

## ORGANISATIONAL OVERVIEW

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### 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

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|--------------------------------|---------------------------------------------------------------------------------|
| <b>Position Title:</b>         | Grade 2 Clinical or Health Psychologist – Workforce Continuity                  |
| <b>Business Unit/Division:</b> | Allied Health                                                                   |
| <b>Award Agreement:</b>        | Medical Scientists, Pharmacists and Psychologists Award                         |
| <b>Classification:</b>         | Grade 2, Year 1 – 4 (PK1 – PK4)                                                 |
| <b>Employment Type:</b>        | Permanent Part-Time<br>0.6 EFT (48 hours per fortnight)                         |
| <b>Reports to:</b>             | Clinical Leader, Allied Health Psychology<br>Director, Allied Health Psychology |
| <b>Date Prepared/Updated:</b>  | 12/08/2026                                                                      |

## ROLE STATEMENT

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### General Role Statement:

The Grade 2 Clinical or Health Psychologist will have responsibility for the efficient and effective provision of psychological services to people attending Northern Health inpatient or outpatient psychology services. The role will provide clinical backfill cover for leave and/or provide additional support across Northern Health sites and include specialist psychological assessment and interventions.

The Clinical or Health Psychologist will work within the inpatient services (subacute and acute) at Bundoora Centre, Broadmeadows Hospital or The Northern Hospital. This position will also involve working within the Health Independence Program (HIP) Psychology services when required, such as within Community Therapy Services (CTS), the Hospital Admission Risk Program (HARP), and/or Specialist Medical Outpatient Clinics.

Psychology staff may be required to travel and work across the various Northern Health campuses, programs, and partner organisations.

### This position is responsible for:

- Managing a clinical caseload in an efficient and suitably independent manner
- Maintaining knowledge of evidence-based practice and integrating this knowledge into clinical practice
- Completing specialist assessments and implementing appropriate evidence-based individual and group interventions
- Demonstrating knowledge of the interplay between biological, psychological and social factors and their influence on health and illness
- Involving patients and carers in decision-making and negotiating agreed plans
- Modelling and practicing skilled communication, negotiation, and conflict resolution skills
- Demonstrating detailed knowledge of relevant community resources, information and referral processes, and utilising this knowledge in clinical practice
- Recording appropriate details and outcomes (e.g. in medical files) in an accurate and timely manner
- Completing a high standard of written reports to relevant outside organisations as required
- Modelling well-developed professional and ethical standards.
- Fostering and modelling a good understanding of culturally and linguistically diverse communities (CALD)
- Completing relevant outcome measures to demonstrate effectiveness of psychological interventions

- Applying health behaviour change theories, principles and practice techniques in clinical practice
- Participating in multidisciplinary case conferences and team meetings as appropriate
- Undertaking appropriate professional duties as directed by the Psychology Clinical Leader and the Director of Psychology, and Program Managers

**Organisational Responsibilities:**

- Demonstrates active contribution to multidisciplinary teamwork
- Builds strong working relationships with key referrers, including allied health, nursing and medical staff
- Contributes to ongoing evaluation and improvement of psychology services in conjunction with relevant stakeholders
- Works with psychology team members to maintain a positive culture in the Psychology Department
- Records computer-based statistical data within agreed time frames
- Actively participates in quality improvement and accreditation processes
- Demonstrates an understanding of the structural and financial constraints of the public health system, including the importance of KPIs
- Demonstrates an understanding of the broader organisational context.

**Professional Responsibilities:**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 fosters this in others

Supervision/Professional Leadership

- Contributes to the development of initiatives within Health Independence Programs at NH and promotes the initiatives of the Allied Health Directorate
- Acts as an advocate on psychological issues when consulting with other health professionals and carers

Teaching/Research/Training

- Contributes to and participates in in-service training as guided by the Psychology Clinical Leader
- Actively contributes to Psychology Department and Allied Health continuing professional development activities

**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

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### 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 and 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 mindset

## SELECTION CRITERIA

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### Qualifications, Registrations and Qualities:

#### Essential

- Current registration with the Psychology Board of Australia (PBA)
- Doctoral or Masters level qualifications in Clinical or Health Psychology
- Psychology Board of Australia Area of Practice Endorsement in Clinical or Health Psychology, or preparedness to work toward endorsement
- Current National Police and Working with Children History Check

#### Preferred

- Current Victorian Driver Licence

### Experience:

- Experience or keen interest in provision of psychological services within a public health setting

### Knowledge, Skills and Behaviours:

- Well-developed interpersonal skills

- Demonstrated effective verbal and written communication skills
- Demonstrated negotiation and conflict resolution skills
- Ability to work collaboratively in a multidisciplinary team
- Commitment to ongoing professional development
- Competent general computer skills, and the ability to master software specific to Northern Health
- Understanding of the cultural diversity of the community

Employee Declaration

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

Signature:

Date: