

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 to 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:	Senior Clinical Psychologist
Business Unit/Division:	Hume Community Mental Health Team
Award Agreement:	Medical Scientists, Pharmacists & Psychologists Victorian Public Sector Agreement 2021-2025
Classification:	P4 – Grade 4
Employment Type:	Part Time 0.5 EFT
Reports to:	Principle Lead Clinical Psychologist; Program Manager Hume Community Mental Health Team
Date Prepared/Updated:	March 2026

ROLE STATEMENT

General Role Statement:

The Senior Clinical Psychologist position provides leadership in the enhancement of psychotherapeutic practice with the Hume Community Mental Health Team as well as across the Northern Health Mental Health Division Community Mental Health Teams. The Senior Clinical Psychologist works closely with the Therapy Coordinator to support implementing psychology specific practice within the team, and assists the Principal Lead Clinical Psychologist to provide broad leadership across a number of levels in order to develop the psychotherapeutic culture within the Mental Health Divisions. This will involve conducting psychotherapeutic treatment provision of clinical supervision to psychologists and psychology registrars and holding a specialist psychology caseload aligned to expertise. The Senior Clinical Psychologist will provide psychotherapeutic supervision and leadership for Clinical Psychology registrars and other clinicians across the Mental Health Division. The position will also assist in the invention of new methods of consultation with and participation in existing clinical forums within the service to promote psychotherapeutic practice.

Whilst this position is primarily based at the Hume Community Team there is an expectation of work within the wider organisation and work may need to occur from other sites on an as needs basis.

This position is responsible for:

- Provision of direct psychotherapeutic practice with consumers and supervision of junior clinicians.
- Participate in Borderline Personality Disorder Treatment Program as required.
- Facilitate and participate in peer clinical review meetings to ensure a high quality of psychotherapeutic practice is developed and maintained within community teams across the service.
- Work in your scope of practice and seek help where required.
- Work collaboratively with colleagues across all NHDMMH teams.
- Seek feedback on your work including participation in annual performance discussion.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Be responsible for the development of new psychotherapeutic responses to the consumers of the Mental Health Division
- Provide secondary consultation for clinicians when required
- Ensure training needs of junior therapy staff are identified and undertaken.

- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget

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:

- Provision of psychotherapeutic leadership to clinicians across Community Mental Health teams
- Demonstrate leadership in the provision of primary, secondary and tertiary consultation services, community development and education, liaison and linkage to other agencies that also provide support to people with a mental illness
- Active role in the local Leadership Meeting

Strategic and Project Management Leadership:

- Implement and / or develop means of assessing improvements for consumers that have resulted from psychotherapeutic intervention.
- Contribute to strategic activities– strategic, workforce, research and quality planning

Organisation-Wide Contribution:

- Provision of psychotherapy supervision to Clinical Psychology registrars and other clinicians as required

Diversity and Inclusion:

- Work in partnership with consumers, patients and where applicable carers and families

Innovation and Culture Change:

- Alongside the Area Senior Psychologist and Clinical Leads, devise and supervise innovative psychotherapeutic treatment responses for consumers presenting to Northern Health

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Psychology Board of Australia. General registration with a clinical psychology practice endorsement.
- Registered as a board approved supervisor
- Demonstrated Accredited training and expertise in one or more psychotherapeutic approaches
- Knowledge of mental health and mental illness
- Demonstrated experience in the provision of therapeutic interventions including group work with mentally ill people, their families and carers in a community setting.
- Ability to work collaboratively within a multi-disciplinary team.
- Ability to work independently in forming well-reasoned clinical recommendations for psychological treatment based on formulations made during patient assessments
- Highly developed communication and interpersonal skills within a team framework
- 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 contribute to the supervision, mentoring and support of students.
- 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:

- Ten years' experience working within a public mental health service
- Experience in design and evaluation of public mental health psychotherapeutic programs
- Demonstrated expertise in the psychotherapeutic treatment of at least two of the following diagnostic groupings: Borderline Personality Disorder, Bipolar Disorder, Schizophrenia Spectrum Disorder, High Prevalence Disorders (Mood and anxiety).

Knowledge, Skills and Behaviours:

- Training and demonstrated experience in at least two psychotherapeutic approaches
- Extensive experience in psychotherapy supervision
- Demonstrated record of service development work.

Employee Declaration

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

(Please print name)

Signature:

Date: