

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:	Grade 4 Advanced Clinician Neuropsychologist – Inpatient Rehabilitation
Business Unit/Division:	Allied Health
Award Agreement:	Medical Scientists, Pharmacists and Psychologists Award
Classification:	Grade 4 (PM1 – PM5)
Employment Type:	Permanent part-time 0.84 EFT (64 hours per fortnight)
Reports to:	Director of Psychology – Allied Health Psychology Clinical Leader – Allied Health
Date Prepared/Updated:	06/05/2026

ROLE STATEMENT

General Role Statement:

The Advanced Clinician Neuropsychologist will clinically lead and embed specialist neuropsychology services into Northern Health's (NH) Subacute Inpatient Rehabilitation Unit and Targeted Acute Rehabilitation Program (TARP). The role will provide advanced assessment, diagnostic formulation, evidence-based intervention and consultation, as well as contribute to the establishment of clinical pathways, education and stakeholder partnerships.

The Inpatient Rehabilitation Unit is a 30-bed ward, with most patients (60%) presenting with neurological injuries or illnesses such as stroke and acquired brain injury. The remaining patients have other complex rehabilitation needs, including FND. TARP aims to provide targeted and more intensive rehabilitation in the acute setting, with the goal of discharging patients directly home. The Program plays a key role in responding to patients with diagnosed or suspected Functional Neurological Disorder (FND), supporting evidence-based assessment and management. TARP is a roving team consisting of Physiotherapy, Occupational Therapy, Social Work, Allied Health Assistance, and will now be supported by the Advanced Clinician Neuropsychologist for patients with/suspected FND.

The Advanced Clinician Neuropsychologist will conduct comprehensive assessments to inform rehabilitation goals, individualised treatment plans and ongoing discharge planning. Formal assessments of decision-making capacity for medical, personal and financial matters will be carried out as appropriate. The role will deliver targeted cognitive rehabilitation alongside brief psychological interventions as indicated and positive behavioural support in partnership with patients, family/carers, the multidisciplinary team.

The Neuropsychologist will drive service development by helping to establish clear referral pathways, triage criteria and outcome metrics to support consistent, high-quality practice. The role will build and maintain strong relationships with medical, nursing, allied health (including the broader inpatient psychology team), management and community providers. The Neuropsychologist will participate in multidisciplinary case conferences and discharge planning meetings, advocating for patient needs and contributing specialist input to complex care decisions.

The Advanced Neuropsychologist is responsible for collecting high quality evaluation data and associated reporting requirements and will take a leading role in ensuring service improvement and risk management while promoting best practice and innovation. The role is based at Broadmeadows Hospital and to a lesser extent

Northern Hospital Epping, but travel and work across the various Northern Health campuses, programs, and partner organisations may be required.

This position is responsible for:

Role Responsibilities:

- With the support of the AH Psychology Leadership Team, develop and lead the implementation of referral pathways, triage processes and clinical guidelines for neuropsychology services within inpatient rehabilitation and TARP.
- Provide specialist consultation to medical, nursing and allied health staff on cognitive, behavioural, emotional and capacity-related issues affecting rehabilitation.
- Conduct formal assessments of decision-making capacity for medical, personal and financial matters as required.
- Contribute specialist neuropsychology input to rehabilitation goal setting, discharge planning and complex care decision-making.
- Build and maintain effective partnerships with community providers to support continuity of care after discharge.
- Provide high-quality neuropsychological/behavioural assessment, intervention, and evaluation within multidisciplinary teams.
- Provide evidence-based treatment and integrated care for patients with FND, such as Cognitive Behavioural Therapy (CBT), Acceptance and Commitment Therapy (ACT), and trauma-informed approaches as indicated.
- Build capacity within multidisciplinary teams with regards to best practice in supporting patients with complex neurological conditions and FND.
- Manage a clinical caseload efficiently, prioritising referrals and completing assessments promptly.
- Utilise health information and data to monitor, evaluate and improve service and team performance in collaboration with the Psychology Clinical Leader and Director of Psychology – Allied Health.
- Provide timely and accurate reporting of psychology activity and use this information to ensure best use of resources.
- Work in strong partnership with other team members and actively participate in case conferences and meetings.
- Facilitate an active learning culture within rehabilitation services/teams and the broader psychology team.
- Provide clinical supervision to Grade 2/3 psychologists and students on clinical placement as required.
- Model and practices highly developed negotiation and conflict resolution skills.
- Demonstrate a detailed knowledge of relevant community resources, information and referral processes, and utilise this knowledge in clinical practice.
- Foster and model a detailed understanding of culturally and linguistically diverse communities.

Professional Responsibilities:

- Utilise opportunities to increase professional knowledge and skill base.
- Foster and demonstrates active participation in supervision.
- Actively seek out all learning opportunities and foster this in others.
- Apply the principles of evidence-based practice to clinical work.
- Act as an advocate on psychological issues when consulting with other health professionals and family/carers.
- Participate in mandatory training and in-service training as requested.
- Comply with department and ethical guidelines around use and storage of psychological tests to ensure their integrity is maintained.
- Comply with the Australian Psychological Society Code of Ethics/new AHPRA Psychology Board of Australia Code of Conduct (December 2025).

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:

- Models professional leadership and acts as a mentor within Psychology and across programs
- Creates and facilitates a learning culture which reflects evidence-based practice
- Ensures staff understand clinical interventions support the achievement of Northern Health objectives and key performance indicators
- Supervises Grade 2/3 staff and supervises student programs as required

Strategic and Project Management Leadership:

- Actively participates in strategic initiatives and quality improvement initiatives across Northern Health
- Actively engages consumers in service improvement as per the NH Partnering with Consumers plan
- Represents and advocates for allied health in all designated roles and responsibilities

Organisation-Wide Contribution:

- Supports the achievement of accreditation under the National Safety and Quality Health Care Standards
- Participates in local and organisational wide education, activities and initiatives.

Diversity and Inclusion:

- Conducts self in a way that is respectful of others
- Supports achievement of Northern Health's Cultural Responsiveness Plan
- Together with other staff, support training and events that promote diversity, inclusion and gender equity

Innovation and Culture Change:

- Actively engages in organisational change and transformation processes
- Promotes a culture of person-centred care

- Displays an innovative mind-set

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

- Current registration with the Psychology Board of Australia
- Doctoral or Masters level qualifications in Clinical Neuropsychology
- Psychology Board of Australia Area of Practice Endorsement in Clinical Neuropsychology
- Psychology Board of Australia Approved Supervisor

Experience:

- 8 or more years of post-graduate experience in a relevant public health setting
- A high level of knowledge and experience in working with patients with functional neurological disorder
- Experience in providing supervision and training to Grade 2/3 and provisional psychologists

Preferred:

- Current Victorian Driver Licence
- Experience in leading multi-site projects and fostering strong relationships with key stakeholders
- Positive Behaviour Support experience/training

Knowledge, Skills and Behaviours:

- Well-developed skills in neuropsychological assessment, including decision-making capacity, and behavioural interventions
- Experience in providing effective psychoeducation and brief psychotherapy
- Effective interpersonal and communication skills within a multidisciplinary team
- Resourceful and innovative, and skilled at implementing change
- Demonstrated skills in stakeholder engagement and relationship management
- Understanding of the cultural diversity of the community
- Commitment to culturally responsive and trauma-informed care

Employee Declaration

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

(Please print name)

Signature:

Date: