

# Role Description

## Clinical Psychologist – Senior

<b>Job ad reference:</b>	STR576175		
<b>Location*:</b>	Herston	<b>Unit/Department:</b>	Tess Cramond Pain and Research Centre, Surgical, Treatment and Rehabilitation Service
<b>Status:</b>	Permanent Full-time	<b>Classification:</b>	HP4
<b>Salary Range:</b>	\$124,435 - \$133,901 per annum (plus superannuation and leave loading benefits)	<b>Closing Date:</b>	Thursday, 18 July 2024
<b>Contact name:</b>	Mala McHale	<b>Contact number:</b>	(07) 3646 0457
<b>Online applications:</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>		

\* Please note: there may be a requirement to work at other facilities located across Metro North Health.

\*\*Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Health.

\*\*\*Applications from third parties will not be accepted.

### Purpose of the role

Deliver high level evidence-based, best practice clinical psychology services, in both individual and group formats within a multidisciplinary treatment setting.

### Context and Delegations

This position sits within the Tess Cramond Pain and Research Centre which is located at the Surgical, Treatment and Rehabilitation Service. This role reports to the RBWH General Psychology Team Leader, with service management provided by the TCPRC director. There are no formal staffing or budget responsibilities.

### Key Accountabilities

#### Clinical Practice:

- Deliver psychology clinical services in the TCPRC in accordance with prescribed professional and ethical standards.
- Apply independent professional judgement and clinical expertise to a complex caseload
- Participate in the development of clinical practices, procedures and protocols within the TCPRC
- Contribute to multidisciplinary case management within the TCPRC and area of service delivery.
- Participate in professional development activities, service monitoring, quality and service improvement activities to continually improve Psychology clinical services and patient outcomes.

#### Communication and Team Participation

- Work cooperatively and effectively with patients/consumers and as a member of a multidisciplinary and/or Psychology team.
- Participate in quality and service improvement activities that enhance the delivery of Psychology services within the TCPRC
- Apply communication skills to work cooperatively and effectively with patients and their families/carers as well as colleagues, supervisors and all members of the multi-professional team.
- Develop clinical practice knowledge and expertise through active learning within the team and by engaging in professional development activities.

## Leadership / Work Unit Management

- Manage an appropriate caseload using effective time management and prioritisation skills, including clinical and non-clinical responsibilities and the maintenance of accurate patient records and documentation.
- Provide supervision and support to post graduate Interns on placement.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Commit to patient safety and quality in the delivery of health care by actively participating in safety and quality practices.
- Engage in activities to develop the role of Psychology within the TCPRC

The successful applicant will carry out the following key accountabilities in accordance with the Metro North values and the corresponding Lominger™ competencies shown in this role description

The successful applicant will fulfil the responsibilities of this role in accordance with Queensland Health's core values, as outlined below.

## About Metro North Health

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so they can provide quality value based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North Health services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients, with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

## Health Equity and Racism



Metro North Health has set out its actions and agreed key performance measures to improve Aboriginal and Torres Strait Islander people's health and wellbeing outcomes.


Racism is a key structural determinant of Aboriginal and Torres Strait Islander people's health inequity. Racism is not always conscious, explicit, or readily visible - often it is systemic. Systemic or institutional racism are forms of racism that are widely and deeply embedded in systems, laws, written or unwritten policies and well-established practices and beliefs that produce, condone, and perpetuate widespread unfair treatment, causing and/or contributing to inherited disadvantage.

It is expected that all Metro North Health staff, including the incumbent of this role as a valuable member of the Metro North workforce, contribute to the health equity agenda and meet the intent of supporting the defined six actions that specifically meet the needs of Aboriginal and Torres Strait Islander people within the National Safety and Quality Health Service Standards (NSQHS), by actively supporting the elimination of racial discrimination and institutional racism; supporting increased access to health care; influencing the social, cultural and economic determinants of health; supporting the delivery of sustainable, culturally safe and responsive health services; and recognise the importance of working with Aboriginal and Torres Strait Islander peoples, communities and organisations to design, deliver, monitor and review the health and support services we provide.

## Our Vision

Excellent healthcare, working together, strong and healthy communities.

### Metro North Health Values and their corresponding Lominger™ competencies:

 <b>Respect</b>	 <b>Teamwork</b>	 <b>Compassion</b>	 <b>High performance</b>	 <b>Integrity</b>
<ul style="list-style-type: none"><li>• Interpersonal savvy</li><li>• Manages conflict</li><li>• Communicates effectively</li><li>• Balances stakeholders</li></ul>	<ul style="list-style-type: none"><li>• Collaborates</li><li>• Develops talent</li><li>• Values differences</li><li>• Builds effective teams</li></ul>	<ul style="list-style-type: none"><li>• Customer / patient focus</li><li>• Demonstrates self-awareness</li><li>• Manages ambiguity</li><li>• Being resilient</li></ul>	<ul style="list-style-type: none"><li>• Cultivates innovation</li><li>• Action oriented</li><li>• Drives results</li><li>• Drives vision and purpose</li></ul>	<ul style="list-style-type: none"><li>• Decision quality</li><li>• Ensures accountability</li><li>• Courage</li><li>• Manages complexity</li></ul>

### How you will be assessed

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

- Demonstrated high level of knowledge, expertise and skill in psychology theoretical perspectives and clinical service provision relevant to the services provided by the respective facility within which you will be working.
- Effective communication skills and an ability to work cooperatively and effectively within the multi-professional team to deliver quality clinical services.
- Demonstrated ability to rapidly acquire knowledge and skills through professional development to ensure the progression of individual clinical standards and to provide direction to others who are less experienced.
- Ability to contribute to a positive work culture and to actively support quality human resource management practices including employment equity, anti-discrimination, occupational health and safety, and ethical behaviour.

The following will also be highly desirable in the successful applicant:

- Understanding of female pelvic pain conditions, diagnosis and evidence-based treatment options in line with international consensus guidelines
- Expertise in female pelvic pain conditions and psychological management of these within a multidisciplinary team
- Ability to work within a trauma-informed model of pelvic and sexual pain
- Willingness to collaborate with and provide education for the RBWH's women's health services (e.g., pelvic floor physiotherapy, gynaecology, urogynaecology)

You will also be assessed on your ability to demonstrate the following values within the context of the "Key Accountabilities". The ideal applicant will be able to demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North Health's vision and purpose to exceed expectations of our patients and stakeholders

- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard

### Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of qualification and registration or membership with the Psychology Board of Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties. It is highly desirable that the applicant is endorsed by APHRA as a clinical psychologist. Completion of, or eligibility for, accreditation as Psychologists Board of Australia as an approved supervisor to supervise clinical postgraduate students is highly desirable
- While the ideal applicant will have experience in both developmental assessment and perinatal mental health, applicants with expertise in only one of these domains will be considered and are encouraged to apply.
- **Disclosure of Serious Disciplinary History:** Under the [Public Sector Act 2022](#), applicants are required to disclose any previous serious disciplinary action taken against them.
- 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

### How to apply

Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 2 pages)** - Formulate your response to the dot points listed under “*How you will be Assessed*” within the context of the “*Key Accountabilities*”.
2. **Your current CV or Resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have thorough knowledge of your work performance and conduct, 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 CV or Resume.

### Instructions on how to apply

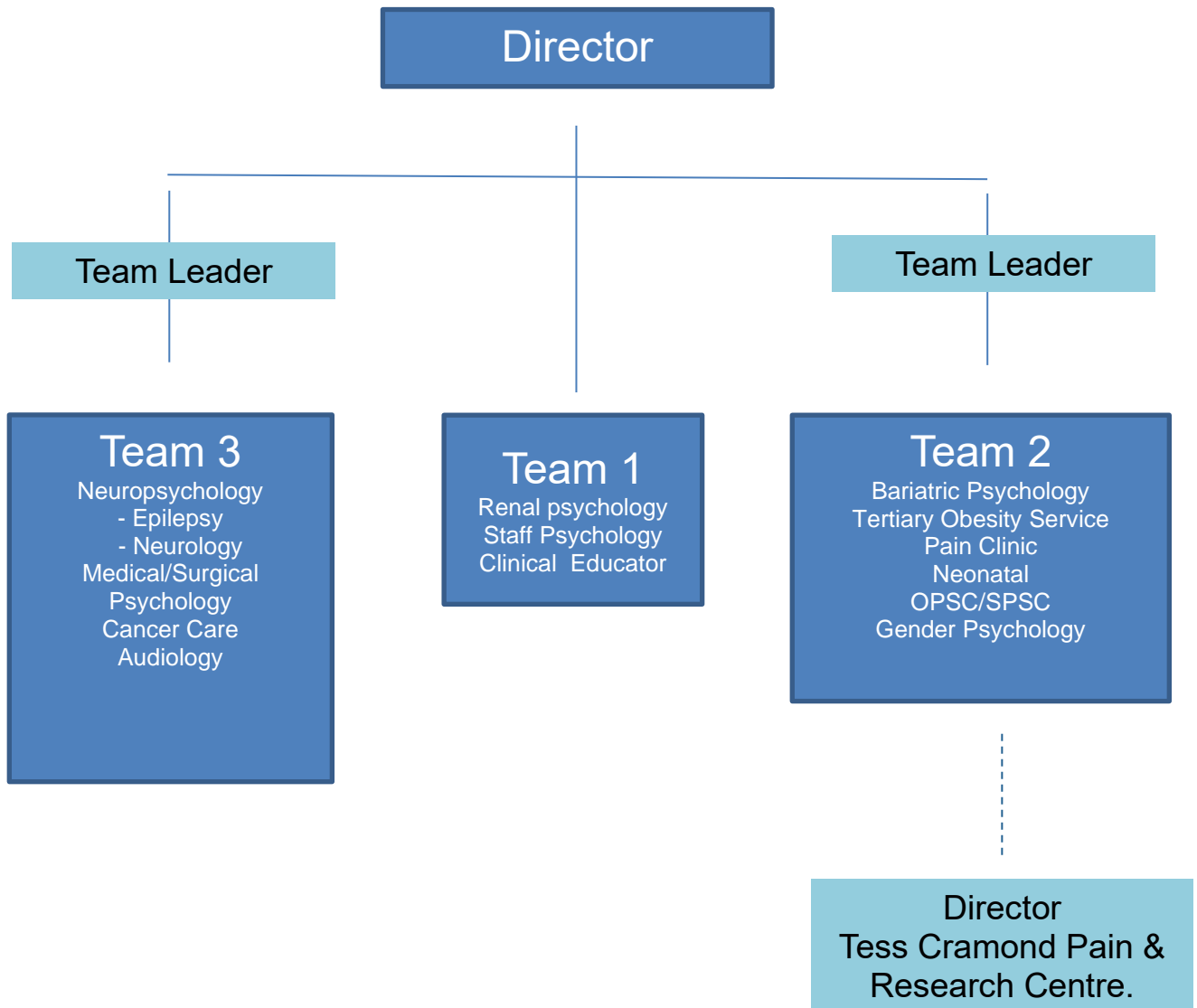
Submit your application online at [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au) by the closing date.

Please note that hand delivered applications will not be accepted.

Only those persons eligible to work in Australia may be employed by Metro North Health. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.

Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

# Psychology Department



### Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within Metro North Health and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

### Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Health is everyone's responsibility.

### Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards 2<sup>nd</sup> Edition and the Australian Council on Healthcare Standards (ACHS).

### Vaccine Preventable Diseases (VPD) Requirements ([Health Employment Directive No. 01/16](#))

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:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one Health Service to another Health Service, Department of Health (DoH) to a Health Service, or Health Service to DoH).

## Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.
- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline 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, unless otherwise exempt. Roles providing services to National Disability Insurance Scheme (NDIS) participants require an NDIS worker screening check.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:  
[https://www.forgov.qld.gov.au/\\_data/assets/pdf\\_file/0033/185919/lobbyist-disclosure-policy\\_0.pdf](https://www.forgov.qld.gov.au/_data/assets/pdf_file/0033/185919/lobbyist-disclosure-policy_0.pdf)
- Employees who are appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2  
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, 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.

# Metro North Health Executive Structure

