



CLINICAL/HEALTH PSYCHOLOGIST OR CLINICAL PSYCHOLOGY REGISTRAR

PURPOSE OF POSITION

The purpose of this role is to provide evidence-based, structured short term, low or medium intensity psychological interventions to people from underserviced populations with a diagnosable mild, moderate, or, in some cases, severe mental illness as part of a multidisciplinary team.

This role supports the strategic objectives of Hunter Primary Care (HPC) by participating in the design, delivery and improvement of services that are responsive to the needs and expectations of our clients.

REPORTS TO

Service Manager, Primary Mental Health Care

DIRECT REPORTS

Nil

SCOPE OF PRACTICE

Psychologists will be expected to provide a range of evidence-based psychological interventions to people whose lives have been impacted by mental illness, trauma or substance use within the scope of the position and level of expertise with due regard to ethical, legal and profession-prescribed standards.

KFY RESPONSIBILITIES

- Provide high quality evidence-based care to patients referred from external stakeholders or selfreferred, centred on the needs of the patient and their natural supports
- Provide prompt and high quality communication to all stakeholders, including the reporting of clinical outcomes and recommendations for care
- Facilitate positive working relationships between clinicians, HPC staff and other stakeholders
- Be responsive to change and participate in new service/program development in the organisation
- Be willing to provide longer term services in conjunction with Clinical Care Coordinators for people experiencing complex and enduring mental health issues.
- Maintain accurate and confidential documentation consistent with HPC policy and professional standards

- Engage and respond effectively to any feedback or issues from key stakeholders, including GPs and other referrers, patients, families and carers
- Participate in the development and implementation of innovation in practice and/or service delivery
- Be involved in the development and revision of appropriate education and information formats for patients, GP's and other referrers
- Participate in quality activities including service review, incident review, complaints management, planning and development processes, clinical audits and research
- Participate in the evaluation of service provision

PERFORMANCE MANAGEMENT/PROFESSIONAL DEVELOPMENT

- Participate in annual performance and development process with Clinical Manager
- Participate in regular (at least quarterly) performance reviews with Clinical Manager
- Maintain and develop professional skills and knowledge through involvement in ongoing professional support and supervision
- Attend regular supervision individual and group as per supervision policy

WORK HEALTH, SAFETY AND WELLBEING

- Take reasonable care of own health, safety and wellbeing and take reasonable care that own acts or omissions do not adversely affect the health, safety and wellbeing of other persons
- Comply so far as is reasonably able, with any reasonable instruction by management and comply with HPC policies and procedures relating to health, safety and wellbeing

SELECTION CRITERIA

ESSENTIAL CRITERIA

- Registered as a Psychologist with the Psychology Board of Australia
- Hold endorsement with the Psychology Board of Australia in either the practice clinical psychology or health psychology <u>or</u> currently completing a Clinical Psychology Registrar program approved by the Psychology Board of Australia
- Post graduate degree in Clinical and/or Health Psychology from a University accredited by the Australian Psychology Accreditation Council (APAC)
- Relevant clinical experience as a Provisional Psychologist/Psychologist/Clinical Psychologist working with children, adolescents, adults, people experiencing suicidal ideation/self-harm, or older adults
- Experience in the assessment, development and delivery of successful individual and group cognitive behavioural treatments, including an understanding of the principles of recovery and social determinants of health
- Willingness to be responsive to the needs of General Practice and to working collaboratively in a shared care model
- Experience working in a multidisciplinary team
- Ability to work independently, while being part of a team,
- Familiarity working with practice-based evidence and outcome evaluation
- Willingness to participate in innovative approaches to clinical practice

- Ability to be adaptable and responsive to change in delivering psychological services
- Eligible for or registered with Medicare Australia

DESIRABLE CRITERIA

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- Experience working with at least two of the following groups Aboriginal & Torres Strait Islander people, children, women in the perinatal period and people experiencing substance misuse issues.
- Experience working with mental health in older people
- Experience working with people experiencing more chronic and complex mental health issues, including NDIS clients
- Eligible to be a clinical placement supervisor with the University of Newcastle (Clinical Psychologist only)
- Experience in providing education to a multidisciplinary team
- Membership of (or eligibility for) the Clinical or Health College of the Australian Psychological Society (APS) and/or the Australian Clinical Psychology Association

SPECIAL CONDITIONS

- Availability to work at one or more outreach locations (Maitland, Jewells, Toronto, Port Stephens, Dungog, Cessnock, Kurri Kurri, Singleton and/or RACFs
- NSW Working with Children Check
- National Police Check
- NDIS Worker Screening Check
- Current registration with AHPRA
- Mandatory Influenza and COVID-19 Vaccination (if working in RACFs)

ACCEPTANCE OF POSITION

I hereby accept the position as outlined in the above points and agree to abide by the HPC values, policies and procedures.

