

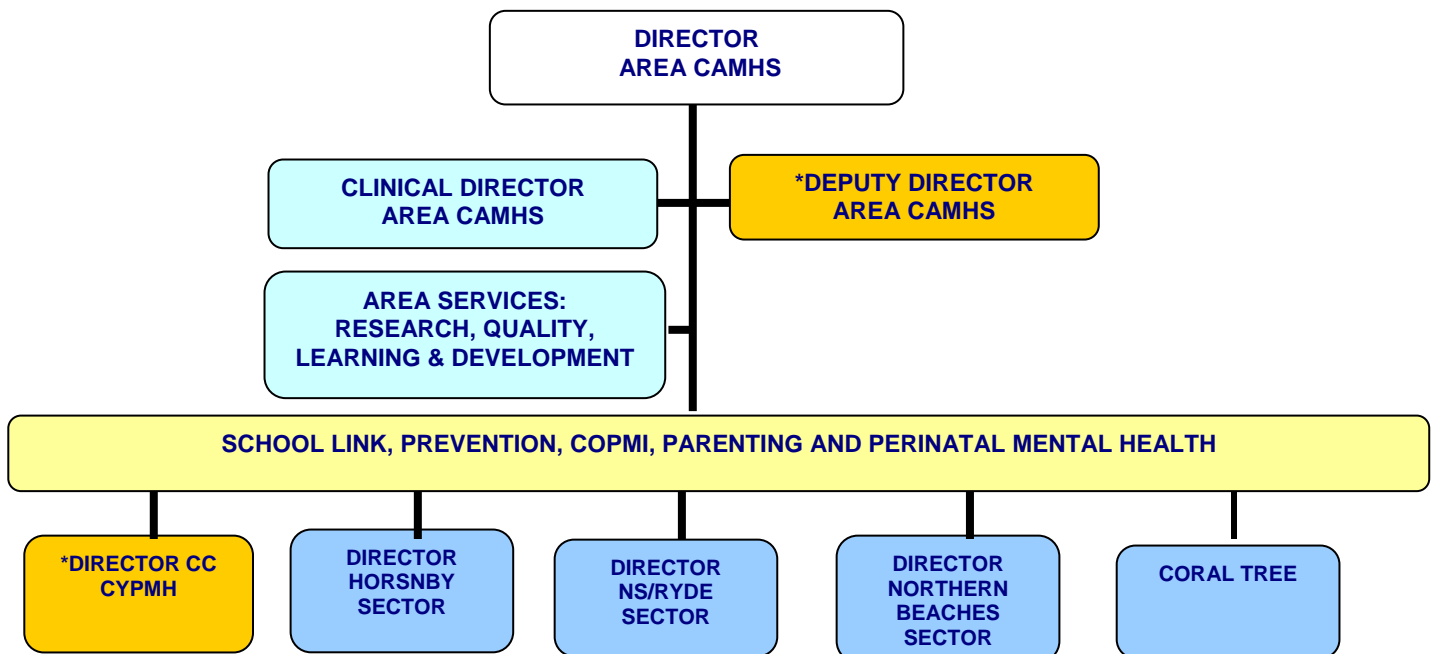
# POSITION DESCRIPTION

## 1. POSITION DETAILS

Position Title:	Senior Clinical Psychologist						
Department / Unit:	Central Coast Children and Young People's Mental Health						
Initial Work Location:	Gateway, Gosford						
Classification:	<b>SENIOR CLINICAL PSYCHOLOGIST</b>						
Hours Per Week:	Full time 38 hours per week						
Award / Agreement:	Health and Community Employees Psychologists (State) Award						
<b>Categorisation of Position:-</b>							
Immunisation Category	Category A						
Working with Children requirement	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No						
Exposure Prone Procedures	<input type="checkbox"/> Yes <input type="checkbox"/> No						
Position Speciality Coding	Primary Function		Client		Speciality		
<i>Position Speciality Coding is only required for Nursing and Medical Positions- please refer to coding guidelines</i>							
Date Reviewed:							

## 2. ORGANISATIONAL RELATIONSHIPS

**REPORTS TO:** Operational including Day to Day matters: Director, CC CYPMH  
 Clinical Coordinator: CC CYPMH Professional: As above  
 Responsible for the following staff: Nil



## **Key Internal and External Relationships:**

CC Mental Health Service

Area CAMHS

Consumers

Families

Emergency Department

Division of Women, Child and Family Health

Division of Community Health (in particular Youth Health and Alcohol and other Drugs and VAN)

Department of Education & Training

Department of Community Services

Division of General Practice and GP's

Juvenile Justice

NGO Sector

Department of Housing

## **2 PURPOSE OF POSITION:**

The focus of the Senior Clinical; psychologist is on the provision of services which promote the mental health and wellbeing of children, adolescents young people and their families. The position sits within the Youth Mental Health (YMH), team following an assertive outreach model of care. There are small caseloads

Senior Clinical Psychologists are expected to demonstrate higher level knowledge and skills in a particular area of child and adolescent mental health as evidenced by their clinical expertise, participation in research, involvement in the training of other health professionals and/or the provision of consultation with psychologists and professional organisations.

Senior Clinical Psychologists exercise independent judgement concerning the selection and application of principles, methods and techniques of psychological assessment, diagnosis and treatment.

Senior Clinical Psychologists may also be involved in service planning, service provision and provide clinical leadership of other psychologists.

## **3. QUALIFICATIONS, SKILLS AND EXPERIENCE:**

### **Essential:**

1. Recognised Degree in Clinical Psychology, fully registered to practice as a Psychologist with the NSW Psychologists Registration Board and eligibility for membership of the College of Clinical Psychologists of the Australian Psychology Society.
2. A minimum of 5 years clinical expertise in working with children, adolescents and young people experiencing moderate to severe mental health problems and disorders.
3. Demonstrated expertise in the comprehensive assessment, diagnosis and treatment of children, adolescents' young people and their families.
4. Demonstrated expertise in the management of children and young people presenting in an acute crisis attributed to significant mental health concerns.
5. Higher level knowledge and skills in a particular area of child and adolescent mental health as evidenced by their clinical expertise, participation in research, involvement in the training of other health professionals and/or the provision of consultation with psychologists and professional organisations.
6. Experience and capacity to provide clinical supervision of staff and clinical interns.
7. Current full NSW Driver's Licence

## 1. PHYSICAL REQUIREMENTS:

See detail in Job Demands checklist at end of Position Description.

- Hand/arm movements
- Sitting
- Manual dexterity
- Sight-computer operation

## 2. ORGANISATIONAL CONTEXT

Northern Sydney Central Coast Health (NSCCH) is one of 8 Area Health Services in NSW Health established under the Health Services Act 1997. NSCCH is responsible for the delivery of public health services in a geographical area extending from Sydney Harbour to Catherine Hill Bay at the northern end of the NSW Central Coast region. The Area Health Service employs approximately 10780 full time equivalent staff and over 16,000 people.

NSCCH Vision - Healthy People – Now and in the Future

NSCCH Values - integrity, teamwork, best practice, accountability, social justice.

Healthcare in the NSCCH is provided through the following services:

- Hornsby Ku-ring-gai Health Service
- Northern Beaches Health Service (Manly and Mona Vale Hospitals)
- Royal North Shore/Ryde Health Service (Royal North Shore and Ryde Hospitals)
- Central Coast Health Service (Gosford, Wyong, Woy Woy and Long Jetty Hospitals)
- Mental Health Services including Macquarie Psychiatric Hospital (North Ryde)

In addition, there are a number of area-wide and community based NSCCH services. Third Schedule and other organisations affiliated with NSCCH include:

- Hope Health Care Group facilities in the Northern Sydney region; namely Neringah Hospital, Greenwich Hospital, Graythwaite Nursing Home
- Royal Rehabilitation Centre Sydney

Mental Health provides a broad range of services including promotion, early intervention, prevention and treatment. It provides treatment to three population groups:

1. Children and Young People
2. Adults
3. Older Persons

The service is made up of multi-disciplinary teams with a structure that includes core areas; Central Intake and Emergency Assessment.

The Central Coast Children and Young Peoples Mental Health stream includes Children & Adolescent Mental Health Service (CAMHS – 12-24), Young People and early Psychosis Intervention (YPPI, 12-24 years), Prevention (COPMI, IPC and Parenting), School Link and Suicide Prevention.

*The NSW YMHSM- CC Pilot is aimed at:*

- strengthening mental health service access and delivery for young people
- reorientating health service provision for young people over time to encompass the “one stop” shop approach
- providing integrated health services for young people 14-24 years of age in youth-friendly settings, bringing together mental health, primary health, drug and alcohol and other services, with a focus on early intervention and prevention
- using a staged approach over 5-10 years to implement the model effectively throughout NSW

- reducing the incidence, prevalence and severity of mental disorders through evidence-based multi-component interventions that occur early in the development of the mental health problems
- providing youth-specific mental health services, including youth mental health clinicians and co-morbid (drug & alcohol) workers, co-located and linked with other services such as general practitioners, drug & alcohol services and vocational services.

### **3. POSITION REQUIREMENTS (Accountabilities, Responsibilities & Duties):**

#### **Delegations / Authority:**

<b>Budget:</b>	nil
<b>Personnel Supervision:</b>	nil
<b>Financial Delegation:</b>	nil

#### **Key Accountabilities: Functional / Operational / Clinical:**

#### **ROLE RESPONSIBILITIES:**

Role responsibilities are to be reviewed regularly as determine by the Director and appointee (usually as part of the performance review) and modified appropriately to meet the changing needs of clients and the service.

#### **Service delivery:**

- ◆ To perform comprehensive assessments of clients presenting to the service, including those in crisis
- ◆ To provide treatment to allocated clients according to best practice and evidence within agreed framework
- ◆ To intervene promptly and effectively with clients presenting in a crisis, when required
- ◆ To adhere to the approved treatment principles and guidelines for case management
- ◆ To develop and participate in outreach, prevention and early intervention activities including group programs for children, adolescents and their families
- ◆ To liaise, inform, consult and discuss relevant clinical matters with other members of the multidisciplinary team and other agencies.
- ◆ To develop partnerships and promote continuum of care across relevant health and welfare services to ensure the best possible treatment and appropriate follow-up
- ◆ To carry out other relevant duties not inconsistent with the award or terms of employment as may be required by the Director of the Service
- ◆ Provide Senior Clinical Psychologist opinion and advice for clients, their families, referrers and other clinicians
- ◆ Provide psychometric testing when required
- ◆ Supervise interns, psychologists, and clinical psychologists as required and within agreed framework
- ◆ To demonstrate clinical leadership skills ,particularly in setting and maintaining high professional, clinical and ethical standards

#### **As a Senior Clinical Psychologist:**

- Provide Clinical leadership and training for other staff in areas of expertise for which regrading was awarded
- Take responsibility for Clinical and team projects and tasks as a senior clinician as required.
- Be a positive role model for other psychologists, particularly in setting and maintaining high professional, clinical and ethical standards

#### **Administrative:**

- To maintain up to date records for patient care following MHOAT guidelines, according to the standards required by NSW Health and Northern Sydney Health.
- To write timely assessment summaries, letters and discharge summaries of clients
- To document occasions of service statistics, MHOAT outcome measures and other statistics required from time to time.
- To attend relevant clinical and administrative meetings as required.

#### **Quality Improvement:**

- To participate in, support and develop activities to improve the quality and efficiency of service delivery taking into account Commonwealth and State policies and guidelines.
- To participate, support and develop activities to improve client outcomes.
- To participate actively in the teaching, training and research activities of the service.
- To participate in the teaching of undergraduate and postgraduate students as appropriate.
- To attend any other training courses specified by management that will enhance professional development and outcomes.

#### **General Duties/Responsibilities:**

- Participate in Quality improvement activities and provide a high level customer service to patients, staff and others.
- Comply with the Code of Conduct, OHS, EEO, Smoke Free, Bullying and Harassment and other AHS policies and procedures.
- Maintain strict confidentiality in relation to all patient, staff, workplace and AHS matters.
- Use AHS resources efficiently, minimising cost and wastage, and ensure waste products are disposed of in line with AHS waste management guidelines.
- Report any risk identified (eg: OHS, Clinical, Financial, Technology, Public Image) to the manager and request a risk assessment. Participate in risk management activities.
- Implement the principles of Multiculturalism in their work by ensuring services within their area of responsibility are accessible and culturally appropriate to consumers.
- Co-operate with other staff members to ensure that duty requirements and standards are being met and maintained.
- Perform all other delegated tasks appropriately and in line with grading and capabilities.

## 4. EMPLOYEE AGREEMENT

As the incumbent of this position, I have read and noted the requirements of this position description and agree with the contents therein and confirm that there are no impediments to my meeting the requirements of the position. I understand that other duties may be directed from time to time and that the Position Description will be reviewed on an annual basis.

I also agree to strictly observe the Area Health Service's policy on confidentiality of patient information or other such sensitive information that I may come across in the course of my employment.

I have read the NSW Health Code of Conduct.

Employee Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### **PERFORMANCE REVIEW DATE 3 MONTHS FOLLOWING COMMENCEMENT**

\_\_\_\_\_

### **PERFORMANCE REVIEW DATE FIRST ANNUAL REVIEW DUE**

\_\_\_\_\_

## JOB DEMANDS CHECKLIST

<b>Frequency Definitions:</b>	
<b>O</b> - Occasional	Activity occurs a few times during a shift.
<b>F</b> - Frequent	Activity occurs during approximately half the shift.
<b>C</b> – Constant	Activity occurs throughout most of the shift.
<b>R</b> – Repetitive	Activity involves repetitive movement at periods during the shift.

	DESCRIPTION	FREQUENCY				
		O	F	C	R	N/A
<b>PHYSICAL DEMANDS</b>						
STANDING	Tasks involve standing in an upright position without moving about		X			
SITTING	Tasks involve remaining in a seated position during tasks	X				
HAND/ARM MOVEMENT	Tasks involve use of hands/arms ie. Stacking, mopping, sweeping, sorting, inspecting.		X			
GRASPING	Tasks involve gripping, holding, clasping with fingers or hands.	X				
MANUAL DEXTERITY	Tasks involve fine finger movements ie: keyboard operation, writing, pipette use etc.	X				
REACHING	Tasks involve reaching overhead with arms raised above shoulder height or forward reaching with arms extended.	X				
LEG/FOOT MOVEMENT	Tasks involve use of leg and or foot to operate machinery	X				
KNEELING/SQUATTING	Tasks involve flexion/bending at the knees, ankles and/or waist, in order to work at low levels	X				
BENDING/TWISTING	Tasks involve forward or backward bending/twisting at the waist.	X				
PUSHING/PULLING	Tasks involve pushing/pulling objects, including tasks which push or pull objects away from or towards the body along benches. May also includes striking or jerking movements	X				
LIFTING/CARRYING	Tasks involve raising / lowering or moving objects from one level or position to another, usually holding an object with the hands	X				
	1) Light lifting/carrying            0-9Kg	X				
	2) Moderated lifting/carrying    10-15 Kg	X				
	3) Heavy lifting/carrying        16+ Kg	X				
RESTRAINING	Tasks involve restraining patients/clients or others					X
WALKING/RUNNING	Tasks involve walking and/or running on even surfaces	X				
	Tasks involved walking on uneven surfaces	X				
	Tasks involve walking up steep slopes or stairs	X				
	Tasks involve walking down steep slopes or stairs	X				
	Tasks involve walking whilst pushing/pulling objects.	X				
CLIMBING	Tasks involve climbing up or down ladders, scaffolding, platforms, trees.					X
<b>SENSORY DEMANDS</b>		<b>O</b>	<b>F</b>	<b>C</b>	<b>R</b>	<b>N/A</b>
SIGHT	Tasks involve use of eyes as an integral part of task performance ie: looking at screen/keyboard in computer operation.	X				
HEARING	Tasks involve use of hearing as an integral part of the tasks performed eg use of stethoscope.					X
SMELL	Tasks involve the use of the smell senses as an integral part of the task performance ie: working with chemicals					X
TASTE	Tasks involve the use of taste as an integral part of task performance					X
TOUCH	Tasks involve use of touch as an integral part of task performance.					X
<b>PSYCHOSOCIAL DEMANDS</b>		<b>O</b>	<b>F</b>	<b>C</b>	<b>R</b>	<b>N/A</b>
	Tasks involve interacting with distressed people.	X				
	Tasks involve interacting with people who as part of their lives may be aggressive, verbally or sexually uninhibited.	X				
	Tasks involve viewing/handling deceased and/or mutilated bodies.					X

SPECIFIC WORKING ENVIRONMENT ISSUES	DESCRIPTION	FREQUENCY				
		O	F	C	R	N/A
SURFACES	Tasks involve working on slippery, wet or uneven surfaces					X
SMALL SPACES	Tasks involve working in small spaces with obstacles within the area.					X
WORKING AT HEIGHTS	Tasks involve making use of ladders, foot stools, scaffolding, roofs, etc. Anything where the person stands on an object other than the ground.					X
CONFINED SPACES	Tasks involve working in confined spaces					X
LIGHTING	Tasks involve working in lighting that is considered less than normal eg: working with lights dimmed or in darkened rooms					X
COLOUR	Tasks involve differentiation of colour					X
SUNLIGHT	Tasks involve working outdoors in sunlight					X
TEMPERATURE	Tasks involve working in temperature extremes eg: working in a cool room, boiler room					X
RADIATION	Tasks involve exposure to X-Rays, or other radiation sources					X
ELECTRICITY	Tasks involve working with exposed electrical wiring and currents					X
DRIVING	Tasks involve operating any motor powered vehicle.	X				
MACHINERY	Tasks involve use of heavy machinery and equipment.					X
EXPOSURE TO CHEMICAL HAZARDS		O	F	C	R	N/A
DUST	Tasks involve working with dust or in dusty environments ie: sawdust					X
GASES	Tasks involve working in areas effected by gas, or working directly with gases.					X
FUMES	Tasks involve working with fumes eg from chemical use					X
LIQUIDS	Tasks involve working with liquids which may cause skin irritations if contact is made eg: dermatitis					X
DANGEROUS GOODS	Tasks involve handling of dangerous goods including storage or transportation					X
BIOLOGICAL MATTER	Tasks involve work with human biological matter, blood and body fluids through examination, storage, transport or disposal.					X
ALLERGENIC SUBSTANCES	Tasks involve exposure to allergenic substances					X
ANTI-BIOTICS	Tasks involve handling, transport, administration or disposal of anti-biotics					X
PERSONAL PROTECTIVE EQUIPMENT	Tasks involve use of Personal Protective Equipment					X
SAFETY CRITICAL ISSUES		O	F	C	R	N/A
	Tasks involve responsibility for safety of others, eg provides direct patient care, drives others in vehicles	X				
	Tasks involve responsibility for tests and results that impact on clinical care decision making	X				
	Tasks involve making clinical care decisions	X				
	Tasks involve supply of indirect clinical care services and advice that may impact on patient care.	X				