Position Description

Position title:	Clinical/Health Psychologist
Department:	Women's Mental Health Service
Classification:	
Agreement:	Medical Scientists, Pharmacists and Psychologists Enterprise Agreement 2021 - 2025
Reporting to:	Psychology Manager, Women's Mental Health Service

About us

Located in Melbourne on the traditional lands of the Wurundjeri people of the Kulin Nation, the Royal Women's Hospital is Australia's first and leading specialist hospital for women and newborns. We offer expertise in maternity services, neonatal care, gynaecology, assisted reproduction, women's health and cancer services. We advocate for women's health in areas that have long been overlooked or stigmatised, including abortion, endometriosis, family violence, female genital mutilation, menopause, women's mental health, sexual assault and substance use in pregnancy.

Our vision, values and declaration

The Women's vision, values and declaration reflect our promise to our patients and consumers, and articulate our culture and commitment to our community and each other.

Our vision is **'Creating healthier futures for women and babies'**. Our values are:



The Women's declaration reflects the principles and philosophies fundamental to our hospital, our people and our culture.

- **We are committed to the social model of health**
- **We care for women from all walks of life**
- **We recognise that sex and gender affect health and healthcare**
- **We are a voice for women's health**
- **We seek to achieve health equity**

Our commitment to inclusion

The Women's is committed to creating and maintaining a diverse and inclusive environment which enhances staff and consumer wellbeing, and nurtures a sense of belonging. We strongly encourage anyone identifying as Aboriginal and/or Torres Strait Islander to join us. We offer a range of programs and services to support First Nations employees. We invite people with disability to work with us, and we welcome anyone who identifies as linguistically, culturally and/or gender diverse, people from the LGBTQIA+ community and people of any age.

About the department/unit

The Women's Mental Health Service (WMHS) provides mental health services to the Women's Hospital in Parkville. Our major areas of activity are in these domains: clinical work, research, and education & training. Clinical services cover each of the hospital's clinical streams, i.e. maternity services, gynaecology and women's cancer and neonatal services. The WMHS is part of the Social Model of Health Division, which has responsibility for ensuring the hospital's clinical and social support services are coordinated, aligned and leveraged to provide wrap around care for the women who need it most. In particular, the division has a focus on ensuring a woman's social, economic, cultural, environmental, geographic, and other factors are taken into account in her care plan with the overall aim of reducing health inequalities and addressing systemic inadequacies that affect health access and outcomes.

Position purpose

The Clinical/Health Psychologist is a member of the Women's Mental Health Service. They are responsible for the provision of evidence-based psychological services to patients across the hospital, across both an inpatient and outpatient environment. The Clinical / Health Psychologist will provide psychological assessment of individual patients to assist with diagnosis, treatment and support, and be involved in the provision of consultation to medical, nursing and allied health staff in relation to more complex mental health disorders, clinical presentations and management of the patient's associated behaviours.

The Psychologist is involved in the development and evaluation of specific team programs, initiatives or research programs where appropriate and participates in quality improvement and educational activities.

After consultation with the Psychology Clinical Lead, redeployment to cover other service areas may be required.

Key responsibilities

Clinical practice

- Provide timely psychological assessment and evidence-based treatment to patients of The Women's.
- Participate in multidisciplinary team meetings, care planning and case review
- Deliver and coordinate group programs, as appropriate
- Demonstrate independent clinical reasoning and clinical competencies, including expertise in use of relevant assessment tools, treatment methods, outcome measures, and case management skills.
- Demonstrate developed organisational skills and efficient time management to appropriately evaluate, prioritise, and complete workload.
- Maintain accurate records and provide accurate reports and statistics as required
- Work in partnership with consumers, patients, and where applicable carers and families.
- Work collaboratively with colleagues across all clinical services at The Women's.
- Any other duties as required that meet relevant standards and recognised practice

Communication and teamwork

- Provide information and education about the service and professional role both within the service, at The Women's, and to external service providers.

- Attend and participate in relevant team and/or service meetings.
- Demonstrate effective negotiation skills and conflict resolution when dealing with difficult situations.
- Contribute to a culture that promotes effective teamwork, encourages cohesion, and ensures staff feel valued and contributions are acknowledged.
- Demonstrate open and effective communication (verbal, non-verbal, written, and electronic) with consumers, other staff, and service providers.
- Be respectful of the needs of patients, visitors and other staff and maintain a professional approach to all interactions.

Quality, safety and improvement

- Contribute as required to the development and implementation of clinical guidelines and processes based on evidence of best practice in clinical psychology/psychiatry.
- Participate in research, evaluation, quality improvement, and ongoing service review – including accreditations processes.
- Be aware of and work in accordance with Hospital policies and procedures, including Occupational Health and Safety, Infection Control, Equal Employment Opportunity and Confidentiality.
- Contribute as appropriate to activities and initiatives at RWH

Learning and development

- Participate in individual and group supervision in accordance with AHPRA, PBA and The Women's requirements.
- Attend relevant professional development sessions.
- Maintain and update clinical or health psychology professional expertise
- Attend sector Psychology meetings.
- Demonstrate initiative and responsibility for individual professional development.
- Participate in performance review process.
- Actively seek feedback on professional performance and respond professionally to such feedback.

Key Performance Indicators (KPI's)

KPI's are how you will be measured as meeting the responsibilities of the position. These will be set with you as part of your Performance Development Plan within the first six months of your appointment to the position.

Key selection criteria

Experience/qualifications/attributes

Essential:

- Registered as a psychologist with the Australian Health Practitioner Regulation Agency (AHPRA), with endorsement (or approaching endorsement) as a Clinical or Health psychologist.

- A minimum of Masters level degree in Clinical or Health Psychology
- Demonstrated ability to work as part of a team and independently
- Demonstrated competency in Microsoft Office suite products, use of email and internet searching skills
- Excellent interpersonal and communication skills

Desirable:

- Experience in delivery of clinical psychology services in a hospital setting
- Experience in working specifically with women's health issues

Organisational relationships

Internal relationships

- Clinical Lead - Psychology
- Women's Mental Health Service
- Social Model of Health
- Maternity teams
- Oncology teams
- Gynaecology teams
- Neonatal Services

External relationships

- Liaison with other clinicians working in women's health, mental health, and general practice.
- Parkville precinct partners (Peter Mac, RMH, RCH)

Inherent requirements

Inherent requirements are the essential tasks and activities that must be carried out in order to perform this role, including with adjustments. The Women's is committed to providing workplace adjustments that support all people to work with us. We welcome you to discuss any adjustments with the manager of this role during the recruitment process or at any time during your employment, as we acknowledge and understand circumstances can change. You can also request a copy of our workplace adjustments procedure for more information.

Physical demands	Frequency
Shift work – rotation of shifts – day, afternoon and night	*N/A*
Sitting – remaining in a seated position to complete tasks	*Frequent*
Standing- remaining standing without moving about to perform tasks	*Occasional*
Walking – floor type even, vinyl, carpet,	*Occasional*
Lean forward/forward flexion from waist to complete tasks	*Rare*
Trunk twisting – turning from the waist to complete tasks	*Rare*
Kneeling – remaining in a kneeling position to complete tasks	*N/A*
Squatting/crouching – adopting these postures to complete tasks	*N/A*
Leg/foot movement to operate equipment	*N/A*
Climbing stairs/ladders – ascending and descending stairs, ladders, steps	*Rare*
Lifting/carrying – light lifting and carrying less than 5 kilos	*Rare*
– Moderate lifting and carrying 5 – 10 kilos	*N/A*
– Heavy lifting and carrying – 10 – 20 kilos.	*N/A*

Push/pull of equipment/furniture – light push/pull forces less than 10 kg	*N/A*
– moderate push / pull forces 10 **–** 20 kg	*N/A*
– heavy push / pull forces over 20 kg	*N/A*
Reaching – arm fully extended forward or raised above shoulder	*Rare*
Head/neck postures – holding head in a position other than neutral (facing forward)	*N/A*
Sequential repetitive actions in short period of time	
– Repetitive flexion and extension of hands wrists and arms	*Occasional*
– Gripping, holding, twisting, clasping with fingers/hands	*Occasional*
Driving – operating any motor-powered vehicle with a valid Victorian driver's license.	*N/A*
Sensory demands	**Frequency**
Sight – use of sight is integral to most tasks completed each shift	*Prolonged / Constant*
Hearing – use of hearing is an integral part of work performance	*Prolonged / Constant*
Touch – use of touch is integral to most tasks completed each shift	*Prolonged / Constant*
Psychosocial demands	**Frequency**
Observation skills – assessing/reviewing patients in/outpatients	*Prolonged / Constant*
Problem solving issues associated with clinical and non-clinical care	*Prolonged / Constant*
Working with distressed people and families	*Occasional*
Dealing with aggressive and uncooperative people	Occasional
Dealing with unpredictable behaviour	Occasional
Job demands – high workload, tight deadlines, and competing priorities	Occasional
Exposure to traumatic or distressing content or situations – including handling sensitive information arising from patient records, patient care activities, incident reports, adverse events, or investigations of adverse events.	
Role specific considerations Support is available for staff exposed to psychological risks. Any adjustments that may be required can be discussed with your manager.	

Definitions used to quantify frequency of tasks/demands as above	
Prolonged/constant	70 **–** 100 % of time in the position
Frequent	31 **–** 69 % of time in the position
Occasional	16 **–** 30% of time in the position
Rare	1 **–** 15% of time in the position
Not applicable	0% of time in the position

Employee awareness and responsibilities

- Employees are required to be aware of, and work in accordance with, hospital policies and procedures.
- Employees are required to identify and report incidents, potential for error and near misses, to improve knowledge systems and processes and create a safe environment for staff and patients.
- Employees agree to provide evidence of a valid employment Working with Children Check and provide complete details for the Women's to undertake a Nationally Coordinated Criminal History Check (NCCHC).
- Our vision is a future free from violence and discrimination in which healthy, respectful relationships are the norm. The Women's expects all staff to contribute to a culture that promotes and supports diversity, equity, respect and inclusion.
- The Women's provides pregnancy termination services as part of its public health responsibility to provide safe health care to women.
- We are committed to the safety, wellbeing and empowerment of all children and young people. We prioritise an environment where children are protected and heard. We commit to safeguarding the social and emotional wellbeing of First Nations children,

understanding that their connection to country, culture, kin and community is critical to their safety.

Vaccination requirements

As this role has direct physical contact with patients and clinical environments, employees are required to be vaccinated against or demonstrate immunity to influenza, COVID-19, whooping cough (pertussis), hepatitis B, chicken pox, MMR (measles, mumps, rubella) and may include hepatitis A, and complete screening for tuberculosis.

Employment with the Women's is conditional upon the provision of satisfactory evidence of vaccination and/or screening, and we may withdraw an offer of employment if the required evidence is not provided at least five business days prior to the intended start date.

Declaration

By accepting this position description electronically I confirm I have read, understood and agreed to abide by the responsibilities and accountabilities outlined.

Developed date: June 2026

Developed by: Clinical Lead - Psychology

Date of next review: June 2027
