

## POSITION DESCRIPTION

### Paediatric Psychologist

This position description describes the scope and skills required of the Paediatric Psychologist at Link Health and Community (Link HC). The position description may be subject to periodical reviews.

<b>POSITION:</b>	Paediatric Psychologist
<b>DEPARTMENT:</b>	Health and Wellbeing
<b>REPORTS TO:</b>	Team Leader Children and Youth
<b>DIRECT REPORT ACCOUNTABILITY:</b>	None

#### **POSITION SUMMARY:**

The principal objective of this position is to provide psychological assessment and intervention to children aged 12 years and under. The psychologist will be responsible for assessing and treating children with emotional and behavioural issues, within the family context. The psychologist will offer service in the following areas:

- Child developmental delays and/or learning difficulties
- Children with difficult behaviours such as aggression and defiance
- Difficult family relationships and conflict
- Children with anxiety and low mood
- Children with social difficulties such as bullying, shy temperament, and poor social skills.
- Children who are adjusting to a transition or significant life event such as a family separation or death in the family.

#### **POSITION ACCOUNTABILITY:**

- Apply person-centred care principles to provide service and education in line with individual and family goals.
- Conduct comprehensive assessment, identify treatment goals, and provide evidence based interventions such as cognitive behaviour therapy and play therapy.
- Undertake comprehensive assessments for developmental, learning and behavioural difficulties.
- Diagnose children with Internalizing and Externalising Conditions and make provisional diagnoses such as Autism Spectrum Disorders.
- Design effective treatment programs.
- Facilitate referrals as required, for example to Allied Health Services and General Practitioners.
- Facilitate referrals to Integrated Family Services (via Child First), Family Violence Services and Alcohol and Other Drugs Services as required
- Facilitate referrals within the Community and Boarder Health System as required.
- Provide short-medium term counselling for clients and their families as appropriate.
- Evaluate and review treatment interventions

- Provide timely follow up for clients, family members, carers, case managers and other service providers
- Collaborate with and provide secondary consultation.
- Collaborate with the Team to provide group interventions.
- Provide relevant service and health information to clients, prospective clients, the service system and broader community
- Represent Link HC with stakeholders when called upon
- Ensure service delivery is culturally appropriate and respectful of diverse communities
- Meet organisational, funding and brokerage targets in relation to service delivery criteria
- Ensure up to date records according to quality standards and contribute to ensuring safe custody and confidentiality of all records whether in hard copy or electronic format
- Supervise students and volunteers as required, or as appropriate
- Communicate with Manager – Health and Wellbeing in respect to role responsibilities and professional expertise in order to assist with program development
- Participate in identifying professional development and training needs and attend professional development activities as indicated

**PERFORMANCE MEASURES:**

- Clients are satisfied they receive integrated care that reflects Link HC values
- Client records are accurate and maintained in line with Link HC health records policies and procedures
- Funding and service agreement targets are recorded and achieved
- Quality standards are met and improvements are identified and actioned as appropriate
- Continued professional development is identified and achieved to sustain quality and contemporary service delivery
- Positive, proactive participation in work team to promote positive team culture that reflects Link HC values

**ORGANISATIONAL CONTEXT**

Link HC is a multi-sited community health service, providing a comprehensive range of health and welfare services primarily to people in the East and South-East of Melbourne and Eastern Victoria.

Link HC provides quality services in line with the program aims, funding guidelines and the Vision and Values of Link HC.

**VISION**

Link Health and Community’s vision is healthier people participating in their communities. The underpinning principles in achieving this vision is that Link HC:

- Recognises the health of individuals and the community, is influenced by social and environmental factors as well as individual’s access to health services and plans and delivers our services accordingly

- Recognises that client, community and employee engagement in all aspects of our activities are essential for effective governance
- Strives to provide quality services, in a professional, timely manner to clients from culturally and linguistically diverse backgrounds and to clients who are hearing impaired and use sign language as their primary mode of communication
- Link HC is committed to partnering with other organisations to offer integrated health and wellbeing services that are consistent with state-wide health needs and social priorities

## VALUES

Link HC organisational values are:

- We **care** for our community and for the people who use our services
- We **listen** to people who need our services and we advocate for our community
- We provide **accessible**, innovative, and high-quality services and programs
- We **partner** with other organisations to ensure the development and delivery of better services
- We are a **sustainable** organisation, financially, socially and environmentally

## OCCUPATIONAL HEALTH AND SAFETY

The position holder has a duty to take reasonable care for the health and safety of themselves and others in accordance with Occupational Health & Safety legislation.

## QUALITY AND RISK MANAGEMENT

The position holder has a responsibility to identify continuous quality improvement opportunities; participate in the development of quality procedures and contribute to internal and external program reviews and audits as required.

The position holder will respond to risk management procedures to minimise any major areas of identified risk and to comply with Link HC OH&S Risk Management Plan.

## POLICIES AND PROCEDURES

The position holder will uphold and adhere to Link HC's Code of Conduct and policies and procedures.

## QUALIFICATIONS AND EXPERIENCE REQUIRED

### Essential

- Tertiary qualifications in Psychology
- Professional registration with the Australian Health Practitioner Regulation Agency (AHPRA) and a member of the Australian Psychological Society

- Endorsed area of practice in Educational and Developmental Psychology and/or Clinical Psychology
- Demonstrated skills and experience in short to medium term child, adolescent and family psychological interventions that work across the client's presentation from comprehensive assessment, treatment and discharge planning
- Experience in practical parenting education and skill building
- Understanding of the application of risk assessment and risk management
- Well-developed interpersonal skills
- Demonstrated knowledge of principles of confidentiality, client rights and responsibilities and actively following professional requirements under the Privacy Act

### **Desirable**

- A sound knowledge of the social model of health and the social determinants of health
- Experience at working independently with demonstrated initiative
- Demonstrated written and verbal communication skills with a broad range of individuals and services
- Sensitivity to and an understanding of particular needs of clients from CALD backgrounds
- Knowledge of the Child Protection system
- Working with early attachment and trauma informed practice.
- Ability to speak a second language

### **Mandatory Requirements**

- Current National police check
- An International police check, if the position holder has worked overseas for a period of 12 months in the last 10 years
- Working with Children check
- Australian Tertiary qualification (as determined) or documentation pertaining to an overseas tertiary qualification stating Australian equivalency
- Registration with APS
- Victorian Driver Licence
- Disclosure of any pre-existing injuries or disease that might prohibit your ability to fulfil the inherent requirements of the role

Approved:

A handwritten signature in blue ink, appearing to read "S. Phillips", is written over a horizontal line.

**Sheree Phillips**

**Acting General Manager – Health and Wellbeing**

I acknowledge and agree that the above position description is an accurate reflection of the paediatric psychologist.

Signed: .....

Employee

Name: .....

Date: .....

*Link HC is committed to living our organisations values and ensuring a safe environment for our staff, people using our services and people visiting our locations. We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander peoples, Culturally and Linguistically Diverse backgrounds and the LGBTIQ community to join our workforce. Link HC will adhere to Equal Employment Opportunity and Gender Equity principles. To this end, Link HC will not discriminate on the basis of age, sex, gender identity, sexual orientation, marital status, disability, physical features, Aboriginal and Torres Strait Islander status, cultural background, country of birth, religious beliefs, political beliefs, carer status, pregnancy or breastfeeding.*