

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 2 or 3 Clinical Psychologist, Health Psychologist or Neuropsychologist – Hospital Admission Risk Program (HARP)
Business Unit/Division:	Allied Health
Award Agreement:	Medical Scientists, Pharmacists and Psychologists Award
Classification:	Grade 2 Year 1 – 4 (PK1 – PK4) or Grade 3 Year 1 – 4 (PL1 – PL4)
Employment Type:	Permanent Part-time (0.42 EFT), 32 hours per fortnight
Reports to:	Director, Allied Health Psychology Clinical Leaders, Allied Health Psychology
Date Prepared/Updated:	31/07/2026

ROLE STATEMENT

General Role Statement:

The Grade 2 or Grade 3/Senior Psychologist will support the timely assessment and management of patients with chronic and complex healthcare needs within the Hospital Admission Risk Program (HARP). The Psychologist will work with the existing HARP Senior Clinical Psychologist and Clinical Psychologist as well as the wider multi-disciplinary team to provide responsive and targeted care and interventions to the diverse HARP clientele.

The Hospital Admission Risk Program (HARP) provides services to maximise the health outcomes for people with complex needs. The HARP Psychology Program aims to improve the psychological health of people with high acuity chronic diseases and/or complex care-needs and reduce preventable emergency department presentations and hospital admissions. Services are provided at Broadmeadows Hospital, Bundoora Centre and Craigieburn Centre sites of Northern Health, with home-visits if required.

The Psychologist will ensure excellence in client care, evidence-based practice, service improvement and risk management. They will work collaboratively with multidisciplinary team members including allied health clinicians, nursing and medical staff and will build capacity within the HARP workforce to work effectively with psychological presentations through education, consultation and support.

A Clinical or Health Psychologist in this role will conduct comprehensive psychological assessments to evaluate mental health, psychiatric risk, coping strategies, and health behaviour. They will provide individual and at times group therapy, using evidence-based approaches such as CBT, ACT, and motivational interviewing. Psychoeducation on stress management, lifestyle modifications, and behavioural change strategies, as well as support for adjustment to medical diagnoses and treatment adherence would also be key aspects of the role.

A Clinical Neuropsychologist in this role will primarily provide consultation, intervention and management, as well as limited neuropsychological assessment for high-priority cases. Intervention may include psychoeducation, modified psychotherapy, and behaviour support interventions to clients with cognitive impairment and associated behavioural barriers to care. They may also provide assessment of cognitive status and behaviour within the context of stroke, alcohol, neurological diseases, ABI, or dementia, including assessment for NDIS/funding eligibility purposes and critical decision-making capacity assessments. This role

would also provide education to build capacity within the HARP workforce to work more effectively with cognitive impairment.

This position is responsible for:

- Managing a clinical case load efficiently and ensuring referrals are prioritised and assessments completed in a timely manner
- Completing specialist assessments and implementing appropriate evidence-based individual and group interventions
- Ensuring that services delivered are evidence based and patient/client centred, that services delivered enhance continuity of care
- Communicating appropriate information and outcomes to referrers and documenting progress and relevant information (e.g., in medical histories) in an accurate, efficient, and timely manner
- Completing a high standard of written reports for internal and relevant external organisations as required
- Involving patients and carers in decision making and negotiating agreed plans
- Modelling and practicing highly developed communication, negotiation, and conflict resolution skills
- Demonstrating detailed knowledge of relevant community resources, information and referral processes, and utilising this knowledge in clinical practice
- Modelling highly developed professional and ethical standards
- Fostering and modelling a detailed understanding of culturally and linguistically diverse communities
- Implementing relevant outcome measures to demonstrate effectiveness of psychological, cognitive and behavioural interventions
- Participating in multidisciplinary case conferences and team meetings as appropriate
- Works in collaboration with the Clinical Leader and Director to continually improve service delivery
- Records and reports relevant clinical and non-clinical incidents
- If Grade 3 applicant: Providing clinical supervision to Grade 2 psychologists and students

Professional Responsibilities

- Uses highly developed self-management skills including the ability to meet timelines and prioritise competing demands
- Complies with Psychology Board of Australia Code of Conduct and professional guidelines

Professional Development

- Utilises opportunities to increase professional knowledge and skill base
- Fosters and demonstrates active participation in supervision
- Actively seeks out all learning opportunities and foster this in others
- Identifies learning needs for the psychology department in consultation with the Clinical Leader

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:

- If successful applicant is a Grade 3, they will supervise Grade 2 staff and develop, coordinate, and supervise student programs as required
- Models professional leadership and acts as a mentor within Psychology and across programs
- Creates and facilitate a learning culture which reflects evidence-based practice
- Ensures staff understand clinical interventions support the achievement of Northern Health KPIs
- Acts as an advocate on psychological issues when consulting with other health professionals
- Practical negotiation and conflict resolution practices

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:

- Current registration with the Psychology Board of Australia (PBA)
- Doctoral or Masters level qualification in Clinical or Health Psychology

Preferred:

- PBA Area of Practice Endorsement in Clinical, Health or Neuropsychology

- PBA approved supervisor
- Current Victorian Driver Licence

Experience:

- Demonstrated excellent clinical skills and experience
- Experience in provision of psychological services within a public health setting

Preferred:

- At least 2 years postgraduate experience as a fully registered psychologist

Knowledge, Skills and Behaviours:

- Well-developed interpersonal skills as well as effective verbal and written communication skills
- Commitment to ongoing professional development and demonstrated conflict resolution skills
- Understanding of the cultural diversity of the community

Desirable:

- Demonstrated knowledge of the interplay between biological, psychological, cognitive and/or social factors and their influence on health and illness
- Knowledge and application of health behaviour change theories, principles and practice techniques in clinical practice

Employee Declaration

I

have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: