

Position Title: **Psychology Educator**

Campus: Any

Directorate: **Operations**

Department: Grampians Mental Health and Wellbeing Service

Reporting to: Director – Mental Health (operational)
Psychology Discipline Lead via delegation from Director of Psychology (professional)

Appointment Terms/Conditions:

Classification and Code: Psychologist Grade 4 (PM1-PM5)

Enterprise Agreement: Victorian Public Health Sector (Medical Scientist, Pharmacists and Psychologists) Enterprise Agreement

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The Psychology Educator supports the planning, development and implementation of clinical education and supervision for Psychologists within Grampians Mental Health and Wellbeing Service (GMHWS). The position will support supervision, training, education and professional development of students, registrars, early career Psychologists and more senior Psychologists. The Psychology Educator oversees extensive post-graduate student placements, University relationships and Graduate and Registrar programs within GMHWS in collaboration with the Principal Psychology Educator. In addition, the Psychology Educator will work collaboratively with other allied health educators within GMHWS and the wider Grampians Health to support multidisciplinary and interprofessional education. GMHWS Psychologists provide comprehensive biopsychosocial clinical assessments and recovery-oriented treatment, and care, to people and their families that are evidence-based and best practice to enhance the person's recovery from mental disorder.

KEY ACCOUNTABILITIES

- Contribution to the ongoing implementation of GMHWS Allied Health Graduate Program in collaboration with other Educators and the Discipline Leads.
- Active participation in the Capability Framework working group to redesign and configure clinical services throughout GMHWS for all disciplines to align with 'The Victorian Mental Health and Wellbeing Workforce Capability Framework' and according to discipline specific requirements and guidelines.
- Promoting evidence-based, recovery-oriented practice in a range of settings across GMHWS.
- Providing clinical supervision to Psychology Students and Registrars throughout GMHWS and partner programs in accordance with AHPRA/PBA guidelines.
- Assisting the Principal Psychology Educator in the planning, development and management of clinical teaching and clinical education of Psychologists employed within Grampians Health
- Providing clinical supervision to senior psychology staff in accordance with AHPRA/PBA guidelines and GH Allied Health Supervision Guidelines as delegated by the Director of Psychology and Principal Psychology Educator
- The provision of psychology related training and education to other health professionals within GMHWS and Grampians Health
- To actively participate in service improvement activities as part of a total and continual quality improvement process.
- To participate, as appropriate, in GMHWS committees, working parties, focus groups and other subgroups relevant to the role and the continuous development of the service.
- To participate in relevant research projects as required.

KEY SELECTION CRITERIA

Qualifications and experience

- Registered as a Psychologist with the Australian Health practitioners Regulation Agency (AHPRA).
- Minimum Master's Degree in Clinical Psychology or Clinical Neuropsychology with area of Practice Endorsement.
- Current board-approved supervisor through PBA.
- Substantial clinical experience of at least 10 years postgraduate experience as a Psychologist with relevant clinical and leadership skills.

Technical/Professional Knowledge and Skills

- High level of clinical expertise including in the provision of biopsychosocial assessment, formulation, evidence-based therapeutic interventions, and recovery-oriented practice.
- Demonstrated ability to provide discipline specific education and supervision.
- Knowledge and ability to further develop and support the GMHWS Allied Health Graduate Program.
- Knowledge and ability to support discipline specific clinical activities in mental health.

Work Environment

- Demonstrate effective communication and interpersonal skills which includes the ability to develop and maintain effective working relationships with colleagues and other health service providers, conflict resolution, influencing others, and facilitating open discussions.
- Ability to work independently as well as consulting and collaborating with others to deliver outcomes.
- Demonstrated competency in IT.

Personal attributes

- Demonstrated commitment to learning through reflective practice, professional development, and translation of knowledge into practice.
- Demonstrated understanding of and commitment to Grampians Health values of Collaboration, Compassion, Accountability, Respect and Innovation.

Interpersonal skills

- Ability to develop and engage collaborative relationships to facilitate accomplishment of work goals
- Demonstrated ability to clearly convey information and ideas through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and convey the message
- Demonstrated ability to deal effectively with other in an antagonistic situation; using appropriate interpersonal styles and methods to reduce tension or conflict between two or more people and facilitate agreement.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.

- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.
- All Allied Health practitioners who provide patient care services in the context of clinical care, research, and teaching within Grampians Health will be appointed in accordance with the relevant Grampians Health Recruitment Policy. These appointments are subject to routine review, incorporating the Allied Health practitioners' credentials and definition of scope of practice. The initial credentialing and the co-ordination of the credentialing process is undertaken through the office of the Chief Medical Officer in conjunction with the Chief Allied Health Officer.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.