

Position: *Psychologist – Complex Care*

Visa sponsorship is NOT available for this role

EBA: Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists Agreement)

Classification: Grade 3 Psychologist

Hourly pay rate range: \$53.72 to \$61.4763

Superannuation: *employer contribution of 11%*

Working hours: 16 hours per week

Basis of employment: *Permanent Part Time*

Team: Complex Care Team

Line manager: Robyn Beaton

Contact for enquiries: Ph:(03) 5551 8493, Email:robyn.beaton@wdhs.net

Please do not send your application to this contact

How to apply: Online applications. Go to <https://wdhs.net/v2/home/careers/> then find the position by title or number and apply

ABOUT US

At Western District Health Service (WDHS) we pride ourselves on our strong teamwork and our shared commitment to providing person-centred high-quality healthcare to the Southern Grampians community. We encourage and celebrate diversity, inclusion and accessibility for our staff and visitors to our services and we are dedicated to living our values of: Integrity, Innovation, Collaboration, Accountability, Respect and Empathy.

With a population of approximately 10,000 and a catchment of 16,500, Hamilton is the regional centre of Victoria's Southern Grampians region and WDHS is the largest employer in the region. WDHS provides a comprehensive range of acute inpatient services, residential aged care and primary and community health services. To find our more information about WDHS you can visit <https://wdhs.net/v2/about-us/>.

The Greater Hamilton region is rich with lifestyle opportunities and facilities. Working for WDHS will enable you to pursue your profession, build your career and enjoy a great work/life balance. With the Grampians National Park and stunning beaches on your doorstep in Warrnambool, Port Fairy and Portland and wineries dotted in-between, a better lifestyle is waiting for you! To find our more information about the Greater Hamilton region you can visit <https://wdhs.net/v2/home/careers/community-information/>

Be Yourself - We value the unique backgrounds, experiences and contributions that our staff and visitors bring to our service. First Nations people, those identifying as LGBTQIA+, people of all ages, with disabilities and culturally and linguistically diverse people are encouraged to apply.

About the Role:

PRIMARY OBJECTIVES:

- To assess clients who present with physical and psychological difficulties, conduct psychological tests and interviews, develop a care plan with reference to the client's goals and provide psychological interventions/ therapy using a biopsychosocial framework.
- Interventions will include Cognitive Behavioural Therapy, chronic disease management, relaxation therapy, grief and loss therapy, trauma therapy, stress management, pain and weight management.
- The goal of psychological assessment and therapy in the context of this role is disease/illness prevention, management, and recovery.
- These activities are conducted within the context of a multidisciplinary approach to care when that is appropriate for the client, to promote access to psychological care.

Responsibilities and Duties

Psychological assessment

A comprehensive biopsychosocial assessment is conducted on all clients on admission to the service or commencement of a 'Psychology' episode of care consisting of the collecting information related to behavioural repertoires, cognitive functioning, and emotional states of people or groups; utilising tests, questionnaires, interviews and observation techniques.

Problem Identification

As the outcome of a psychological assessment process, identifying and labelling behavioural, cognitive, emotional, health and social problems of the client should be conducted as a collaborative activity with the client, with reference to the reasons for referral, and within the broader multidisciplinary healthcare context.

This includes identifying psychosocial factors relating to patient's presentation and psychosocial problems associated with the disease process.

Psychological Treatment/Intervention

Treatment involves:

- Clinical interventions for clients with the purpose of understanding, relieving and solving psychological disorders: emotional disorders, behavioral problems and physical health conditions.
- Designing and carrying out treatment programs of psychosocial disorders associated with disease process or hospitalisation and subsequent treatment.
- Treatment approaches and interventions utilised are identified as best practice and evidence-based by the research literature.

Health Prevention and Promotion

The preventive and promotional functions of the psychologist include:

- Identification of people or groups with risky practices, raising their knowledge level about the disease or diseases related to these practices and about risk factors.
- Fostering and promoting health-seeking behaviours in the client population.
- Promoting better access to preventive approaches for clients and client groups.

Leadership, administration, and management

- Engagement in a leadership and supervisory role in relation to the psychology, counselling and social work services.
- Collaboration with Primary and Preventative Health management for the purpose of improving the development and implementation of services, the activities of health professionals, the delivery of healthcare, and the continuous improvement of the healthcare system.
- Promoting biopsychosocial concepts of health as integral to health-care practice.
- Timely completion of the recording and reporting requirements of the Complex Care Team.
- Written or verbal communication with other members of the multidisciplinary team as appropriate for and with the clients understanding and consent. Attending Multidisciplinary Team meetings when this is appropriate.
- Attending and participating in Complex Care Team meetings as scheduled.

About You:

Selection Criteria

- Commitment to the WDHS Values of Integrity, Innovation, Collaboration, Accountability, Respect and Empathy and ability to exhibit behaviour which reflects our values.

- Ability to work collaboratively and cohesively with colleagues, supervisors, and other stakeholders.
- Experience in Clinical or Health Psychology highly desirable.
- Relevant qualification and registration.

Benefits of Working with Us

Staff benefits

- Flexible working arrangements
- External professional development funding support after 12 months
- Internal training and development opportunities to support professional and personal growth.
- Enterprise Bargaining Agreement based remuneration.
- Salary packaging including capped expenses (\$9,010), meals (\$2,600), novated vehicle leasing.
- Free on-site car parking
- Social club membership offering a range of events, functions and local community discounts.
- A culture which supports staff health and wellbeing including:
 - Green Bean Café on site at the Hamilton hospital
 - Discounted leisure memberships
 - Gym membership at corporate rates
- Access to Employee Assistance Program (EAP)

Other Requirements

- Current police check is required for this role
- Must have experience working with children
- Current working with children check is required for this role & must demonstrate an understanding of appropriate behaviours when engaging with children
- Current NDIS check is required for this role
- Current driver's licence is required for this role
- Some afterhours work may be required in this position
- This position will entail some on call work

Occupational Health and Safety Responsibilities

All Western District Health Service employees share responsibility for occupational health and safety, (OH&S) with specific responsibilities and accountabilities allocated to positions within the organisational structure. Any employee who fails to meet his/her obligations concerning health and safety may, depending on the circumstances, face disciplinary action up to, and including, dismissal.

Employees have a responsibility to comply with all relevant WDHS OH&S management system Policies, Procedures and programs. This includes the WDHS Injury Management Program.

Employees have a responsibility to take all reasonable care to prevent incident or injury to themselves or to others in the workplace. Employees are expected to learn and follow approved standards and Procedures that apply to their activities and check with their Manager when they have any doubts concerning potential hazards.

Employees have a responsibility for:

- Looking after their own health and safety and those of others in the workplace;
- Follow safe work practices and use personal protective equipment as required;
- Participate in OH&S consultation and OH&S training initiatives;
- Report any accidents, incidents, injuries "near misses", safety hazards and dangerous occurrences, assist with any investigations and the identification of corrective actions;
- Cooperate with managers and supervisors so that they can meet their OH&S responsibilities;
- Don't wilfully interfere with or misuse anything provided in the interest of health and safety or wilfully put anyone at risk;
- Performing only those tasks for which they have received appropriate training and instruction;

- Ensuring that they understand and comply with those responsibilities which apply to them while performing their duties at the workplace;
- Participate in emergency evacuation exercises.

INHERENT PHYSICAL REQUIREMENTS:

Western District Health Service has a duty of care to all staff. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or others. The role may require the following tasks among other things:

<u>1 Nursing / Patient Care Role</u>	<u>2. Maintenance / Hotel Services Staff Role</u>	<u>3 Clerical / Administration Role</u>
<ul style="list-style-type: none"> ▪ manual handling (pushing, pulling equipment) ▪ general patient handling and clinical nursing duties ▪ sitting, standing, bending, reaching, holding ▪ pushing pulling trolleys and equipment ▪ general clerical, administration work, computer work ▪ use of personal protective equipment and handling ▪ handling general and infectious waste, ▪ shift work in most roles 	<ul style="list-style-type: none"> ▪ generic maintenance work, working at heights ▪ generic outdoor work / pushing, pulling trolleys ▪ sitting, standing, bending, reaching, holding ▪ computer work ▪ general clerical, computer and some admin work ▪ use of personal protective equipment and handling ▪ handling general and or infectious waste, ▪ shift work in some roles 	<ul style="list-style-type: none"> ▪ sitting, standing, bending, reaching, holding ▪ computer work, data entry ▪ general clerical at varying levels ▪ use of personal protective equipment ▪ handling general waste ▪ pushing and pulling trolleys / filing, ▪ shift work in some roles

Note to all employees

- You must work within the policies, procedures and guidelines of WDHS
- You must participate in the WDHS integrated risk management and quality improvement 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 colleagues.
- You must ensure that the affairs of WDHS, 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 WDHS.
- 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).
- A Performance Review will occur within three (3) months of commencement, then annually taking account of the key roles and responsibilities outlined in this Position Description. In addition to reviewing performance (individual and work team), the annual meeting provides an opportunity to ensure role clarity, revise key performance activities/measure and set development objectives and goals for the year ahead.

APPROVALS	Name	Signature	Date
Divisional Head:			
Department Head:			
Employee:			

Position code: <i>People and Culture Department use only</i>	PPH_PSYCH_JD14
Date revised: <i>People and Culture Department use only</i>	Jul-14, Feb-17, Apr-19, Feb- 24

When revised please forward electronic copy to:
People and Culture Department [email: people.culture@wdhs.net](mailto:people.culture@wdhs.net)