

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:	Senior Clinical Psychologist
Business Unit/Division:	Mental Health Division
Award Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021-2025
Classification:	Psychologist Grade 3 (PL1 – PL4)
Employment Type:	0.6 EFT Part-time, Ongoing
Reports to:	Program Manager, Noogal Clinic
Date Prepared/Updated:	August 2026

ROLE STATEMENT

General Role Statement:

The Senior Psychologist will be a member of the leadership team within Noogal and will actively participate in and support clinical and operational matters. In line with recovery-oriented practice, they will be involved in providing high-quality care to a small group of consumers and families by applying their expert clinical skills and highly effective communication. The Senior Psychologist is expected to demonstrate leadership practice through proactive participation with the multidisciplinary team.

The Senior Psychologist is expected to have considerable experience, knowledge, and expertise in the field of mental health and to demonstrate leadership qualities by actively participating with the Psychology Service and/or transdisciplinary teams. With the use of excellent clinical skills and highly effective communication, the Senior Psychologist delivers high-quality care to individuals with mental health conditions and their families.

This position is responsible for:

The senior psychologist will provide supervision and mentoring to psychology staff and students within Noogal and across other mental health sites under Northern Health Division. A key focus of the Senior Clinical Psychologist is to enhance the capacity of the clinic to provide targeted psychological services via training, primary and secondary consultation and direct clinical work alongside clinicians to support the development of their skills. The incumbent is expected to have considerable knowledge and experience in the working within a mental health setting. Staff will be required to travel between sites.

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 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

Clinical skills and Leadership:

- The Senior Clinical Psychologist holds a leadership role with responsibility in liaising and consulting with colleagues, community agencies and other service providers.
- They act as a leader and acts as a role model for staff in promoting professional values and ethics in clinical practice.
- Demonstrates clinical expertise in Mental Health practice through knowledge of research, new developments and evidence-based practice.
- Provide support and primary and secondary consultations to members of the multidisciplinary team, regarding psychological practice principles and approaches.
- Participates and contributes to both learning and teaching and allied health mental health team meetings and initiatives.
- Promotes the development, identification and implementation of evidence based practice.
- Fosters excellence by promoting a best-practice philosophy and patient/client-centered care.
- Understand and comply with Northern Health policies and guidelines.

Communication:

- Strong communication skills and the capacity to negotiate, work together, and engage broadly with internal and external stakeholders.

Organisational skills:

- Strong organisational and time management skills should be displayed.

Professional development and supervision:

- Demonstrate a capacity to apply and integrate knowledge into development and implementation of practice and program initiatives.
- Provide support and primary and secondary consultations to members of the multidisciplinary team, regarding psychological practice principles and approaches.
- Participate in ongoing service improvement initiatives and activities.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- Provides professional supervision and supports competency development of novice learners.

- Undertakes a formal supervision process with Professional line
- Liaises and seeks supervision from line manager with respect to own performance management / expectations.
- Attend and participate in NAMHS Psychology meetings
- Actively attend and contribute to the clinical review process.

Strategic and Project Management Leadership

- Participate in the planning, development and evaluation of services for adult consumers and their families that are consistent with best practice standards and evidence-based care, and are in line with the strategic direction and vision for NAMHS.

Organisation-Wide Contribution

- Work collaboratively with colleagues across all Northern Health teams.
- Complete accurate and timely health service data and statistical information as directed, within nominated timelines
- Provision of clinical advice and supervision to other staff of the service
- Participation in supervision, line management, orientation and support to staff of NWAMHS
- Continue to learn through mandatory training and other learning activities.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Take reasonable care for your safety and wellbeing and that of others.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing

Diversity and Inclusion

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

Innovation and Culture Change

- Contribute to the ongoing development and maintenance of a therapeutic environment and a collaborative team atmosphere.
- Promote a friendly, respectful and collaborative environment within the Community Team and across the AHMS.

SELECTION CRITERIA

Qualifications, Registrations and Qualities:

Essential:

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia (or eligibility to enter a registrar program as a clinical, forensic or clinical neuro psychologist with the Psychology Board of Australia where relevant).

Experience:

- A minimum of 5 years of relevant experience in clinical practice within the mental health field.
- Relevant skills and experience in developing and implementing evidence based psychological interventions for consumers with a range of moderate to complex presentations.
- Relevant skills and experience in formal psychological assessments.
- Experience in supervising other Clinical Psychologists including Grade 2 Psychologists.
- Clinical experience and skills in engaging and working collaboratively with families in a mental health setting.
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Ability to develop, implement and evaluate consumer-centred individual service plans, risk assessments and diagnostic formulations
- Capacity to provide, or develop skills in, integrated assessment, treatment and care for consumers with dual diagnosis
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system including primary care, AOD agencies, employment and housing services, MHCSS and other relevant agencies.
- Demonstrated interpersonal and communication skills (written and verbal) as well as abilities in problem solving and negotiation
- Ability to work independently and effectively within a multidisciplinary team
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to consumers
- Ability to document care as required and comply with expectations for data collection e.g. contacts
- Understanding of the Children Youth and Families Act, Mental Health Act 2014 and other Acts/legislation relevant to working with consumer and families within a mental health setting.
- A current Victorian driver's licence
- A Working with Children check

Knowledge, Skills and Behaviours

- Experience in developing and running psychological group therapy programs
- A working knowledge of community-based organisations and human services organisations
- Knowledge of relevant guidelines, plans and strategies related to the mental health service system (E.g. Victorian Mental Health Reform Strategy, National Standards for Mental Health Services, etc.)
- The incumbent may be required to perform other duties as directed.

Employee Declaration

I have read, understood and accept the above Position Description.
(Please print name)

Signature: Date:

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