



Position Details

Position Title	Psychologist	
Mode of Employment	Part-time permanent	If part time, hours per fortnight: 68.4 hours
Award/EBA	Public Community Health Sector Agreement 2012-2016	
Classification	Psychologist Grade 2 (Year depending on experience)	
Salary Packaging	Up to \$15,900 per annum is available. Other eligible packaging items may apply.	
Department/Team	Mental Health	
Location	Doncaster East and Hawthorn site with travel to other locations	
Reports to	Manager of Mental Health	
Direct Reports	Nil	
Probationary Period	A three month probationary period will apply	
Working with Children Check required	Yes, a requirement for this position	
Medicare Registration Provider number required	Not a requirement for this position	
Professional Registration required with Psychology Board of Australia(AHPRA)	Yes, a requirement for this position	
Police Check required	Yes, a requirement for this position	
Disability Worker Exclusion Checklist required	Yes, a requirement for this position	
Driver's Licence required	Yes, a requirement for this position	

Position Summary

Organisation Background	<p>Access Health and Community (AccessHC) is the new name for Inner East Community Health Service (iehealth) and Manningham Community Health Services. AccessHC is a community health service operating across 12 sites in the Cities of Boroondara, Manningham and Yarra offering a range of medical, health and community services.</p> <p>AccessHC is a not for profit organisation with caring at its centre. Employing over 250 staff, our Mission is to build healthier lives together with our communities and deliver excellent health services for all. A high priority is placed on improving the quality of</p>
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	<p>our client’s lives through health education and health promotion and the delivery of integrated services. Whilst the majority of services are provided through funding from Federal and State Government programs, private practitioners also operate at the clinical sites.</p> <p>AccessHC maintains the following Values:</p> <ul style="list-style-type: none"> • Equity - <i>We believe everyone is entitled to good health</i> • Collaboration - <i>We work together to achieve our goals</i> • Integrity - <i>We act honestly and ethically at all times</i> • Accountability - <i>We take ownership of our actions and behaviours to ensure we achieve our goals</i> • Innovation - <i>We drive innovation for better care</i> • Excellence - <i>We strive to be the best at what we do.</i> <p>AccessHC: Mental Health Services</p> <p>AccessHC has a diverse and growing mental health service, which includes the Stepped Care Mental Health program, mental health services for adults, youth mental health services (headspace Hawthorn) and alcohol and other drug (AOD) services.</p> <p>This position is based within our Mental Health Team, who primarily support adults with mild to moderate mental health concerns. The Mental Health team at AccessHC provides a range of community-based mental health services including intake and brief intervention, counselling, care coordination, peer support, mental health nursing and group programs. Funding includes community health counselling, fee-for-service, NDIS and Stepped Care funding streams.</p>
<p>Stepped Care Mental Health Services</p>	<p>Access Health and Community, in partnership with Carrington Health and Link Health and Community, were successful in tendering for funding from the Eastern Melbourne Primary Health Network (EMPHN) to deliver the Stepped Care Mental Health services in the Inner East.</p> <p>The Stepped Care Model is an evidence-based, staged system of care, comprising a range of help and support options of varying intensity to match the level of need and complexity of the conditions being experienced by any given consumer. The level of care is continually re-assessed during treatment and the consumer can ‘step up’ and ‘step down’ their level of support as required.</p> <p>The Stepped Care program will include a multidisciplinary team comprising intake and brief intervention clinicians, peer support workers, care coordinators, mental health social workers, psychologists, dual diagnosis clinicians and mental health nurses. The program is also supported by a Project Manager and Project Officer who assist with capacity building and implementation of the new service.</p> <p>In the stepped care model, consumers are provided with a range of multi-disciplinary services which vary in their intensity and focus. Consumers can ‘step up’ and ‘step down’ according to their need and complexity.</p>



Position Purpose	<p>The Psychologist will provide a combination of individual and group-based therapeutic interventions to clients under the Stepped Care program presenting with moderate severity mental health concerns.</p> <p>The Psychologist will work within a multidisciplinary clinical team to provide services to clients under the Stepped Care Model which include: clinical assessment, individual psychological therapy, and group therapy. Groups may include both psychoeducation groups and therapeutic groups, such as art therapy, mindfulness, CBT, ACT, or other evidence-based therapeutic modalities.</p> <p>Psychologists in the stepped care program will also provide a 'Quick Response Suicide Prevention Service' to support clients referred with mild-moderate risk of suicide who require a prompt response.</p> <p>The Psychologists will work closely with other mental health clinicians in the stepped care program (mental health nurses, peer support workers, mental health social workers, psychologists and intake clinicians), as well as other internal and external services.</p> <p>Services will be predominantly delivered at community health service locations, with some services (e.g. group programs) located at other accessible sites within the catchment (such as a Community/Neighbourhood House). Conducting clinical risk assessment and management plans is a central component to the role.</p> <p>The position is part of the AccessHC Mental Health team and is supported by the Mental Health Senior Clinician, reporting to the Mental Health Manager. The Psychologists are expected to liaise with internal and external referrers and other clinicians across the Connect4Health partner agencies to ensure a client-centred, integrated and holistic service is delivered.</p>
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Position Functions

Key areas of accountability	<p>Service Delivery</p> <ul style="list-style-type: none"> • Work within the social model of health using a biopsychosocial framework to ensure provision of holistic, integrated care to clients • Complete comprehensive clinical assessments with clients to determine their level of need (clinical staging), risk and service requirements, and develop collaborative care plans • Provide one-on-one psychological interventions to clients using evidence-based therapeutic modalities • Deliver psychoeducation and/or therapeutic groups to clients • Practice shared care principles, including use of collaborative care plans, clinical review and discharge summaries • Conduct regular clinical reviews with the client and their care team to re-assess their clinical staging and review the care plan
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	<ul style="list-style-type: none"> • Conduct clinical risk assessments and implement risk management plans as appropriate • Assist clients to navigate service systems using step up/step down approaches and service coordination, and make referrals internally and externally as required <p>Partnerships and Networking</p> <ul style="list-style-type: none"> • Work collaboratively with other clinicians within the stepped care program and the broader community health service to provide holistic, integrated care to clients • If required, support the Project Manager to deliver community engagement and capacity building activities with local stakeholders to promote the stepped care model • Help to build relationships with external referrers and agencies and with other internal teams, including the Intake and Access, Medical, Allied Health, AOD and headspace teams, and the Connect4Health stepped care partners (Access Health and Community, Carrington Health, Link Health and Community) • Work as an effective and collaborative member of the Mental Health team to ensure a client-centred and holistic response is provided <p>Quality and Governance</p> <ul style="list-style-type: none"> • Complete accurate clinical notes for all clients and ensure up-to-date and comprehensive clinical records are maintained • Ensure all legislative requirements (including those relating to mandatory reporting) are followed, and all clinical and OH&S incidents are accurately reported in the VHIMS Central database • Maintain high quality data recording as per program requirements (including completion of the National Minimum Dataset) • Ensure clinical outcome measures are completed with all consumers as required • Contribute to the continuous quality improvement and accreditation of the Mental Health programs as directed by the Senior Manager of Mental Health and AOD Services • Identify and pursue learning and development opportunities and participate in clinical and operational (line management) supervision <p>Integration with Community Health Services</p> <ul style="list-style-type: none"> • Actively participate and contribute to service integration between the Connect4Health partners (AccessHC, Carrington Health and LinkHC) • Represent the services as required in a professional, courteous and empathic manner
<p>Other responsibility areas (all staff)</p>	<p>Quality and Risk Management</p> <ul style="list-style-type: none"> • Develop and maintain a sound knowledge of, and commitment to, AccessHC policies and procedures <p>Occupational Health and Safety</p>

	<ul style="list-style-type: none"> Ensure that work and services are provided in a safe manner at all times by regularly reviewing practices and environment and by participating in Health and Safety training as required
	<p>Professional Development</p> <ul style="list-style-type: none"> Actively participate in relevant continuing professional development as required
	<p>Standard of Conduct</p> <ul style="list-style-type: none"> To abide by the policies and procedures of AccessHC applicable to the maintenance of good order and conduct, including the Child Safe Code of Conduct To maintain a harmonious and courteous attitude towards clients, the public and other staff

Position Requirements

Applicants are required to provide a written statement addressing the Key Selection Criteria (KSC) with the Cover Letter.

Key Selection Criteria	<i>M = Mandatory D = Desirable</i>
Relevant tertiary qualifications in psychology and current full registration as a Psychologist with the Psychology Board of Australia (AHPRA)	Mandatory
Relevant work experience with a minimum 2 years' experience working therapeutically with clients in mental health, AOD or related fields	Mandatory
Demonstrated ability to use evidence-based therapeutic interventions (such as CBT, motivational interviewing, ACT, mindfulness, solution-focused therapy and others) to work with clients presenting with moderate mental health concerns	Mandatory
Relevant experience and/or training in the provision of group-based psychological interventions to clients (such as psychoeducation or therapeutic groups)	Mandatory
Demonstrated experience in working with clients to conduct clinical assessments, develop collaborative care plans and formulations, conduct clinical reviews and complete discharge summaries within a strengths-based and recovery framework	Mandatory
Experience in conducting clinical risk assessments and implementing risk management plans with clients, including working with clients assessed as mild-moderate risk of suicide	Mandatory
The ability to produce and maintain high level clinical documents, reports and databases	Mandatory
Well-developed interpersonal and communication skills, including the ability to communicate effectively with consumers, families and health professionals	Mandatory



Access Health and Community is a provider of disability services. Successful applicants will be required to undertake a Disability Worker Exclusion Scheme and if necessary, an International Police check prior to any appointment