

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:	Grade 3 Clinical or Health Psychologist – Persistent Pain Management Service (Broadmeadows Hospital)
Business Unit/Division:	Allied Health
Award Agreement:	Medical Scientists, Pharmacists and Psychologists Award
Classification:	Grade 3 (PL1 – PL4)
Employment Type:	Fixed term part-time to 30/06/2027 0.4 EFT (30.4 hours per fortnight)
Reports to:	Director of Psychology – Allied Health Psychology Clinical Leaders – Allied Health
Date Prepared/Updated:	03/06/2026

ROLE STATEMENT

General Role Statement:

The Grade 3 Clinical or Health Psychologist will provide psychological services to adult outpatients within the community-based Persistent Pain Management Service at Broadmeadows Hospital. The Persistent Pain Management Psychologist will ensure excellence in clinical care and will collaborate with multidisciplinary colleagues to enhance outcomes for persistent pain management clients.

The Persistent Pain Management Psychologist role includes provision of specialised clinical services to clients with complex pain, participation in interdisciplinary clinical discussions, team meetings, case conferences, and involvement in education activities. The Senior Psychologist will facilitate the delivery of high quality, responsive services which are client-centred, goal focused, and tailored to the diverse needs of patients in order to achieve evidence-based best practice and optimum health outcomes.

The Senior Psychologist will provide skilled psychological assessment and intervention and assist with the planning and facilitation of specialised group sessions. They will work closely with the multidisciplinary team including medical staff, other allied health clinicians and relevant operational staff to deliver efficient, high quality and accessible pain services.

While the service is based at Broadmeadows Hospital, the Psychologist may be required to travel and work across the various Northern Health campuses, programs, and partner organisations.

This position is responsible for:

Role Responsibilities:

- Demonstrates knowledge and experience in the area of persistent pain management
- Completes specialist assessments and implements appropriate evidence-based individual and group interventions
- Manages a clinical case load in a productive fashion, ensuring referrals are prioritised and assessments completed in a timely manner
- Provides timely and accurate reporting of psychology activity and uses this information to ensure best use of resources
- Works in strong partnership with other team members and actively participates in multidisciplinary team case conferences
- Provides clinical supervision to Grade 2 Clinical and Health Psychologists and students on clinical rotation as required

- Communicates appropriate information and outcomes to referrers and documents progress in an accurate and timely manner
- Completes a high standard of written reports for internal and relevant external organisations as required
- Models and practices highly developed communication, negotiation, and conflict resolution skills
- Demonstrates a detailed knowledge of relevant community resources, information and referral processes, and utilises this knowledge in clinical practice
- Promotes client-centred care and involve clients and carers in decision making
- Fosters and models a detailed understanding of culturally and linguistically diverse communities
- Undertakes appropriate professional duties as directed by Psychology Clinical Leaders and Director of Psychology – Allied Health.

Professional Responsibilities:

- Utilises opportunities to increase professional knowledge and skill base
- Fosters and demonstrates active participation in supervision
- Actively seeks out all learning opportunities and fosters this in others
- Applies the principles of evidence-based practice to clinical work
- Acts as an advocate on psychological issues when consulting with other health professionals and stakeholders
- Participates in in-service training as required
- Complies with department and ethical guidelines around use and storage of psychological tests to ensure their integrity is maintained
- Complies with the Australian Psychological Society Code of Ethics/new AHPRA Psychology Board of Australia Code of Conduct from 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:

- Provides leadership which promotes a safe environment, eliminating harm to patients and staff
- Actively engages in the wider multidisciplinary team, promoting team work and respect
- Demonstrates leadership and role modelling on a day to day basis

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, 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:

Essential

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

Desirable

- Postgraduate qualification/s in pain management and/or trauma psychology
- Member of the Australian Pain Society

Experience:

- A minimum of five years relevant postgraduate clinical practice providing psychological assessment and therapy services
- Experience in the delivery of clinical psychology services to patients within a pain clinic setting
- Demonstrated ability to work as part of a team and independently

Knowledge, Skills and Behaviours:

- Demonstrated highly developed interpersonal skills within a multidisciplinary team

- Understanding of the cultural diversity of the community
- Ability to work autonomously and collaboratively within a multidisciplinary team
- 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: