

## ORGANISATIONAL OVERVIEW

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### 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
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub and,
- 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

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|--------------------------------|--|
| <b>Position Title:</b>         | Psychologist   |
| <b>Business Unit/Division:</b> | Northern Community Care Unit (NCCU) Preston<br>Northern Area Mental Health Service, Northern Health                                  |
| <b>Award/Agreement:</b>        | Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025 |
| <b>Classification:</b>         | Grade 2, Y1-4 (PK1-PK4)  |
| <b>Employment Type:</b>        | Permanent - part time (0.6 EFT)  |
| <b>Reports to:</b>             | Program Manager NCCU   |
| <b>Date Prepared/Updated:</b>  | January 2026   |

## ROLE STATEMENT

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### General Role Statement:

The Northern Community Care Unit (NCCU) provides 24-hour clinical care and rehabilitation services to support the recovery of people seriously affected by mental illness. The CCU is a therapeutic environment in which rehabilitation programs are tailored to meet individual resident needs. The residents are people who require high levels of clinical support and intensive rehabilitation to support their mental health and daily living.

The role of the Psychologist is to work within a multidisciplinary team, provide psychological assessments, individual and group interventions to identified consumers and to work collaboratively with families/carers and community partners.

### This position is responsible for:

#### Direct Clinical Care

- Undertake assessments of consumers and contribute to the implementation, monitoring and evaluation of treatment and recovery objectives, maximizing participation in collaborative recovery and wellness planning.
- Work collaboratively with other members of the multidisciplinary team, develop and implement recovery and wellness plans to aid rehabilitation and recovery goals.
- Providing psychological assessments for NCCU residents (including preliminary cognitive screening, personality assessments and adaptive behaviour assessments).
- Delivering targeted evidence-based psychological interventions to NCCU residents on an individual basis as appropriate (e.g. CBT, ACT, MI)
- Contributing to the planning, delivery and review of the NCCU Group Programs, including where appropriate facilitating psychology group interventions
- Provide key and secondary case management duties with consumers at NCCU.

#### Consultation and Support

- Participate in discipline specific clinical supervision and workload management
- Providing secondary consultation to the NCCU teams on psychological issues including involvement in supporting KCs in their delivery of psychology interventions to respective residents

- Making recommendations regarding development and implementation of recovery and treatment plans for NCCU residents (e.g. intake and new client assessments, clinical review planning)
- Participate in clinical review meetings, handovers, staff meetings and other relevant professional forums
- Coordinate external referrals for psychological services as appropriate
- Other duties as directed by the Program Manager

**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

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**Leadership:**

- Demonstration of Northern Health values, being a role model for living the values
- Provides mentorship and positive role modelling to staff through the maintenance of high standards of professional ethics and clinical competence.

**Strategic and Project Management Leadership:**

- Assist in the improvement and development of embedding psychological practice within NCCU

**Organisation-Wide Contribution:**

- Reporting to the Area Senior Psychologist on discipline matters and contributing to the NAMHS Psychology cohort through participation in supervision and attendance at NAMHS and Mental Health Division psychology meetings

**Diversity and Inclusion:**

- Maintenance of awareness of methods for working with consumers from diverse backgrounds

**Innovation and Culture Change:**

- Provide input into the improvement and development of various therapy treatment models across NAMHS

## SELECTION CRITERIA

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

- Registration as a psychologist with the Psychology Board of Australia
- Endorsement as a clinical psychologist or eligibility to enter a registrar program as a clinical psychologist with the Psychology Board of Australia
- Current National Police and Working with Children History Check.
- Current Victorian Drivers Licence
- 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:**

- Experience in the delivery of a range of clinical psychology services to people living with severe psychiatric illness, including psychiatric and psychological assessment and specialist evidence based therapeutic interventions, including in crisis situations.
- Experience in providing psychological services within a public mental health service or similar setting
- Demonstrated ability to develop and implement specialist psychological interventions and treatment plans targeted at the clinical needs and recovery goals of individual consumers

**Knowledge, Skills and Behaviours:**

- Knowledge of Area Mental Health services and appropriate evidence-based interventions/management of high risk and complex consumer behaviour
- Highly developed communication and interpersonal skills within a team framework and demonstrated ability to relate to consumers, carers, other professionals and members of the general community.
- Demonstrated commitment to ongoing professional development and discipline specific supervision.
- Ability to work in a multidisciplinary team
- Experience in providing secondary consultations to a range of disciplines in a variety of settings.
- Ability to contribute to the mentoring of students and other psychologists, as required.
- Comprehensive knowledge of relevant legislation, related policy and an awareness of current trends in service delivery

**Desirable**

- Experience in designing, delivering and evaluating group-based psychological interventions.
- Ability to work with clients from a range of non-English speaking backgrounds.
- Experience working with psychosis and complex trauma
- Dual diagnosis experience and skills, or a willingness to acquire these.
- Experience and expertise in neuropsychological screening / assessments and ability to translate findings into recommendations for management / treatment planning

Employee Declaration

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

(Please print name)

Signature:

Date: