



Role description

Role Details

Job ad reference	Expression of Interest
Role title	Psychologist (Mental Health) – Expression of Interest
Status	Temporary full time Temporary part time Casual
Location	Gold Coast Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the positions primary work location may change based on operational requirements.
Unit/Branch	Child Youth Mental Health Services, Alcohol Other Drug Services, Adult Community, Forensic Community, Consultation Liaison, Inpatient Mental Health, Older Persons Health, Eating Disorders, Project Air, Homeless Health
Division	Mental Health and Specialist Services Emergency and Specialty Services Gold Coast Hospital and Health Service
Closing date	Ongoing Applications will remain current for the duration of the vacancy
Classification	HP3
Salary	\$2 941.70 - \$4 323.80 per fortnight \$38.70 - \$56.89 per hour (part time) \$47.60 - \$69.97 per hour (casual)
Contact name	Stephen Lee
Contact number	0448 580 239
Online Applications	www.smartjobs.qld.gov.au

Purpose of the Role

Provide discipline specific, clinical mental health services in the areas of assessment, treatment and care planning, intervention and evaluation to consumers and their families who present to Gold Coast and Hospital Health Service (GCHHS) with complex emotional and behavioural mental health needs. Care is delivered across a variety of hospital and community settings through the application of evidence based best practice with a multidisciplinary team focus within an integrated mental health service environment.

Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

Health Equity and Racism

Gold Coast Health is committed to improved health equity for Aboriginal and Torres Strait Islander peoples in our community as presented in our [Reconciliation Statement](#). It is expected that all Gold Coast Health staff as a valuable member of the Gold Coast Health workforce, contribute to the health equity agenda. Please visit our [website](#) for additional information.

Organisational Alignment

Gold Coast Health has a Core Capability Framework (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role, however, all capabilities listed within the framework remain essential in order to successfully perform at Gold Coast Health.

Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below. Visit the [Core Capability Framework](#) (CCF) for further detail.

Leader Level: Leading Self

Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Self Show Resilience and Compassion - Ask questions and make suggestions, while remaining open to new situations, others ideas and differing approaches
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Self Work Collaboratively - Work collaboratively within teams, communicating progress, providing information, helping others and acknowledging shared effort
Results Focused	Drive and influence successful organisational outcomes	Leading Self Deliver Results - Deliver against results, taking ownership of requirements, seeking input, managing timelines, providing feedback and sharing knowledge
Business Enablers	Boost effective service delivery and champion change management	Leading Self Optimise Resources - Demonstrate the ability to effectively leverage resources to maximise outcomes and work efficiently
Leadership and People Management	Inspire, engage and build our workforce	Leading Self Make Sound and Agile Decisions - Implement routine decisions in daily work and consult others as a basis for further decision making

About the Profession/Service

Allied Health Professionals within Gold Coast Health have access to an additional Professional Capability Framework for Allied Health which complements the organisation-wide Core Capability Framework. The Professional Capability Framework details the professional capabilities for Allied Health positions, providing a common language and set of expectations across the professions, and acting as a developmental tool to support and inform discussions about professional skill development and career progression within Gold Coast Health. Further information can be found [online](#).

Specialist Programs, Alcohol and Other Drugs

Specialist Programs and Alcohol and Other Drugs Service (SPAODS) is a service line within the Mental Health and Specialist Services (MHSS) directorate at Gold Coast Health. SPAODS provide integrated hospital and community services in the specialist areas of Alcohol and Other Drugs Service, Interdisciplinary Persistent Pain, Offender Health and Consultation and Liaison Psychiatric Services.

Child and Youth Mental Health Services

Gold Coast Health's Child and Youth Mental Health Service (CYMHS) is a free, voluntary, and confidential multidisciplinary specialist mental health service, offering community and inpatient based services for children and young people, aged 0 to 25 years, and their families, living in the Gold Coast region with complex mental health needs.

Inpatient Mental Health Services

The Acute Adult Mental Health Units are located at Gold Coast University Hospital campus and at Robina hospital and provide specialist, acute, Inpatient mental health service for consumers aged between 16-65 years. Care and treatment is consumer focussed, multidisciplinary, comprehensive and collaborative.

Community Mental Health Services

Community Mental Health Services are located across a number of sites including Southport Health Precinct, Palm Beach, Robina Hospital. The service is focused on providing interventions for consumers with a variety of needs including mental health, eating disorders, older persons, inpatient rehabilitation

Key Duties and Accountabilities

Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.

