

Position Title: **Post-Incident Psychological Safety Lead (Psychology)**

Campus: All Grampians Health Campuses

Directorate: People and Culture

Department: Health, Safety and Wellbeing

Reporting to: Director Health, Safety and Wellbeing

Appointment Terms/Conditions:

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

Enterprise Agreement: Medical Scientists, Pharmacists and Psychologists (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement.

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

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 Thriving in Health: RESTORE Project aims to establish and pilot a consistent, evidence-based approach to supporting staff following Potentially Traumatic Events (PTEs) across Grampians Health. Through the implementation of a trauma-informed Critical Incident Response Model, the project will strengthen organisational capability to respond to workplace incidents, support staff wellbeing, build manager confidence, and embed a consistent approach to post-incident support and clinical debriefing across key services.

The Post-Incident Psychological Safety Lead (Psychology) plays a key role in implementing and evaluating this workforce wellbeing and capability initiative. Working in partnership with leaders, managers and clinical teams, the role will support the delivery of Psychological First Aid education, coaching, implementation support and practice development activities that strengthen workforce capability and contribute to a psychologically safe workplace.

Working closely with the Post-Incident Psychological Safety Lead (Nursing), the position will help drive stakeholder engagement, change management, evaluation and continuous improvement activities to support successful implementation of the RESTORE model. Together, these roles will contribute to embedding a sustainable, evidence-informed approach to post-incident support that aligns with Grampians Health's strategic priorities for staff wellbeing, safety and workforce sustainability.

KEY ACCOUNTABILITIES

- Work collaboratively with the Post-Incident Psychological Safety Lead (Nursing) to deliver the RESTORE Project Pilot objectives, providing leadership, support and a key point of contact for participating services and stakeholders.
- Provide onsite project facilitation, education, and implementation support and coaching and mentoring across Grampians Health campuses, including regular travel and occasional overnight stays.
- Under the broad direction of the Director Health Safety and Wellbeing and collaborating with the Director of Psychology and the Manager Clinical Standards, in a supervisory capacity, drive the implementation, governance, and evaluation of project activities, providing expert advice and oversight while monitoring progress, managing risks, and resolving barriers to achieve project objectives and sustainable outcomes.
- Provide professional leadership, supervision and mentoring of psychologists and other staff, provision of specialist psychological advice, workforce education, and contribution to service development, quality improvement, and professional governance activities across Grampians Health and in consultation with the Director of Psychology.
- Work collaboratively within the RESTORE Pilot Team, participating in project and clinical supervision to support implementation and evaluation activities.
- Maintain a regular onsite presence across Grampians Health campuses, with flexibility to work across multiple locations, clinical environments, and shared workspaces, including regular travel and occasional overnight stays.
- Participate in mandatory training, professional development, and departmental activities to maintain contemporary knowledge and professional competence.

KEY SELECTION CRITERIA

Qualifications

- Registered as a Psychologist with the Australian Health practitioners Regulation Agency (AHPRA).
- **Minimum Requirements (Psychologist Grade 4)**

Applicants must meet the requirements of a Psychologist Grade 4 classification and demonstrate **one or more of the following**:

- Registered Psychologist with a minimum of 8 years' experience (10+ years typically expected), demonstrating advanced clinical expertise, autonomy and professional judgement.
- Current Psychology Board of Australia (PBA) specialist endorsement in a relevant area of practice, or eligibility to meet Grade 4 specialist requirements.
- Demonstrated clinical and professional leadership experience within psychology and/or multidisciplinary teams, including supervision, governance and workforce development.
- Recognised expertise as a senior clinician or clinical specialist, providing consultation, leadership and specialist advice.
- Experience leading or contributing to service improvement, quality, research, evaluation or project management initiatives within health or mental health settings.
- Demonstrated capability to design, implement, evaluate and disseminate research, program outcomes or evidence-based practice initiatives.

Technical/Professional Knowledge and Skills

- Knowledge of adult learning, workforce capability development, trauma-informed practice, and healthcare workforce wellbeing.
- Demonstrated ability to facilitate education, coaching, reflective practice and debriefing, support implementation of service improvements, and evaluate outcomes using data and continuous improvement principles.

Work Environment

- Work within the GH Health, Wellbeing and Safety team
- Work collaboratively with pilot area management and senior leadership teams
- Supervision and pilot support provided by Director of Psychology
- Ability to work across GH campuses

Personal attributes

- Demonstrated adaptability, resilience, initiative, and accountability, with the ability to manage competing priorities and deliver outcomes in complex environments.
- Strong communication, collaboration, negotiation, and stakeholder engagement skills, with the ability to build relationships, influence change, and support multidisciplinary teams.

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.