

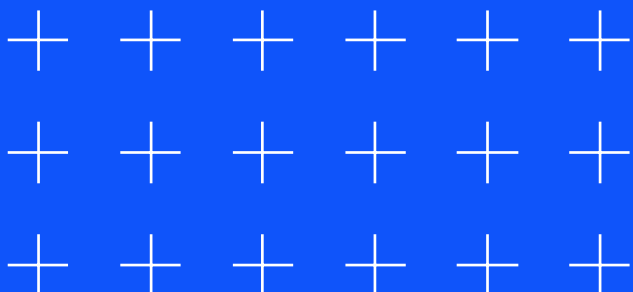


**The Royal  
Melbourne  
Hospital**

# Advancing health for everyone, everyday.

**Could this be you?**

**Join The Royal  
Melbourne  
Hospital Team**



**Position Description**

**Clinical Psychologist in Family Safety  
Team**



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## THE ROYAL MELBOURNE HOSPITAL

The Royal Melbourne Hospital (RMH) began in 1848 as Victoria's first public hospital. And while we only had 10 beds to our name, we had the community of Melbourne behind us, and we were ready to provide the best possible care for those in need.

Since those early years, we've moved forward with purpose. Always at the forefront, leading the way on improving the quality of life for all.

Today the RMH is one of the largest health providers in the state, providing a comprehensive range of specialist medical, surgical, and mental health services; as well as rehabilitation, aged care, outpatient and community programs.

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

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## OUR VISION

# Advancing health for everyone, every day.

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## THE MELBOURNE WAY

At The RMH we're inspired by our vision of Advancing health for everyone, every day. While we're each going about our different roles, we're united by a shared understanding of the way we do things around here. We call it The Melbourne Way. We put people first — leading with kindness and working together, we excel as one Royal Melbourne Hospital.

### People First



People are at the heart of everything we do. We take the time to understand how we can make the most positive difference for them.

### Lead with Kindness



Our care and compassion sets us apart. We lead the way with a respectful, inclusive spirit — embracing the things that make us all unique.

### Excellence Together



True excellence is only possible when we work as one Royal Melbourne Hospital community. Through collaboration, we set the highest of standards and achieve our goals.

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## OUR PRIORITIES

The RMH Strategic Plan: Towards 2025. Advancing health for everyone, every day is our plan for the future — one which we are committed to achieving together. This position contributes to the achievement of the five Strategic Goals, articulated in the plan:

1. **Be a great place to work and a great place to receive care**
2. **Grow our Home First approach**
3. **Realise the potential of the Melbourne Biomedical Precinct**
4. **Become a digital health service**
5. **Strive for sustainability**



# Position Description

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<b>Position Title:</b>	Clinical Psychologist in Family Safety Team
<b>Service:</b>	Family Safety Team & Allied Health Psychology
<b>Location:</b>	The Royal Melbourne Hospital, City and Royal Park Campuses; Jane Bell House
<b>Reports To:</b>	Manager of Psychology
<b>Enterprise Agreement:</b>	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2022–2025
<b>Classification:</b>	PK1-PK4
<b>Immunisation Risk Category:</b>	Category A
<b>Date of Review:</b>	June 2025

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## POSITION SUMMARY

The role provides high quality, person-centred and evidence-based psychology services to patients of the hospital via face-to-face and telehealth treatment. This includes the provision of flexible and individualized assessment, therapeutic intervention and psychoeducation, and liaison and collaboration with other members of the multidisciplinary team. Allied Health Psychology is a growing, dynamic team comprised of approximately 21 EFT (neuropsychologists, clinical psychologists and health psychologists). The service operates across both the City and Royal Park campuses providing the highest level of care to both inpatients and outpatients. There is a strong culture of clinical research with high levels of research activity. The clinician may be required to travel across campuses and to work within other units at RMH based on service demands.

The role will involve providing psychological services to the Family Safety Team (FST) Outpatient Family Violence Support Clinic (Bluebird Clinic). The role may also involve other family violence clinical support such as providing secondary consultation via the FST clinician support service. Working in Allied Health Psychology, which operates under a shared pools model, clinical support to other areas of the hospital, including inpatient, acute, subacute, outpatient, and RMH@Home, will be provided as required. The role will also be part of the Psychology and FST research programs as led by the Director of Psychology. This will involve active participation in Psychology and FST research projects, including designing studies, ethics submissions, data collection, statistical analysis, composition of research publications, publication submission, and conference and education presentations.

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## KEY ACCOUNTABILITIES

- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all RMH teams.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that the RMH is a smoke-free environment.
- Provide evidence-based assessment and therapy to clients. Flex in to assist other psychology areas, as required.
- Maintain high level professional standards and patient-centred care.
- Demonstrate effective communication strategies within a multi-disciplinary team.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.
- Liaison with internal and external partners.

## KEY RELATIONSHIPS

### Internal

- Allied Health – Psychology
- Manager of Psychology
- Director of Psychology
- Allied Health – Family Safety Team
- Child & Family Safety Team Lead
- Manager of Social Work & Cultural Diversity
- RMH Nursing, Medical, Allied Health and Administrative Staff

### External

- Consumers and their families
- RMH Hospital Precincts
- Associated tertiary learning institutions
- Hospital Stakeholders




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## KEY SELECTION CRITERIA

### Formal Qualifications

- An APAC approved Post-Graduate qualification to Masters or Doctoral Level in Clinical or Health Psychology
- Full registration with the Psychology Board of Australia

### Essential:

- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
- Endorsement or working toward endorsement in Clinical or Health Psychology
- Well-developed skills in psychology assessment, diagnosis, and intervention
- Demonstrated skills in the area of research, including literature searching, data management, and research study/project design
- Previous clinical experience in a public health setting
- Demonstrated ability to work independently and collaboratively and to prioritise and manage multiple demands
- Demonstrated effective interpersonal and communication skills, both written and verbal
- Experience in working in a multidisciplinary environment
- Experience working with individuals from culturally and linguistically diverse backgrounds
- Innovative, resourceful and adaptive to change
- Commitment to quality improvement and professional development
- Proficiency using an EMR and related IT applications to support patient face to face, virtually, and in real time
- A current Victorian driver's licence

### Desirable:

- Membership of, or eligibility for membership of relevant APS college
  - Experience or interest in quality assurance and clinical research
  - Ability to foster strong relationships with key stakeholders within RMH (including allied health, medical, nursing, other managers and members of the Executive); and between the RMH and external community services and primary health network partners
  - Experience in developing or implementing change to an existing service, workflow or operation including service evaluation
  - Research track record via previous research publications, quality assurance/audit experience.
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## KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements



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**AT THE RMH WE:**

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

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**ACCEPTANCE**

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

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Employee Signature

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Employee Name (please print)

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Date

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