

D22/2510

14 March 2022



**Health**  
Western NSW  
Local Health District

Mr Gerard Hayes  
Secretary  
Health Services Union  
Locked Bag 3  
Australia Square  
SYDNEY NSW 1215

Dear Mr Hayes

**Re: Psychologist – Older Person’s Mental Health Bathurst**

I refer to the position of Psychologist – Older Person’s Mental Health Bathurst and advise that this position has been vacant for over 12 months with several unsuccessful attempts of advertising. As a result of the vacancy a review of the position was conducted.

Since this time a significant number of changes have occurred to the way services need to be delivered to the community it serves. The review of the vacant position and service highlighted the need for the Older Person’s Mental Health community service to have a Clinical Lead. The Clinical Lead will improve the development of the Older Person’s Mental Health service and increase the skill base of its clinicians.

The Award classification is currently Psychologist, Health and Community Employees Psychologists (State) Award and the Western NSW Local Health District is seeking to have this position multi-graded to Health Clinician Level 4.

It should be noted that Psychology support will continue to be available to the Older Person’s Mental Health service as there is a Clinical Psychologist position working within the Bathurst Hub.

Changes to service delivery requires the addition of a clinical leader to the profile of clinicians, with the clinical lead providing input into integrated models of care as follows:

- Clinical decision making skills related to implementation of best practice clinical guidelines for *older people presenting with complex mental health issues*
- *Provision of clinical case management with the multidisciplinary team including clinical input into care pathways for older people presenting with complex mental health issues*
- *Closer engagement with older people and families for involved decision-making about ongoing care*

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- *Providing clinical input into a multidisciplinary model of care including the ability to interrogate clinical data sets for high risk clients, share care planning, share medical records and facilitate social services*
- *Weekly complex case reviews with the clinicians in Cowra, Mudgee and Bathurst OPMH*
- *Co-facilitating case management of highly complex and high risk presentation*
- *Regular case reviews with individual clinicians for the provision of expert advice to assist with workload management including the development of care plans and discharge plans*
- *Complex case consultation for emergency presentations for all OPMH clinicians in Bathurst, Mudgee and Cowra*
- *Service development and streamlining clinical pathways including improved outreach across the Hub*
- *Education of staff about evidenced based interventions*
- *Coordinating the professional development plans of all OPMH staff throughout the Hub including training identification, writing briefs and coordinating clinical coverage*
- *Developing specialised education resources for patient/carer/community to be utilised by other health care professionals*
- *Adapting and applying related scientific research to OPMH*
- *Initiating original research projects*
- *Disseminating research results through publications and presentations*
- *Providing ongoing comprehensive analyses of current practice and the impact of new directions on the clinical specialty service*
- *Initiating, developing, implementing and evaluating strategic changes for the OPMH service*

Should you wish to discuss further please feel free to contact me.

Yours sincerely



Jason Crisp  
**Director Integrated Mental Health Drug and Alcohol Services**

14 March 2022

Copy to: Josh Spicer, HUB Manager Bathurst