- Comply with the [Code of Conduct for the Queensland Public Service](#) and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the Gold Coast Health [Clinical Governance Framework](#) in all areas of your practice.
- To deliver clinical services with a multidisciplinary team focus, incorporating clinical assessment, management/treatment planning, interventions, implementation and evaluation of therapeutic programs and support services aimed at maintaining optimal level of consumer functioning in the least restrictive environment.
- Apply professional knowledge and skills in clinical decision making under the practice supervision or professional guidance of a more senior clinician and progressing to more independent clinical judgement commensurate with level of clinical expertise.
- Establish and maintain partnerships with consumers and their family/carers in cooperation with other care providers in the public, private and non-government sector including relevant interagency networks.
- Maintain the currency and high quality of practice knowledge, skills and expertise by active participation in professional development activities including practice supervision.
- Ensure effective record keeping for consumers to required standards including completion of required outcome data and information that supports clinical activity reporting i.e. Consumer Integrated Mental Health Application (CIMHA).
- This position will be required to conduct home and community visits throughout the GCHHS where applicable.
- Deliver occupational therapy/psychology clinical services within the multidisciplinary team in accordance within prescribed professional and ethical standards.
- Complete training relevant to the setting of employment.
- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.

- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.

Mandatory Qualifications / Professional Registration / Other Requirements

- The possession of a tertiary degree in Psychology (or equivalent) from a recognised tertiary institution and registration as a Psychologist with the Psychology Board of Australia (AHPRA) is a requirement for this role.

While not mandatory, possession of post-graduate qualifications (e.g. Masters Degree, DPsych, PhD) from a relevant accredited psychology training programme or equivalent would be well regarded.

While not mandatory, Psychology Board of Australia endorsement to supervise postgraduate students, provisional psychologists, and psychologists completing the registrar program would be well regarded.

For provisionally registered Psychologists, applicants must provide a copy of their Board approved Supervision Plan as part of their job application. Note: For Psychologists HP4 and above, positions require FULL (general) registration.

While not mandatory, membership or eligibility for membership of the Australian Psychological Society would be well regarded.

While not mandatory, appointment or eligibility for appointment as an Authorised Mental Health Practitioner under the *Mental Health Act 2016* would be well regarded.

- Appointment to this position requires proof of qualification and registration with the Australian Health Practitioner Regulation Agency (AHPRA) or one of the following boards below. Certified copies of relevant qualification and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- Potential applicants are advised that the Aged Care Act 1997 requires Queensland Health aged care service key personnel to have: a current National Police Certificate; a search of bankruptcy records; and referee checks from previous employment. Queensland Health will facilitate the applicants obtaining the above checks.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - measles, mumps, rubella (MMR)
 - varicella (chicken pox)
 - pertussis (whooping cough)
 - hepatitis B
- It is a condition of employment in this role for new employees to GCHHS to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- This position requires the incumbent to operate a government vehicle and an appropriate Licence endorsement to operate this type of vehicle is required.

How You Will Be Assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under '**Key Duties and Accountabilities**', the ideal applicant will be someone who can demonstrate the following:

- Sound level of knowledge, experience and skill in discipline specific assessment, formulation and intervention. Knowledge of current discipline specific models, recovery and culturally safe practises.
- Ability to participate in the multidisciplinary team under the clinical practice supervision of a more senior clinician. Seeks out opportunities to support others in achieving goals. Recognises and respects individual differences as well as professional boundaries.
- Demonstrated professional competencies in undertaking comprehensive discipline specific assessments and interventions. Apply clinical reasoning and formulation appropriately in developing consumer focussed

treatment plans which include transparent and achievable goals. Focus on prevention as well as recovery outcomes through the provision of evidence based, best practise in the context of ethical relationships.

- Builds good rapport with consumers and effectively prioritises and plans own time to deliver a flexible and holistic consumer care service within designated timeframes.
- Demonstrates honesty, integrity and respect for all consumers, carers and staff.
- Demonstrated ability to enact the specified core role capabilities outlined within this role description within your practice.

How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume**, including a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, addressing the key responsibilities and attributes noted in the “How you will be assessed” section above.

Submit your application via www.smartjobs.qld.gov.au

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Hand delivered applications will not be accepted.

Gold Coast Health is committed to providing an accessible, inclusive work environment. Please contact the nominated person if you require any reasonable adjustments throughout this recruitment process.

Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

A 6 month probation period may apply to this appointment.