsement as a clinical psychologist and have the opportunity for ongoing permanent employment. You will feel confident in your knowledge and skills to work within public mental health with a broad range of psychiatric presentations, using your psychological assessment and intervention skills, and be able to work within a multidisciplinary environment.

The position is responsible for:

- Providing psychological therapy/ interventions to consumers experiencing a range of complex mental health disorders including Schizophrenia Spectrum Disorders, Mood Disorders, Personality Disorders, and co-occurring conditions.
- Delivering psychological therapy individually and in groups, as required.
- Conducting psychological assessment when required for the purpose of diagnostic clarification and/or identifying treatment needs.
- Providing case management to a small cohort of consumers
- Working in collaboration with a multi-disciplinary mental health team.

- Participating in at least one rotation to a different clinical program within the Mental Health Division including community and inpatient programs, where possible.
- Effectively engaging with family, carers and other supports when required.
- Engaging in weekly clinical supervision and monthly group supervision/reflective practice.
- Attending and participating in team meetings including in an annual performance discussion.
- Participating in the Early Career Psychology Program.
- Providing support and primary and secondary consultations to members of the multidisciplinary team, regarding psychological practice principles and approaches.

All employees:**Quality, Safety, Risk and Continuous Improvement**

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Leadership:

- Demonstrate emerging clinical leadership by modelling Northern Health values and using recovery-oriented and evidence-based practice in all interactions with consumers, families, carers, and colleagues.
- Contribute psychological expertise to multidisciplinary team discussions and care planning, advocating for consumer-centred and trauma-informed approaches.

Strategic and Project Management Leadership:

- Support service development by contributing to relevant quality improvement activities in line with Northern Health's strategic directions.
- Assist with the implementation and evaluation of evidence-based psychological programs as appropriate.
- Identify gaps in service delivery from a psychological perspective and communicate these to supervisors.

Organisation-Wide Contribution:

- Contribute to provision of clinical services for consumers in various areas of the service
- Share learnings from rotation experiences with peers, supervisors, and teams.
- Contribute to programs for consumers and deliver and promote mental health literacy and understanding.

Diversity and Inclusion:

- Provide culturally safe, inclusive, and respectful care that values the diverse backgrounds and identities of consumers, families, and staff.
- Recognise and address barriers to care for priority populations, including Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse communities, and people with lived experience of trauma.

Innovation and Culture Change:

- Utilise and evaluate evidence-based therapeutic interventions, and feedback informed approaches as appropriate.
- Support service development by contributing to trauma-informed care.
- Utilise digital health tools to enhance access and outcomes for consumers.
- Actively contribute to a positive team culture that values collaboration, learning, and psychological safety.

SELECTION CRITERIA

Qualifications, Registrations and Qualities:**Essential:**

- APAC Accredited undergraduate and post graduate degree in clinical psychology with eligibility to undertake the registrar program.
- General registration with Australian Health Practitioner Regulation Agency (Registration as a psychologist under the Health Practitioner Regulation National Law Act (2009).
- Compliance with the Psychology Board of Australia's Code of Conduct and Competencies
- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.

Experience:

- Clinical experience and skills in engaging and working collaboratively with consumers and their carers/families in a mental health setting.
- Demonstrated experience in providing psychological and psychosocial assessments and interventions with individuals, families and/or groups
- Some experience in advocacy and community development.

Knowledge, Skills and Behaviours:

- Knowledge and some experience in at least one mode of psychological treatment
- Knowledge of relevant psychological treatment models and interventions for high and low prevalence psychiatric illnesses
- Preparedness to learn and implement other modes of therapeutic intervention including CBT, DBT or other treatment modes as required
- Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues and other service providers
- An understanding of the concept of recovery as it relates to mental health
- A basic understanding of the mental health service system and the Mental Health and Wellbeing Act 2022
- Ability to function effectively as part of a multidisciplinary team.
- Sound organisational and time management skills and demonstrated capacity for using initiative and problem solving
- Demonstrated interest in ongoing professional development and ability to reflect and learn from experience and feedback
- Competency in the use of digital technology
- A current Victorian driver's licence

Employee Declaration

I have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: