

Position Title: **Psychology Registrar Graduate Program**

Directorate: Grampians Mental Health & Wellbeing Service (GMHWS)

Program: Rotational Position

Operationally reports to: Principal Psychology Educator

Professionally reports to: Director of Psychology

Clinically reports to: Team Leader for area of rotation

Appointment Terms/Conditions:

Classification and Code: **Psychologist Grade 2 (PK1 – PK3)**

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

Grampians Mental Health & Wellbeing Service (GMHWS) is committed to providing opportunities for early careers clinicians to consolidate and build on their theoretical and practical knowledge within a structured, supportive environment. The Psychology Registrar Program at GMHWS (underpinned by the Victorian Allied Health Mental Health Graduate Program), provides a unique opportunity to develop discipline specific psychological and recovery-oriented practice in a public mental health setting. The two-year Registrar Program offers diverse and comprehensive skill-building rotations across GMHWS and community partner programs. The Program will provide psychology registrars the opportunity to develop a thorough understanding of the consumer journey through mental health services. The Program will help you build competence and confidence as a Psychologist within an enthusiastic and nurturing multidisciplinary team environment. The position is full time (including ADO monthly) for a fixed term of 2 years, and includes regular individual and group supervision, opportunities for paid leave for professional development, protected learning time in line with the VAHMH Graduate Program, and peer consultation and support from other psychology registrars and psychologists working at GMHWS, as well as interdisciplinary networks.

KEY ACCOUNTABILITIES

Clinical

- To undertake comprehensive biopsychosocial assessments of people to identify the person's and family needs, and/or referral options.
- Routinely provide best practice assessment and recovery-oriented treatment provision and care; the level of expertise commensurate with the role and years of experience.
- Provision of risk assessment and management of people, inclusive of their families where appropriate and wider system consistent with GMHWS policies and procedures.
- To carry out case management duties as a Psychology Registrar within a multidisciplinary team that emphasises, practices and continually seeks to improve client-centred, family-inclusive, community based, evidence-based and best practices.
- Develop, administer, implement and review clinical treatment plans that target identified biological, psychological, and social needs of people and their families and include targeted evidence-based treatment strategies consistent with GMHWS policies, procedures and discipline- specific standards.
- Evaluate the effects of implemented treatment of all people in accordance with state and local policies and procedures.

Professional Development

- Active participation in the GMHWS Allied Health Graduate Program and additional training, education and professional knowledge and skills development programs.
- Proactive engagement in the pursuit and application of clinical supervision, both discipline-specific and generic.
- Establish and maintain effective and appropriate interagency professional relationships via education and consultation to enhance the development of the workforce and promote collaborative care planning with relevant agencies for people consistent with GMHWS policies, procedures and discipline-specific standards.

Team Work

- To actively and effectively work within a multidisciplinary team and contribute to the generic and discipline specific clinical expertise of that multidisciplinary team.

- To regularly meet with the consultant psychiatrist for supervision and consultation regarding clinical decision making.
- To establish and maintain effective and appropriate interagency professional relationships via regular liaison and consultation, to ensure an integrated seamless service provision to people and their families who require a multiple service response.
- Participate in the provision of services through GMHWS as part of a regional response within the Grampians region. This may require the provision of service from more than one geographical location.

Administration

- To maintain statistics and records reflecting the expectations and required standards consistent with GMHWS policies, procedures and discipline-specific standards.
- Maintain computer literacy skills to a level necessary to fulfil the function of the role.

Quality Improvement

- 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 continuous development of the service.
- To participate in relevant research projects as required.

KEY SELECTION CRITERIA

Qualifications

- General registration as a Psychologist with the Australian Health Practitioner Regulation Agency (AHPRA) by commencement date
- Masters or Doctoral Degree in Clinical Psychology from an APAC accredited course.
- Eligible for enrolment in the Clinical Psychology registrar program.

Technical/Professional Knowledge and Skills

- Demonstrate an appropriate level of knowledge and understanding of contemporary evidence-based and best practice interventions / treatments within a multidisciplinary mental health and wellbeing team.
- Demonstrated commitment to recovery-oriented practice within a mental health and wellbeing service.
- Ability to understand and interpret relevant legislation, policies, and procedures, including the Mental Health and Wellbeing Act 2022 and Amendments, National Standards for Mental Health Services, Privacy Act.

Work Environment

- Demonstrate effective communication and interpersonal skills; the ability to develop and maintain effective working relationships with clients, families, significant others, colleagues and other health service providers.
- Demonstrated competency in IT.

Personal attributes

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

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.

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 the Psychology Discipline Lead and Psychology Educator. 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.