

POSITION DESCRIPTION

NNSWLHD - Clinical Psychologist - Mental Health

Our CORE values
Collaboration Openness Respect Empowerment



Organisation	NSW Health
Local Health District / Agency	Northern NSW Local Health District
Position Classification	Clinical Psychologist
State Award	Health and Community Employees Psychologists (State) Award
Category	Allied Health Clinical Psychologist
Website	www.nnswlhd.health.nsw.gov.au/

PRIMARY PURPOSE

To provide services within the 'Clinical Psychologist' scope of practice as defined in the Health and Community Employees Psychologists (State) Award 2017, and within the legislative and policy requirements of NSW Health and statutory authorities to ensure safe clinical practice and client/patient focused outcomes.

ESSENTIAL REQUIREMENTS

Current registration with AHPRA as a Psychologist.

Post-graduate qualification at Masters level or higher in Clinical Psychology, Clinical Neuropsychology or other relevant specialty.

Valid unrestricted drivers' licence for use in NSW/Australia.

Valid NSW Employee Working With Children Check.

Responsibilities under WHS - Non-Supervisor

You must take all reasonable care for yourself and others and comply with any reasonable instruction, policies and procedures relating to work health safety and wellbeing.

KEY ACCOUNTABILITIES

Apply treatment techniques and assessment procedures to a range of behavioural and emotional disorders to prevent or relieve distress or dysfunction by assessment, diagnosis, case formulation and treatment across a range of health care settings.

Exercise independent judgement concerning the selection and application of principles, methods and techniques of psychological assessment and/or treatment. Chosen interventions involve the adaptive utilisation of empirically-derived psychological principles.

Provide and participate in supervision and professional development, in accordance with the Health and Community Employees Psychologists (State) Award 2017 and the Psychology Board of Australia to meet requirements.

Contribute to organisation goals by participating in service planning, research and evaluation projects as required with internal and external stake-holders to ensure compliance with relevant standards and policies

Provide psychological assessment and intervention using the principles and methods of evaluation for the coordination of clinical activities and service planning and policy.

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Provide clinical supervision and peer consultancy to less experienced professionals to ensure best practice clinical care is provided to all clients.

Work collaboratively with relevant members of the multidisciplinary team in planning, implementation and evaluation of the program to ensure optimal outcome for clients/patients.

KEY CHALLENGES

- Managing time and prioritising the clinical workload within finite resources to ensure delivery of optimum standards of psychological practice that meet patient/client needs and expectations.
- Working with at risk, vulnerable and distressed patients, families and carers.
- To contribute, in an environment of constant change, to improving the ways in which clinical psychologists and other members of the health care team work together to provide treatment, care and support to individuals and carers.

KEY RELATIONSHIPS

Who	Why
Multi-disciplinary team	Regular liaison around client/patient care; delegation; supervision; help and support. Collaborate in assessment, planning and evaluation of client/patient care and service; help and support.
Health care and service providers from outside Northern NSW LHD	Collaborate in client/patient care. Help and support in line with their role and responsibilities.

SELECTION CRITERIA

1. Current registration with AHPRA as a Psychologist.
2. Post-graduate qualification at Masters level or higher in Clinical Psychology, Clinical Neuropsychology or other relevant specialty.
3. Demonstrated substantial recent experience in clinical psychology and the ability to apply recognised and relevant evidence based psychological assessment techniques and therapeutic interventions.
4. Demonstrated ability to work as a member of a multidisciplinary team.
5. Demonstrated commitment to provide/participate in supervision in accordance with the Health and Community Employees Psychologists (State) Award 2017.
6. Valid and unrestricted Drivers Licence for use in NSW/Australia.

OTHER REQUIREMENTS

Professional Behaviour and Communication

All employees are required to achieve, uphold and model a high standard of professional behaviour and communication.

- Any conduct on your part, whether during or outside business hours, which has the capacity to affect or damage the professional reputation of NSW Health, or your ability to uphold that reputation or image, could lead to disciplinary action, including dismissal
- Appropriate professional behaviour incorporates all levels of interpersonal behaviour, including formal

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and informal communication with colleagues, patients and carers

All employees are responsible for:

- Complying with all current NSW Health and NNSWLHD policies, including the NSW Health Code of Conduct
- Complying with profession-specific Code of Ethics/Code of Professional Conduct and Scope of Practice

Workplace Culture

Your workplace behaviours and practices are expected to:

- Proactively contribute to a positive, productive and safe workplace culture
- Adhere to the CORE values of Collaboration, Openness, Respect and Empowerment identified in the NSW Health Workplace Culture Framework

Privacy

All employees are expected to comply with personal information protection principles and health privacy principles as per the NSW Health Privacy Manual for Health Information, NSW Health and NNSWLHD privacy policies and procedures, and relevant legislation:

- Privacy and Personal Information Protection Act 1998 (NSW)
- Health Records and Information Privacy Act 2002 (NSW)

Performance

All employees will:

- Have a performance agreement with their manager, linking individual performance objectives and role requirements to corporate objectives
- Participate in an annual performance appraisal
- Be responsible, with the support of their managers, for proactively developing their own performance to meet expectations and achieve objectives
- Actively contribute to their performance management by having open and honest conversations with managers and colleagues and providing and receiving constructive feedback

Quality Improvement

NNSWLHD complies with the National Safety and Quality Health Service Standards. All employees are expected to:

- Be aware of and comply with their responsibilities under the Standards
- Actively participate in quality improvement initiatives within their teams
- Participate in organisation-wide quality improvement activities as required

Workplace Health & Safety

All employees have responsibilities under the Workplace Health & Safety Act of 2011. Signing this Position Description confirms you understand the responsibilities relevant to your role.

Risk Management

All employees are expected to notify into the incident management system any incidents and patient complaints which occur in your own area (both clinical and corporate incidents).

All employees will:

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- Identify and manage risks in your own area, and report risks to your manager which are beyond your capacity or authority to manage

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CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
	Display Resilience and Courage	Advanced
	Act with Integrity	Advanced
	Manage Self	Advanced
	Value Diversity	Advanced
	Communicate Effectively	Advanced
	Commit to Customer Service	Adept
	Work Collaboratively	Advanced
	Influence and Negotiate	Advanced
	Deliver Results	Adept
	Plan and Prioritise	Advanced
	Think and Solve Problems	Advanced
	Finance	Foundational
	Technology	Adept
	Procurement and Contract Management	Foundational
	Project Management	Adept
	Manage and Develop People	Foundational

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NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Act with Integrity	Advanced	<ul style="list-style-type: none"> • Model the highest standards of ethical behaviour and reinforce them in others • Represent the organisation in an honest, ethical and professional way and set an example for others to follow • Ensure that others have a working understanding of the legislation and policy framework within which they operate • Promote a culture of integrity and professionalism within the organisation and in dealings external to government • Monitor ethical practices, standards and systems and reinforce their use • Act on reported breaches of rules, policies and guidelines
Relationships Communicate Effectively	Advanced	<ul style="list-style-type: none"> • Present with credibility, engage varied audiences and test levels of understanding • Translate technical and complex information concisely for diverse audiences • Create opportunities for others to contribute to discussion and debate • Actively listen and encourage others to contribute inputs • Adjust style and approach to optimise outcomes • Write fluently and persuasively in a range of styles and formats
Relationships Work Collaboratively	Advanced	<ul style="list-style-type: none"> • Build a culture of respect and understanding across the organisation • Recognise outcomes which resulted from effective collaboration between teams • Build co-operation and overcome barriers to information sharing and communication and collaboration across the organisation and cross government • Facilitate opportunities to engage and collaborate with external stakeholders to develop joint solutions
Results Deliver Results	Adept	<ul style="list-style-type: none"> • Take responsibility for delivering on intended outcomes • Make sure team/unit staff understand expected goals and acknowledge success • Identify resource needs and ensure goals are achieved within budget and deadlines • Identify changed priorities and ensure allocation of resources meets new business needs • Ensure financial implications of changed priorities are explicit and budgeted for

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NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
		<ul style="list-style-type: none"> Use own expertise and seek others' expertise to achieve work outcomes
Results Think and Solve Problems	Advanced	<ul style="list-style-type: none"> Undertake objective, critical analysis to draw accurate conclusions that recognise and manage contextual issues Work through issues, weigh up alternatives and identify the most effective solutions Take account of the wider business context when considering options to resolve issues Explore a range of possibilities and creative alternatives to contribute to systems, process and business improvements Implement systems and processes that underpin high quality research and analysis
Business Enablers Technology	Adept	<ul style="list-style-type: none"> Demonstrate a sound understanding of technology relevant to the work unit, and identify and select the most appropriate technology for assigned tasks Identify opportunities to use a broad range of communications technologies to deliver effective messages Understand, act on and monitor compliance with information and communications security and use policies Identify ways to leverage the value of technology to achieve team/unit outcomes, using the existing technology of the business Support compliance with the records, information and knowledge management requirements of the organisation
People Management Manage and Develop People	Foundational	<ul style="list-style-type: none"> Clarify work required, expected behaviours and outputs Contribute to developing team capability and recognise potential in people Give support and regular constructive feedback that is linked to development needs Identify appropriate learning opportunities for team members Recognise performance issues that need to be addressed and seek appropriate advice