I understand this Position Description is designed to provide a guide to the responsibilities and activities to be undertaken in this position. This is not intended to be an exhaustive list and is not exclusive of additional responsibilities that may arise from time to time.

Signature	Print Name
Date	

Position Approved by: Leona Doherty, General Manager Mental Health February 2023





REGISTERED PSYCHOLOGIST/PROVISIONAL PSYCHOLOGIST

PURPOSE OF POSITION

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This role supports the strategic objectives of Hunter Primary Care (HPC) by participating in the design, delivery and improvement of services that are responsive to the needs and expectations of our clients.

REPORTS TO

Service Manager, Primary Mental Health Care

DIRECT REPORTS

Nil

SCOPE OF PRACTICE

Psychologists will be expected to provide a range of evidence-based psychological interventions to people whose lives have been impacted by mental illness, trauma or substance use within the scope of the position and level of expertise with due regard to ethical, legal and profession-prescribed standards.

KFY RESPONSIBILITIES

- Provide high quality evidence-based care to patients referred from external stakeholders or selfreferred, centred on the needs of the patient and their natural supports
- Provide prompt and high quality communication to all stakeholders, including the reporting of clinical outcomes and recommendations for care
- Facilitate positive working relationships between clinicians, HPC staff and other stakeholders
- Be responsive to change and participate in new service/program development in the organisation
- Be willing to provide longer term services in conjunction with Clinical Care Coordinators for people experiencing complex and enduring mental health issues.
- Maintain accurate and confidential documentation consistent with HPC policy and professional standards

- Engage and respond effectively to any feedback or issues from key stakeholders, including GPs and other referrers, patients, families and carers
- Participate in the development and implementation of innovation in practice and/or service delivery
- Be involved in the development and revision of appropriate education and information formats for patients, GP's and other referrers
- Participate in quality activities including service review, incident review, complaints management, planning and development processes, clinical audits and research
- Participate in the evaluation of service provision

PERFORMANCE MANAGEMENT/PROFESSIONAL DEVELOPMENT

- Participate in annual activity plans and reviews with Clinical Manager
- Participate in regular (at least quarterly) performance reviews with Clinical Manager
- Maintain and develop professional skills and knowledge through involvement in ongoing professional support and supervision
- Attend regular supervision individual and group as per supervision policy
- Provide professional support/supervision to other employed Psychologists and students (Registered Psychologists only)

WORK HEALTH, SAFETY AND WELLBEING

- Take reasonable care of own health, safety and wellbeing and take reasonable care that own acts or omissions do not adversely affect the health, safety and wellbeing of other persons
- Comply so far as is reasonably able, with any reasonable instruction by management and comply with HPC policies and procedures relating to health, safety and wellbeing

SELECTION CRITERIA

ESSENTIAL CRITERIA

- Registered (or provisionally registered) as a Psychologist with the Psychology Board of Australia.
- Relevant clinical experience as a Provisional/Registered Psychologist working with children, adolescents, adults, and working with people experiencing suicidal ideation and self-harm
- Experience in the assessment, development and delivery of successful individual and group cognitive behavioural treatments, including an understanding of the principles of recovery and social determinants of health
- Willingness to be responsive to the needs of General Practice and to working collaboratively in a shared care model
- Experience working in a multidisciplinary team
- Familiarity working with practice-based evidence and outcome evaluation
- Willingness to participate in innovative approaches to clinical practice
- Ability to be adaptable and responsive to change in delivering psychological services
- Eligible for or registered with Medicare Australia (Registered Psychologists)

DESIRABLE CRITERIA

- Experience working with at least two of the following groups Aboriginal & Torres Strait Islander people, children, women in the perinatal period and people experiencing substance misuse issues
- Experience working with mental health in older people
- Experience working with people experiencing more chronic and complex mental health issues, including NDIS clients
- Experience in providing education to Psychologists/other health professionals

SPECIAL CONDITIONS

- Availability to work at one or more outreach locations (Maitland, Jewells, Toronto, Port Stephens, Dungog, Cessnock, Kurri Kurri, Singleton and/or RACFs)
- NSW Working with Children Check
- National Police Check
- NDIS Worker Screening Check
- Current registration with AHPRA
- Mandatory COVID-19 Vaccination
- Mandatory Influenza Vaccination (if working in RACFs)

ACCEPTANCE OF POSITION

I hereby accept the position as outlined in the above points and agree to abide by the HPC values, policies and procedures.

I understand this Position Description is designed to provide a guide to the responsibilities and activities to be undertaken in this position. This is not intended to be an exhaustive list and is not exclusive of additional responsibilities that may arise from time to time.

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Position Approved by: Leona Doherty, General Manager Mental Health February 2023





SOCIAL WORKER - PRIMARY MENTAL HEALTH CARE

PURPOSE OF POSITION

The purpose of this role is to provide evidence-based, structured short term, low or medium intensity psychological interventions to people from underserviced populations with a diagnosable mild, moderate, or, in some cases, severe mental illness as part of a multidisciplinary team.

This role supports the strategic objectives of Hunter Primary Care (HPC) by participating in the design, delivery and improvement of services that are responsive to the needs and expectations of our clients.

REPORTS TO

Service Manager, Primary Mental Health

DIRECT REPORTS

Nil

SCOPE OF PRACTICE

Social Workers will be expected to provide a range of evidence-based psychological interventions to people whose lives have been impacted by mental illness, trauma or substance use within the scope of the position and level of expertise with due regard to ethical, legal and profession-prescribed standards.

KEY RESPONSIBILITIES

- As part of a multi-disciplinary team, provide high quality evidence-based care to patients referred from external stakeholders or self-referred, centred on the needs of the patient and their natural supports
- Provide prompt and quality communication to all stakeholders, including the reporting of clinical outcomes and recommendations for care
- May be required to assist with the facilitation of psychosocial wellbeing groups
- Deliver services face to face, via telehealth, in groups and at outreach centres according to the needs of the client
- Facilitate positive working relationships between clinicians, HPC staff and other stakeholders
- Be responsive to change and participate in new service/program development in the organisation
- Be willing to provide longer term services in conjunction with Clinical Care Coordinators for people experiencing complex and enduring mental health issues.
- Adhere to all relevant HPC policies and professional & ethical codes of practice

- Maintain accurate and confidential documentation consistent with HPC policy and professional standards ensuring client documentation can be accessed at any time required
- Ability to exercise independent judgment on routine matters

- Contribute to the development of support structures, training and development for more junior Social Workers
- Engage and respond effectively to any feedback or issues from key stakeholders, including GPs and other referrers, patients, families and carers
- Contribute to the evaluation and analysis of guidelines, policies and procedures applicable to clinical work
- Actively participate in the development and implementation of innovation in practice and/or service delivery
- Regularly be involved in the development and revision of appropriate education and information formats for patients, GP's and other referrers
- Participate in quality activities including service review, incident review, complaints management, planning and development processes, clinical audits and research
 Participate in the evaluation of service provision and be a part of proactive responses to service issues.

SELF MANAGEMENT/PROFESSIONAL DEVELOPMENT

- Behaviour is perceived to be consistent with the HPC core values and code of conduct
- Participate in annual performance and development process with Clinical Manager
- Maintain and develop professional skills and knowledge through involvement in ongoing professional support and supervision
- Attend regular supervision individual and group as per supervision policy for novel, complex or critical tasks
- May be required to provide professional support / supervision to more junior staff as required.
- Contribute to positive team cultures through awareness of impact on others, respectful collaboration and proactive problem solving
- Participate in team and organisational meetings and activities
- Demonstrate behaviours perceived to be consistent with the Hunter Primary Care core values and code of conduct
- Maintain an understanding of the organisational goals and strategic directions, and role in achieving those goals

WORK HEALTH, SAFETY AND WELLBEING

- Take reasonable care of own health, safety and wellbeing and take reasonable care that own acts
 or omissions do not adversely affect the health, safety and wellbeing of other persons
- Comply so far as is reasonably able, with any reasonable instruction by management and comply with HPC policies and procedures relating to health, safety and wellbeing
- Proactively address any concerns that may adversely affect the health and safety of staff that arise during the delivery of services

POSITION CLASSIFICATION

This position is classified as an Allied Health Professional Level 2 position in accordance with the Hunter Primary Care Agreement 2021.

SELECTION CRITERIA

ESSENTIAL CRITERIA

- Min. Trademark accreditation with AASW.
- Relevant clinical experience as a Social Worker or within a similar role working with children, adolescents, adults, people experiencing suicidal ideation/self-harm, or older persons with 2 – 6 year experience.
- Experience in the assessment, development and delivery of successful individual and group cognitive behavioural treatments, including an understanding of the principles of recovery and social determinants of health
- Demonstrated responsiveness to the needs of General Practice and working collaboratively in a shared care model
- Experience working in a multidisciplinary team
- Familiarity working with practice-based evidence and outcome evaluation
- Willingness to participate in innovative approaches to clinical practice
- Ability to be adaptable and responsive to change in delivering psychological services

DESIRABLE CRITERIA

- Current, or working towards, Mental Health accreditation with AASW
- Additional qualification/s and/or significant professional development in providing psychological therapies, for example in Cognitive Behavioural Therapy (CBT), or other 'third wave' behavioural therapies.
- Experience working with at least two of the following groups Aboriginal & Torres Strait Islander people, children, women in the perinatal period and people experiencing substance misuse issues.
- Experience working with mental health in older people
- Experience working with people experiencing more chronic and complex mental health issues, including NDIS clients
- Experience in providing education to other health professionals

SPECIAL CONDITIONS

- Regular travel required to outreach centres and of-site visits to clients
- NSW Working with Children Check
- National Police Check
- NDIS Worker Screening Check
- Mandatory COVID-19 Vaccination
- Mandatory Influenza Vaccination (if working in RACFs)

ACCEPTANCE OF POSITION

I hereby accept the position as outlined in the above points and agree to abide by the HPC values, policies and procedures.

I understand this Position Description is designed to provide a guide to the responsibilities and activities to be undertaken in this position. This is not intended to be an exhaustive list and is not exclusive of additional responsibilities that may arise from time to time.		
Signature	Print Name	
Date		

Position Approved by: Bec Nichols , General Manager Mental Health





CLINICAL COUNSELLOR

PURPOSE OF POSITION

The purpose of this role is to provide evidence-based, structured short term, low or medium intensity interventions to people from underserviced populations with a diagnosable mild, moderate, or, in some cases, severe mental illness as part of a multidisciplinary team.

This role supports the strategic objectives of Hunter Primary Care (HPC) by participating in the design, delivery and improvement of services that are responsive to the needs and expectations of our clients.

REPORTS TO

Service Manager, Primary Mental Health

DIRECT REPORTS

Nil

SCOPE OF PRACTICE

A Clinical Counsellor is expected to provide a range of evidence-based interventions to people whose lives have been impacted by mental illness, trauma or substance use within the scope of the position and level of expertise with due regard to ethical, legal and profession-prescribed standards

KEY RESPONSIBILITIES

- As part of a multi-disciplinary team, provide high quality evidence-based care to patients referred from external stakeholders or self-referred, centred on the needs of the patient and their natural supports
- Provide prompt and high quality communication to all stakeholders, including the reporting of clinical outcomes and recommendations for care
- May be required to assist with the facilitation of psychosocial wellbeing groups
- Deliver services face to face, via telehealth, in groups and at outreach centres according to the needs of the client
- Facilitate positive working relationships between clinicians, peer workers, HPC staff and other stakeholders
- Be responsive to change and participate in new service/program development in the organisation

- Be willing to provide longer term services in conjunction with Clinical Care Coordinators for people experiencing complex and enduring mental health issues.
- Adhere to all relevant HPC policies and professional & ethical codes of practice
- Maintain accurate and confidential documentation consistent with HPC policy and professional standards, ensuring client documentation can be accessed at any time required.
- Ability to exercise independent judgment on routine matters

- Contribute to the development of support structures, training and development for Counsellors
- Engage and respond effectively to any feedback or issues from key stakeholders, including GPs and other referrers, patients, families and carers
- Contribute to the evaluation and analysis of guidelines, policies and procedures applicable to clinical work
- Actively participate in the development and implementation of innovation in practice and/or service delivery
- Participate in quality activities including service review, incident review, complaints management,
 planning and development processes, clinical audits and research
- Regularly be involved in the development and revision of appropriate education and information formats for clients and referrers
- Contribute to service level activities
- Participate in the evaluation of service provision and be a part of proactive responses to service issues

SELF-MANAGEMENT/PROFESSIONAL DEVELOPMENT

- Behaviour is perceived to be consistent with the HPC core values and code of conduct
- Participate in annual performance and development process
- Maintain and develop professional skills and knowledge through involvement in ongoing professional development, support and supervision
- Attend regular supervision individual and group
- May be required to provide professional support/supervision to other Primary Mental Health staff and students
- Contribute to positive team cultures through awareness of impact on others, respectful collaboration and proactive problem solving
- Participate in team and organisational meetings and activities
- Demonstrate behaviours perceived to be consistent with the Hunter Primary Care core values and code of conduct
- Maintain an understanding of the organisational goals and strategic directions, and role in achieving those goals
- Discuss and resolve differences that may arise between colleagues and referrers
- Participates in one on one and group supervision as required to maintain

WORK HEALTH, SAFETY AND WELLBEING

- Take reasonable care of own health, safety and wellbeing and take reasonable care that own acts
 or omissions do not adversely affect the health, safety and wellbeing of other persons
- Comply so far as is reasonably able, with any reasonable instruction by management and comply
 with HPC policies and procedures relating to health, safety and wellbeing
- Proactively address any concerns that may adversely affect the health and safety of staff that arise during the delivery of services

POSITION CLASSIFICATION

This position is classified as Allied Health Professional Level 2 in accordance with the Hunter Primary Care Agreement 2021.

SELECTION CRITERIA

ESSENTIAL CRITERIA

- Degree or higher qualification in counselling
- Registered as a Clinical Counsellor with the Psychotherapy and Counselling Federation of Australia (PACFA) or Level 2 or 3 Registered Counsellor Australian Counselling Association (ACA)
- Experience working in a multi-disciplinary team
- Clinical experience (2+ years) as a Counsellor or in a similar role working with children, adolescents, adults, people with a dual diagnosis, suicidal ideation, self-harm and/or older persons
- Familiarity working with practice-based evidence and outcome evaluation
- Willingness to participate in innovative approaches to clinical practice
- · Ability to be adaptable and responsive to change

DESIRABLE CRITERIA

Demonstrated understanding of the Primary Health sector

SPECIAL CONDITIONS

- Regular travel required to outreach centres
- National Police Check
- Current NDIS Worker Screening Check
- Current NSW Working with Children Check

ACCEPTANCE OF POSITION

I hereby accept the position as outlined in the above points and agree to abide by the HPC values, policies and procedures.

I understand this Position Description is designed to provide a guide to the responsibilities and activities to be undertaken in this position. This is not intended to be an exhaustive list and is not exclusive of additional responsibilities that may arise from time to time.

Signature	Print Name
 Date	

Position Approved by: Rebecca Nichols, General Manager Mental Health, September 2023





OCCUPATIONAL THERAPIST – PRIMARY MENTAL HEALTH SERVICES

PURPOSE OF POSITION

The purpose of this role is to provide evidence-based, structured short term, low or medium intensity psychological interventions to people from underserviced populations with a diagnosable mild, moderate, or, in some cases, severe mental illness as part of a multidisciplinary team.

This role supports the strategic objectives of Hunter Primary Care (HPC) by participating in the design, delivery and improvement of services that are responsive to the needs and expectations of our clients.

REPORTS TO

Service Manager, Primary Mental Health Care

DIRECT REPORTS

Nil

SCOPE OF PRACTICE

Occupational Therapists will be expected to provide a range of evidence-based psychological interventions to people whose lives have been impacted by mental illness, trauma or substance use within the scope of the position and level of expertise with due regard to ethical, legal and profession-prescribed standards.

KEY RESPONSIBILITIES

- Provide high quality evidence-based care to patients referred from external stakeholders or selfreferred, centred on the needs of the patient and their natural supports
- Provide prompt and high quality communication to all stakeholders, including the reporting of clinical outcomes and recommendations for care
- Facilitate positive working relationships between clinicians, HPC staff and other stakeholders
- Be responsive to change and participate in new service/program development in the organisation
- Be willing to provide longer term services in conjunction with Clinical Care Coordinators for people experiencing complex and enduring mental health issues.
- Maintain accurate and confidential documentation consistent with HPC policy and professional standards

- Engage and respond effectively to any feedback or issues from key stakeholders, including GPs and other referrers, patients, families and carers
- Participate in the development and implementation of innovation in practice and/or service delivery
- Be involved in the development and revision of appropriate education and information formats for patients, GP's and other referrers
- Participate in quality activities including service review, incident review, complaints management, planning and development processes, clinical audits and research
- Participate in the evaluation of service provision

PERFORMANCE MANAGEMENT/PROFESSIONAL DEVELOPMENT

- Participate in annual performance and development process with Clinical Manager
- Participate in regular (at least quarterly) performance reviews with Clinical Manager
- Maintain and develop professional skills and knowledge through involvement in ongoing professional support and supervision
- Attend regular supervision individual and group as per supervision policy
- Provide professional support/supervision to other employed staff as required.

WORK HEALTH, SAFETY AND WELLBEING

- Take reasonable care of own health, safety and wellbeing and take reasonable care that own acts or omissions do not adversely affect the health, safety and wellbeing of other persons
- Comply so far as is reasonably able, with any reasonable instruction by management and comply with HPC policies and procedures relating to health, safety and wellbeing

SELECTION CRITERIA

ESSENTIAL CRITERIA

- A graduate of an occupational therapy education program recognised by AHPRA
- Current and full registration as an occupational therapist with the Australian Health Practitioner Regulation Authority (AHPRA)
- General membership of the Occupational Therapy Australia (OTA)
- Hold endorsement as a Better Access to Mental Healthcare (BAMH) provider with Medicare Australia.
- Relevant clinical experience as a mental health Occupational Therapist working with children, adolescents, adults, people experiencing suicidal ideation/self-harm, or older adults
- Experience in the assessment, development and delivery of successful individual and group cognitive behavioural treatments, including an understanding of the principles of recovery and social determinants of health
- Willingness to be responsive to the needs of General Practice and to working collaboratively in a shared care model
- Experience working in a multidisciplinary team
- Familiarity working with practice-based evidence and outcome evaluation
- Willingness to participate in innovative approaches to clinical practice
- Ability to be adaptable and responsive to change in delivering psychological services

DESIRABLE CRITERIA

- Additional qualification/s and/or significant professional development in providing psychological therapies, for example in Cognitive Behavioural Therapy (CBT), or other 'third wave' behavioural therapies.
- Experience working in a multidisciplinary team
- Experience working with at least two of the following groups Aboriginal & Torres Strait Islander people, children, women in the perinatal period and people experiencing substance misuse issues.
- Experience working with mental health in older people
- Experience working with people experiencing more chronic and complex mental health issues, including NDIS clients
- Experience in providing education to other health professionals

SPECIAL CONDITIONS

- Availability to work at one or more outreach locations (Maitland, Jewells, Toronto, Port Stephens, Dungog, Cessnock, Kurri Kurri, Singleton and/or RACFs
- NSW Working with Children Check
- National Police Check
- NDIS Worker Screening Check
- Mandatory COVID-19 Vaccination
- Mandatory Influenza Vaccination (if working in RACFs)

ACCEPTANCE OF POSITION

I hereby accept the position as outlined in the above points and agree to abide by the HPC values, policies and procedures.

I understand this Position Description is designed to provide a guide to the responsibilities and activities to be undertaken in this position. This is not intended to be an exhaustive list and is not exclusive of additional responsibilities that may arise from time to time.

Signature	Print Name
Date	

Position Approved by: Leona Doherty, General Manager Mental Health February 2023