

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:	Psychology Clinical Educator
Business Unit/Division:	Mental Health Division
Award Agreement:	Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Classification:	Grade 4
Employment Type:	Part-time
Reports to:	Clinical Principal Educator Director of Psychology
Date Prepared/Updated:	May 2026

ROLE STATEMENT

General Role Statement:

The Psychology Clinical Educators along with the Principal Psychology Clinical Educator form the psychology education team for NH Mental Health Division. The role will entail supporting the Principal with the planning, development and implementation of supervision, training, education and professional development of psychologists at Northern Health Mental Health Division. The Psychology Clinical Educators will ensure that psychology education programs are designed, implemented, and evaluated so the service capability of the psychology profession within the MHD is enhanced to ensure that best practice in patient care is provided. The psychology education team also oversees Post Graduate Student Placements and Psychology Registrar Program. It is expected that the psychology education team will also support and deliver education initiatives in collaboration with nursing and allied health disciplines more broadly across the MHD.

The Psychology Clinical Educator role is designed as a flexible and collaborative position within the Psychology Education Team. Clinical Educators may contribute to all, or part of, the responsibilities outlined in this document, depending on service priorities, workforce requirements, portfolio allocation, areas of expertise, experience, and evolving organisational needs.

This position is responsible for:

- Assist with postgraduate student placement coordination and supervision of students.
- Assist with the development, coordination, facilitation & governance of the Psychology Registrar Program.
- Provide clinical supervision (individual and group) to psychology students and psychology registrars as required.
- Assist with planning, development, implementation and evaluation of teaching and education opportunities for all psychologists.
- Assist with the innovation, implementation and evaluation of new education initiatives to support psychology workforce recruitment and retention.
- Provide education and training in specialised clinical skills to other psychologists and/or students in other disciplines.
- Collaborate with the Allied Health and Nursing educators to design and implement inter-professional learning across the MHD

- Contribute to recruitment of psychology registrars and students, working collaboratively with Psychology Professional Leads and Program Managers in appointments
- Represent psychology on relevant committees and working groups
- The Clinical Educator will develop policies and practices and participate in research initiatives in collaboration with other senior psychology staff.

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:

- Possesses specialist, current, clinical knowledge and skills in psychology and applies this to lead and develop individuals and teams in clinical practice.
- Demonstrates advanced expertise in psychology practice through knowledge of research, new developments and evidence-based practice.
- Acts as a role model for staff in promoting professional values and ethics in clinical practice
- Fosters excellence by promoting a best-practice philosophy and patient/client-centred care
- Understands Northern Health Mental Health Division policies and legislative requirements which impact on wider clinical issues and practices and the recommendations following the Royal Commission into Victoria's Mental Health System (February 2019).
- Has an in-depth understanding of AHPRA regulations including expectations associated with meeting of PBA supervision and Registrar Program requirements.

Strategic and Project Management Leadership:

- Contribute to the planning, development, implementation and evaluation of psychology education initiatives across the MHD, including Psychology Registrars, Interns, students and continuing professional development for all of psychology workforce.

- Provide individual and group supervision to psychology students and registrars and other psychologists as required
- Collaborate with psychology leadership, allied health educators, nursing educators, and operational teams to support workforce capability, evidence-based practice, and quality improvement initiatives across Northern Health MHD

Organisation-Wide Contribution:

- Work in collaboration with clinical educators allied health and nursing in developing and delivering all of service education and training
- Provide professional expertise and advice to the organisation on key issues of a psychological nature, including service development
- Collaborate and maintain effective partnerships with relevant university stakeholders
- Promotes participation in research and quality improvement activities
- Any of the duties and responsibilities as delegated by the Grade 5 Principal Clinical Educator (Psychology).
- Under the guidance of the Principal Educator, map existing workforce clinical skills and identify future skill set requirements for psychologists within MHD
- Support the psychology leadership team to identify learning needs and work in collaboration with the team to develop, deliver and evaluate initiatives to meet these needs
- Develop, implement, and evaluate professional development and competency-based education to support Psychologists to deliver evidence-based treatment
- Constructively contribute to psychology with a focus on continuous improvement of patient care delivered
- Under the guidance and direction of the Principal Psychology Clinical Educator develop, implement, and evaluate professional development and competency-based education to support Psychologists to deliver evidence-based treatment

Diversity and Inclusion:

- Support achievement of Northern Health's Cultural responsiveness plan
- Demonstrate the Northern Health Values

Innovation and Culture Change:

- Supervision of psychology students on placements
- In collaboration with Principal Educator engage with universities with the purpose of supporting placements
- Oversee the strategy and planning regarding student placements & foster a collaborative partnership with NH Education Unit-
- Participate in the coordination, implementation and evaluation of student placements
- Participate in course advisory meetings as requested
- In conjunction with the Director and Deputy Directors of Psychology, develop, implement and evaluate the Psychology Graduate and Registrar Program, including recruitment, rotations, orientation, education program, development of resources, liaise with allied health educators, and evaluation
- Provide individual and group supervision to psychology registrars and students as required

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

- General Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009), with an endorsed Area of Practice in Clinical Psychology (PsyBA).
- Board-approved Masters or Doctoral qualifications in Clinical Psychology.
- Current Psychology Board of Australia (PsyBA) Approved Supervisor status, with eligibility to supervise Higher Degree students, Registrars, Interns, and provisional psychologists.
- Minimum 8 years postgraduate clinical experience within a public or multi-campus mental health setting.
- Commitment to maintaining all professional registration, legal, and regulatory requirements relevant to the role.

Experience:

- Extensive experience delivering evidence-based psychological assessment and interventions for consumers with complex and severe mental health presentations.
- Demonstrated expertise in clinical supervision, consultation, and the professional development of psychologists across all career stages, including students, provisional psychologists, Interns, and Registrars.
- Proven ability to design, develop, implement, and evaluate clinical education and workforce development initiatives within public mental health services.
- Experience leading or contributing to quality improvement, research, and service development initiatives.
- Strong collaborative practice skills, with demonstrated experience working alongside Allied Health, Nursing, Medical, and Lived Experience workforces in co-designed models of care.

Knowledge, Skills and Behaviours:

- Advanced clinical expertise in psychology practice, including evidence-based assessment and interventions for complex mental health presentations within public mental health settings.
- Current knowledge of research, emerging practice developments, and contemporary evidence-based approaches to care.
- Strong understanding of AHPRA and Psychology Board of Australia requirements, including supervision standards, Registrar Program requirements, professional competencies, and ethical practice.
- Sound knowledge of relevant legislation, policies, and reforms impacting mental health services, including the Mental Health & Wellbeing Act, Children, Youth and Families Act, APS Code of Ethics, and recommendations from the Royal Commission into Victoria's Mental Health System.
- Demonstrated ability to lead, mentor, and develop clinicians while fostering a culture of professional excellence, reflective practice, and patient-centred care.
- Proven capability in the development, delivery, and evaluation of education and workforce development initiatives within public mental health.
- Excellent communication, consultation, and interpersonal skills, with the ability to engage effectively with multidisciplinary teams, senior stakeholders, consumers, and carers.
- Strong leadership capabilities including problem-solving, conflict resolution, influencing, people management, and navigating complex or sensitive conversations.

- Ability to work collaboratively and flexibly within a dynamic environment, with a positive, proactive, and continuous improvement mindset.
- Ability to manage competing priorities and adapt to evolving service and workforce needs
- Experience facilitating reflective practice, group learning, or psychologically informed workforce support initiatives.

Employee Declaration

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

(Please print name)

Signature: Date: