

Position Description

Mental Health and Wellbeing Local – Frankston

Position Title:	Psychologist
EBA / Award:	Health Professionals and Support Services Award (above award payment)
Classification:	
Reports to Operational:	Clinical Lead B
Reports to Discipline:	Clinical Lead B
Primary Site:	Frankston
Last updated:	August 2022

Be part of a major boost to mental health and wellbeing in Victoria!

The Frankston Adult and Older Adult Local Mental Health and Wellbeing Service

The Mental Health Locals are a big and important step towards ensuring all Victorians – no matter their experience – get valuable and supportive mental health care in their community. In Frankston, Wellways, Mentis Assist and Peninsula Health are working together to provide innovative, mental health and wellbeing supports to ensure everyone can access treatment and care closer to home.

The new Frankston Mental Health Local will provide welcoming and inclusive support for people aged 26 years and over who are experiencing mental health challenges, including people with co-occurring alcohol and drug addiction treatment and care needs.

More than ever before, we are working with the local community and people who have a personal experience of mental health issues and recovery to build these services so they are the best they can be. Our services will be co-produced by consumers, carers and the local community.



Kindness and compassion

We will commit to a compassionate approach and understanding and foster a culture that strives to understand people within people exist in and have complex intersectional circumstances that can lead to psychological distress.

Respectful collaboration

We are respectful and recognise the power in our different experiences and organisations world views. We will commit to find common lexicon and definitions to reduce confusion.

Equality and equity

We will strive for equality and equity, in our approach to partnership and to the community we serve and aim to break down the barriers caused by power and privilege recognising we come together toward a common goal.

Honesty and courage

We will have robust feedback mechanisms in our model of care and governance structure to actively engage with community and participants to ensure we are meeting their needs.

Excellence and accountability

Our work will be evidence-based and we commit to continuous quality improvement processes to ensure the people using our service have excellent outcomes.

Position Description

Mental Health and Wellbeing Local – Frankston

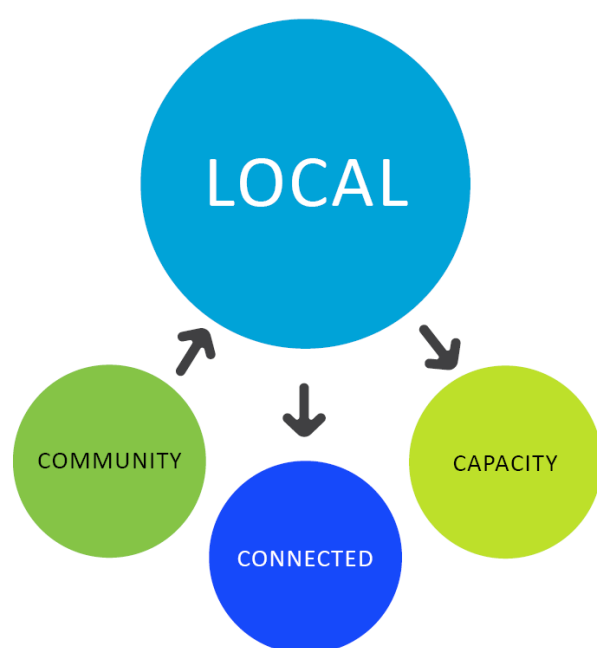
Commitment to Reconciliation

The Frankston Mental Health Local knows that Aboriginal and Torres Strait Islander people have not always been well-served by mental health and disability organisations, and that their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations we recognise our responsibility in addressing these issues of injustice, inequality and stigma as part of ensuring our services are both welcoming and helpful for people and their families. As part of our commitment to reconciliation we are working to create culturally aware and safe services for First Nations Community Members.

Working together - how we will deliver services

The Mental Health and Wellbeing Local –Frankston is community led and integrated through partnership that shares power creating a responsive flexible and helpful service.

The Frankston Local will operate seven days a week, with extended operating hours to support a flexible and responsive service. The Local Service model will provide an integrated treatment, care and wellbeing support response for consumers experiencing a mental health challenge and co-occurring substance use or addiction and their family members or carers. This approach will improve capacity of individuals to engage in our community and respond to any future psychological distress.



Community

The locals will be community-led, coproduction will be the means in which we ensure a diverse range of perspectives are included in design, delivery and governance of the local ensuring it reflects, responds and is accountable to the local community it supports.

Connected

An integrated service system connected through governance (partnership, operational and clinical) systems and workforce ensures people can access the right support at the right time.

Creating capacity for citizenship

Our model of care and governance structure, has been designed to create capacity; in community, our workforce, individuals and their natural supports to recognise and respond to psychological distress and to address the barriers that impact people from participating in community and leading meaningful lives.

Position Description

Mental Health and Wellbeing Local – Frankston

Team

This role reports to the Clinical Lead Team B. This is a multidisciplinary team, and the Psychologist will undertake assessment, formulation and treatment based on the individual needs of people experiencing severe and enduring mental health issues. Practice is informed by evidence based treatment models. Interventions may be on an individual or group basis and can be developed through consultation with other members of the team on the psychological aspects of their clinical work and on the development and implementation of behaviour support plans. The Psychologist is expected to work collaboratively with consumers, their families, carers, and other treatment partners is a key part of the role as attending multidisciplinary meetings and contributing to clinical discussions.

Role Purpose

- Develop therapeutic relationships with consumers accessing the Frankston Local
- Conduct psychological assessments, including specialist personality and psychometric assessments
- Support diagnostic and formulation driven treatment planning, including identifying therapy goals that meet both short and long –term treatment needs
- Provide individual psychological treatment, using a range of evidence based therapy models
- Contribute to the group treatment program by developing and facilitating group psychological treatments
- Work collaboratively with family members, carers and consumers
- Contribute to education and training sessions to support therapeutic work within the team
- Represent psychology to a high professional standard.

How you will make a difference

Now is your chance to shape the future of mental health and wellbeing in Victoria to ensure that everyone is supported and included. You will be part of a larger team collaboratively providing a “new front door” to service access to all adults seeking mental health and wellbeing support within the Frankston Local Government Area. You will ensure that the right supports are delivered at the right time for each individual. Your work will be underpinned by the understanding that people experiencing mental health and wellbeing challenges are recognised as experts in their own care and support.

Key areas of accountability

Area	Deliverable
Role competency	<ul style="list-style-type: none">• Ensure familiarity with the expected standards of performance in the role and actively contribute to own personal development.• Maintain a good working knowledge of and adherence to standards and legislation relevant to the role (such as Child Safe Standards, Aged Care Act etc) and actively promote compliance to any such standards and legislation.• Complete all mandatory training by the due date.

Position Description

Mental Health and Wellbeing Local – Frankston

	<ul style="list-style-type: none"> • Undertake any additional tasks as requested that reasonably fall within the scope of the position and classification. • Recognise, respond and escalate changes in the consumer's condition • Deliver evidence based psychological treatment within the agreed cope of practice • Plan, evaluate and review care in consultation with the consumer and multi-disciplinary team • Develop positive therapeutic relationships with consumers • Work collaboratively with families ,carers, and other key supports, involving them in the assessment, treatment and discharge processes • Maintain accurate records and an orderly environment • Proactively recognise and respond to any unsafe or unprofessional practice • Assist in the achievement of Key Performance Indicators • Participate in research and quality improvement activities • Ensure that personal verbal and written communication is clear, concise and accurate • Advocate for consumers to promote a sense of hope for recovery, ensuring that their rights and beliefs are upheld • Maintain accurate and legally defensible consumer records • Engage in regular clinical supervision • Participate in annual performance and development reviews • Demonstrate commitment to ongoing professional development • Participate in team meetings and clinical review meetings • Work with other team members to ensure the ongoing development of the service • Work within scope of own competence, delegating aspects of clinical work to others according to their competence
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Key Requirements

Area	Description
Qualification	<ul style="list-style-type: none"> • Masters of Psychology with APRHA registration as a Psychologist
Required experience	<ul style="list-style-type: none"> • Minimum 2 years' experience in a mental health service setting • Experience undertaking 1:1 psychological assessments including personality assessments and developing formulations • Able to build therapeutic relationships with consumers experiencing mental health issues or distress • Experience delivering group and individual psychological interventions, drawing on a range of models • Ability to work in a team environment as well as individually

Position Description

Mental Health and Wellbeing Local – Frankston

Information technology	<ul style="list-style-type: none"> • Prior experience or willingness to learn and work with Microsoft office, Salesforce, Tableau and other applications as required.
Compliance	<ul style="list-style-type: none"> • National Police Check • Current Working with Children Check-employment • Evidence of right to work in Australia • 100 points of identification • Evidence of Booster COVID vaccination or valid medical exemption • Other vaccinations as required
Other	<p>Desirable</p> <ul style="list-style-type: none"> • Personal lived experience of mental health challenges or have cared for someone who has • Aboriginal, Torres Strait Islander and Culturally and Linguistically Diverse people are encouraged to apply • Interest in being part of the development of a new Local Mental Health and Wellbeing Local to support the recommendations of the Royal Commission into Mental Health

Required Values & Behaviours

	Description
Customer Focus	<ul style="list-style-type: none"> • Ensure an excellent standard of service is offered by partnering with consumers and/or carers and the community at all levels of health care provision, planning and evaluation. • Demonstrate a commitment to the consumer 'Charter of Healthcare Rights.' • Maintain a professional and friendly approach in all interpersonal communication with consumers and colleagues. • Recognise and respond to the needs and requirements of each individual consumer and/or carer.
Collaboration	<ul style="list-style-type: none"> • Build and maintain positive relationships with consumers, carers, and community members • Build relationships across the partner organisations involved in the service to support team cohesion • Build cooperation and overcome barriers to information sharing and communication across the team • Share lessons learned across the team • Create opportunities for others to be heard, listen attentively and encourage them to express their views • Seek contributions and ideas from people with diverse backgrounds and experience

Position Description

Mental Health and Wellbeing Local – Frankston

Commitment to reconciliation	<ul style="list-style-type: none"> • Demonstrates commitment to reconciliation • Work towards create culturally aware and safe services for First Nations Community Members
Quality and Safety	<ul style="list-style-type: none"> • Ensure consumer safety and quality of care is the highest priority. • Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all consumers. • Maintain a good working knowledge of the National Safety and Quality Health Service Standards, take the initiative to pursue opportunities for quality improvement, and actively contribute to the accreditation of the service being delivered. • Ensure and take all reasonable care for your personal safety and the safety of, consumers and colleagues. • Ensure any hazards or incidents identified are reported promptly and that risk controls are implemented to eliminate/reduce risks and ensure the safety of staff as well as others. • Actively participate in workplace health and safety initiatives and consult with colleagues and management in relation to issues that impact on the safety of the workplace. • Comply with all Policies and Procedures • Maintain confidentiality as per Frankston Mental Health Local policies and procedures and in accordance with relevant privacy and health records legislation. • Actively involve consumers and/or carers in quality and safety improvement activities. • Maintain up-to-date immunisation status related to own health care worker category. • Ensure that the principles of general and consumer manual handling are adhered to. • Ensure compliance with relevant legislation, Frankston Mental Health Local Policy on medication management and medication safety and, work in partnership with consumers and colleagues to promote medication safety. • Allied health clinicians are accountable for making clinical judgements about their own practice and operating within their own capacity and scope of practice. This must be conducted in accordance with Frankston Mental Health Local, Peninsula Health Policies and Clinical Practice Guidelines as well as discipline specific standards, policies, guidelines and codes of practice.
People & Culture	<ul style="list-style-type: none"> • Create and develop a positive working relationship with team and colleagues. • Act in accordance with the 'Code of Conduct' and 'Workplace Behaviour' Policies. • Actively participate in relevant professional development.

Position Description

Mental Health and Wellbeing Local – Frankston

Performance Appraisal/Review

1. Where a new employee is appointed to this position, a review of the appointment will occur prior to the end of the six month probationary period.
2. A Performance Development Review will be conducted on an annual basis.

Position Description Authorisation

Authorised By (Relevant Director)	
Name :	
Signature:	Date:

I have read and confirm I understand the information above.

Position Incumbent Name :	
Signature:	Date: