



Role Description

Job Ad Reference	H24CHQ572177	Classification	HP5
Role title	Advanced Psychologist Wellbeing	Salary	\$70.99 - \$74.07 per hour
Status	Permanent	Closing date	Sunday 14 July 2024
Unit/Branch	People and Governance		
Division/ Hospital and Health Service	Children's Health Queensland Hospital and Health Service	Contact Name	Lyndon Evans
Location	South Brisbane	Contact Number	07 3069 7172

About Children's Health Queensland Hospital and Health Service

Children's Health Queensland Hospital and Health Service (CHQ HHS) is a recognised leader in paediatric healthcare, teaching and research. With a dedicated Interprofessional team of more than 4,500 people, our point of difference is in the way we provide comprehensive care to children, young people and their families every day. This is through our steadfast commitment to providing person-centred care at every level of our service and our continuous drive for service and operational excellence.

Our Vision

Leading life-changing care for children and young people - for a healthier tomorrow.

Our Purpose

To improve the health and wellbeing of children and young people through world-class care, research, advocacy and leadership.

Our Values

Respect – teamwork, listening, support - *We listen to others*

Integrity – trust, honesty, accountability - *We do the right thing*

Care – compassion, safety, excellence - *We look after each other*

Imagination – creativity, innovation, research - *We dream big*

For further information please visit the [CHQ HHS](#) website.

Your Opportunity

The position of Wellbeing Psychologist will draw upon your clinical psychology skills, mental health expertise and knowledge of organisational operations and functioning to provide direct and indirect wellbeing support to the staff of Children's Health Queensland (CHQ)

This role will play an important part in leading the delivery of evidence based psychological interventions for staff and teams across CHQHHS inclusive of psychoeducation on staff wellbeing and resilience. In conjunction with the Senior Health and Wellbeing Advisor, this role will also assist in the development and evaluation of health promotion and prevention strategies whilst facilitating in-services and workshops.

Your Role and Responsibilities

You will fulfil the accountabilities of this role in accordance with the CHQ HHS core values and as outlined below.

- Provide evidence-based psychological services to staff in either a group or 1:1 format, to identify psychosocial needs and protective factors to inform interventions and individual management strategies.
- Utilise advanced-level psychological skills in assessment, formulation, intervention planning, implementation, and outcomes evaluation in application to team-level and organisation-wide staff psychological support needs.
- Provide strategic and organisational advice for senior management and executive level regarding interventions targeted at resilience, stress, and trauma management within teams.
- Manage the primary responses regarding psychological interventions for critical incidents' within CHQHHS.
- Demonstrate high level understanding, self-awareness, communication and problem solving in relation to potential issues that may arise in the role of intervention with staff members.
- Assist in the improvement and facilitation of in-services regarding wellbeing initiatives and interventions for staff, teams and divisions.
- Assist with the ongoing functionality of wellbeing initiatives such as Schwartz Rounds, Reflective Practice groups and Psychological First Aid, and other training packages.
- Maintain knowledge of evidence-based practices relevant to the treatment and intervention of mental health disorders, wellbeing, and personal development.
- Prepare correspondence, briefs, submissions and reports on behalf of the corresponding Executive Director.
- Build, develop and maintain strong working partnerships across all levels of the organisation and with external partners using high-level written and interpersonal skills, being able to negotiate persuasively to influence change and engage collaboratively to ensure attraction and recruitment systems, procedures and processes are continuously improved and strategic, business and operational objectives are met.
- Apply and adhere to relevant legislation and frameworks that support best practice, including the Australian Psychological Society Code of Ethics, Queensland Health's clinical governance policies and Code of Conduct
- Actively contribute to maintaining a psychosocial safe workplace that represents the values of CHQHSS
- Actively participate in a working environment supporting quality human resources management practices including employment equity, anti-discrimination, work, health and safety, and ethical behaviour.
- Support the organisation with building and sustaining a culture of person-centred care through compassionate communication and a caring approach, which respects and partners with patients and their families, and colleagues across the organisation, appropriate to the scope of your role.

Position Reports To

- Manager Work Health and Safety - Operationally
- Director of Psychology - Professionally

Staffing and Budgetary Responsibilities

- The position does not have line management responsibility as per the attached organisational structure.

Qualifications/Professional Registration/Other Requirements

- General registration or eligibility for general registration with the Psychology Board of Australia (PsyBA) is mandatory (Health Practitioner Regulation National Law 2009).
- Postgraduate training and/or significant clinical experience is a requirement of this position. Area of practice endorsement and PsyBA- approved supervisor status are highly desirable. Significant experience in delivering interventions in an organisational and/or clinical context would be highly regarded.
- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- Queensland Health has a pre-engagement screening policy that is another step towards protecting patients, employees and the wider community.
- 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
 - tuberculosis
- The Workforce attraction incentive scheme may apply to this position, please refer to the guidelines for further information <https://www.healthycareers.health.qld.gov.au/attraction-incentives>.

How will you be assessed?

You will be assessed on your ability to demonstrate the following key attributes against our [values](#). Within the context of the '**Your Role and Responsibilities**' described above; the ideal applicant will be able to demonstrate the following:

- Experience in providing psychological interventions and strategies within large complex organisations specific to staff wellbeing in both 1:1 and group formats.
- Comprehensive understanding of evidence-based practices relevant to the treatment and intervention of mental health problems, wellbeing, and personal development
- High level skills in communication, consultation and relationship building through influentially building rapport with integrity and establishing strong and mutually beneficial connections.
- High level skills in the facilitation of education and training initiatives including in services and workshops. Experience in facilitating in-services and group workshops ensuring comprehension of the audience.

Your Application

Please provide the following information for the Selection Panel to assess your suitability:

1. **A written response of no more than 2 pages** addressing your ability to meet the requirements of the role listed under 'How will you be assessed?' and within the context of the 'role and responsibilities'.
2. **Your current CV or resume**, including two referees that can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.

Additional Information for Applicants

- For details regarding salary information, leave entitlements, flexible working arrangements and other benefits please refer to the attached Applicant Information and Guide or visit the [Queensland Health](#) website.
- All relevant health professionals (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Pre-employment screening, including criminal history and disciplinary history checks, will be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card.
- Employees who are permanently appointed to CHQ HHS may be required to undertake a period of probation appropriate to the appointment.
- Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment. Details are available at the [Public Service Commission Lobbyist Disclosure Policy](#)
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in [Section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all staff that will have direct contact with patients of who in the course of their work may be exposed to bodily fluids/blood or contaminated sharps.
- 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
 - tuberculosis

NOTE that subsequent evidence must be provided of future vaccination in respect of pertussis (whooping cough) as recommended in *The Australian Immunisation Handbook*.

- Travel may be a requirement.
- Applications will remain current for 12 months and may be considered for other vacancies which may include an alternative employment basis (temporary, full time, part time).

