

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:	Clinical Psychologist
Business Unit/Division:	Specialist Older Adults Community Service (SOACS-MH) / Mental Health Division
Award Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2021-2024 Psychologists Award 41
Classification:	P2 - Psychologist
Employment Type:	Part time – 30 hours per fortnight
Reports to:	<ul style="list-style-type: none">• Manager, Specialist Older Adult Consultation Service• Professional Lead Psychology, Specialist Older Adult Consultation Service.• Director of Psychology NH Mental Health Division
Date Prepared/Updated:	June 2026

ROLE STATEMENT

General Role Statement:

The Clinical Psychologist applies their clinical knowledge and expertise to the assessment and delivery of evidence-based treatment, interventions and support to consumers with complex mental health related needs, and to their family/carers. Provision of service is within acute (inpatient) and non-acute (community and RACF) settings. This position is part-time during business hours, based at Bundoora SOACS on the Bundoora centre site.

This position is responsible for:

The Specialist Older Adult Community Service (SOACS-MH) is a specialist team that provides assessment, treatment and episodic rapid response for older adult consumers with a mental health diagnosis and frailty/complex comorbidities residing in the community (including Residential Facilities). The service will (i) provide place-based care at the level and timeliness of service appropriate to the acuity of the consumer's health condition (ii) prevent avoidable presentations to ED, (iii) reduce readmission to Inpatient units, (iv) support the transition of consumers from community living to RACF (respite or permanent residence) and to/from Inpatient admission episodes.

The Clinical Psychologist will be required to provide specialist assessment, evidence-based intervention and support for older persons with mental health issues, frailty and/or co morbidities who reside in their own homes (including RACFs) in the Northern region of Melbourne. The work also involves providing support to consumers' families, carers and close others, and consultation and support to the multidisciplinary teams (SOACS_MH community, SOACS RACF (residential) and inpatient).

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:

- Manage SOACS-MH and Inpatient referrals for Clinical Psychology (i.e. discuss, document, and action these in accordance with Northern Health Older Adults Mental Health protocols).
- Conduct evidence-based Clinical Psychology assessments and interventions with SOACS and Older Adult Inpatient consumers (including with interpreters for CALD consumers).
- Participate in Clinical Review / Multidisciplinary team meetings providing a Psychology perspective, (including diagnostic impressions, feedback on process considerations and treatment planning advice/considerations to support team clinical decision-making).
- Provide accurate, timely appropriate documentation (e.g. progress notes, written reports)
- Communicate effectively with consumers, families/carers, colleagues and other service providers
- Demonstrate behaviours which support a recovery approach to care.

Strategic and Project Management Leadership:

- Drive self-development and contribute expertise to improve service delivery.
- Promote awareness of the impact of psychological and psychosocial factors on consumers, their families and carers.

Organisation-Wide Contribution:

- Engage with SOACS and Inpatient multidisciplinary teams and external service providers as appropriate (e.g. providing formal and informal secondary consultation).

Diversity and Inclusion:

- Work effectively and sensitively with consumers, carers and family members from a wide range of backgrounds (including First Nations people, CALD, LGBTIQ+).
- Assist in building a positive culture.

Innovation and Culture Change:

- Contribute to discipline-specific practice development via meetings, new initiatives and quality projects.

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

- Current registration with the Psychology Board of Australia (PsyBA)
- Eligibility for membership of the relevant professional association (Psychology Board of Australia Area of Practice Endorsement in Clinical Psychology or preparedness to achieve endorsement)
- Experience in assessment, diagnosis and treatment of severe mental illness in older consumers.
- Excellent interpersonal skills and ability to communicate effectively with consumers, families / carers, colleagues and other service providers.
- Ability to work with consumers, family and carers from a range of cultural backgrounds, and to provide gender sensitive services.
- Well-developed written skills and the ability to promptly prepare assessments, formulations and clinical documentation, including reports.
- Capacity to undertake alcohol and other drug screening, assessment, treatment planning and brief interventions with clients who have co-occurring mental health and substance disorders.
- Familiarity with a range of computer software packages including Microsoft platform.
- Current knowledge of evidence-based interventions appropriate for low prevalence disorders such as schizophrenia, bipolar affective disorder, personality disorder and substance abuse.
- Current Victorian Driver's licence.

Experience:

- Experience of working as a clinician in either a community or inpatient mental health setting and ability to utilise knowledge in this role, preferably with recent community experience.
- Passionate about consumer care and have the capacity to engage well with disenfranchised people as well as those actively seeking support.
- Proven ability to undertake a range of interventions with consumers
- Capacity to clearly communicate verbally and via written documentation.
- Committed to undertake professional development related to the role.
- Demonstrated understanding of the issues faced by older adults with a mental illness.

Knowledge, Skills and Behaviours:

- Demonstrated understanding of the mental health needs of older adults and how to best meet these needs using a variety of interventions.
- Knowledge of legislation relevant to older people (e.g. Mental Health & Wellbeing Act, 2022)
- Ability to work in small teams and work autonomously once oriented to the role.
- Strong organisational and time management skills, ability to change priorities to meet the needs of consumers or teams and adjust quickly to new tasks.
- Effective communication and problem-solving skills with sound clinical reasoning and good attention to detail.
- Ability to negotiate and collaborate effectively at all levels.
- Ability to prioritise risk and attend to crises appropriately.
- Ability to speak a second language would be well-regarded.

Other Relevant Information:

- Redeployment to other services within the program may be required.
- Flexibility in working hours may be required.
- Annual discussions are held with the SOACS manager are required.

Employee Declaration

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

(Please print name)

Signature:

Date: