



# Role description

## Role Details

<b>Job ad reference</b>	GC444387
<b>Role title</b>	Psychologist (Child and Youth Mental Health – Continuing Care Team)
<b>Status</b>	Permanent full time  Please note, future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process Please note, suitable part time or job share arrangements may be accommodated within this role
<b>Location</b>	Robina  Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the positions primary work location may change based on operational requirements.
<b>Unit/Branch</b>	Child and Youth Mental Health Services Mental Health and Specialist Services
<b>Division</b>	Emergency and Specialty Services Gold Coast Hospital and Health Service
<b>Closing date</b>	Friday, 7 October 2022
<b>Classification</b>	HP3
<b>Evaluation ID</b>	V 1577 (4)
<b>Salary</b>	\$77 741 - \$107 556 per annum
<b>Contact name</b>	Leigh Lightbody
<b>Contact number</b>	(07) 5687 9225
<b>Online Applications</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>

## Purpose of the Role

Deliver psychology services in the areas of assessment, intervention, treatment planning and evaluation for infants, children and young people who present with severe and complex mental health problems or disorders within the Gold Coast Hospital and Health service (GCHHS).

## Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

## Organisational Alignment

Gold Coast Health has a Core Capability Framework (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role, however, all capabilities listed within the framework remain essential in order to successfully perform at Gold Coast Health.

Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below. Visit the [Core Capability Framework](#) (CCF) for further detail.

### Leader Level: Leading Self

#### Core Role Capabilities

<b>Personal Attributes</b>	Individual behaviours influenced by our values and ethical compass	Leading Self   Act with Integrity - Work within the limits of level and delegation, acknowledging mistakes, seeking guidance and upholding ethics
<b>Build Relationships</b>	Shape and maximise relationships with colleagues, patients and the community	Leading Self   Work Collaboratively - Work collaboratively within teams, communicating progress, providing information, helping others and acknowledging shared effort
<b>Results Focused</b>	Drive and influence successful organisational outcomes	Leading Self   Deliver Results - Deliver against results, taking ownership of requirements, seeking input, managing timelines, providing feedback and sharing knowledge
<b>Business Enablers</b>	Boost effective service delivery and champion change management	Leading Self   Manage Change - Support, participate and champion change initiatives, appropriately raising queries or concerns
<b>Leadership and People Management</b>	Inspire, engage and build our workforce	Leading Self   Manage Through our Values - Model desired behaviours, values and ethics in work practices, focussing on excellence in delivery of services

## About the Profession/Service

Allied Health Professionals within Gold Coast Health have access to an additional Professional Capability Framework for Allied Health which complements the organisation-wide Core Capability Framework. The Professional Capability Framework details the professional capabilities for Allied Health positions, providing a common language and set of expectations across the professions, and acting as a developmental tool to support and inform discussions about professional skill development and career progression within Gold Coast Health. Further information can be found [online](#).

Child and Youth Mental Health Services (CYMHS) is a part of the Mental Health and Specialist Services (MHSS) Division. The CYMHS Continuing Care Team (CCT) is a multi-disciplinary, multi-specialty team within the Gold Coast CYMHS, operating across the Gold Coast Hospital and Health Service to provide multispecialty mental health intervention to children and young people (0-18 years). CYMHS CCT is a single team operating over two sites (Robina and Southport) offering ongoing care coordination and therapeutic care for children and young people with severe and complex mental health problems. CYMHS CCT works with the child, young person and their family and key stakeholders.

CYMHS endeavours to enable young people and their families to be active participants in their decision making around their care, and we promote a truly collaborative partnership between health professionals, young people and their families. Accordingly, clinicians within the team are required to gain an understanding and commit to Patient and Family Centred Care (PFCC) principles when collaborating with young people and families of all ages, at all levels of care and in all health settings. The core concepts and principles of PFCC are: Dignity and Respect; Information Sharing; Participation and Collaboration.

## Key Duties and Accountabilities

Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.

- Comply with the [Code of Conduct for the Queensland Public Service](#) and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the Gold Coast Health [Clinical Governance Framework](#) in all areas of your practice.
- Manage a highly complex caseload with clinical supervision and support based on the level of individual clinical experience. Provide independent professional knowledge and expertise, including adaptation of standard practices to non-routine or unusual clinical matters, utilising an evidence-based perspective.
- Conduct child and youth focused assessments and interventions (including discipline specific assessments and interventions) that are evidenced-based.
- Provide supervision for less experienced clinicians and students as negotiated.
- Provide a comprehensive and flexible mental health service to children, young people and their family/carers including assessment, intervention, treatment planning and evaluation, training, education and research in accordance with professional, ethical, and National Mental Health standards.
- Display clinical knowledge in child and youth mental health, to provide education programs and mental health consultation to key stakeholders including professionals within internal and external government, non-government and private agencies, care providers and families involved with children and young people.
- Provision of clinical documentation and report writing skills to meet the requirements of Queensland Health CYMHS, and external agencies.
- Work collaboratively as a member of a multidisciplinary team, to provide integration and coordination between different sites or programs, to facilitate the delivery of an efficient and responsive CYMHS to the public.
- Maintain the currency and high quality of professional practice knowledge, skills and expertise by actively contributing to and participating in professional development activities including practice supervision.
- Participate in the identification, development and implementation of quality and service improvement activities from a psychology framework of practice that incorporates consumer and carer participation and contributes to the development of clinical practices and procedures, within an innovative contemporary CYMHS.
- Participate in the development of the Psychology Profession by engagement with the MHSS Psychology Network and undertaking discipline specific portfolios where appropriate.
- Responsibility for collection and clinical application, within the scope of the professional role, of standardised assessment tools and data entry to ensure compliance with the service evaluation and local research initiatives.

- Contribute to the clinical education of students and other less experienced staff, in consultation and with the support of senior clinical staff.
- This position reports operationally to the CYMHS CCT Team Leader and professionally to the Professional Lead (MHSS).
- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.

## Mandatory Qualifications / Professional Registration / Other Requirements

- Appointment to this position requires proof of qualification and registration with the Australian Health Practitioner Regulation Agency (AHPRA) or one of the following boards below. Certified copies of relevant qualification and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- The possession of a tertiary degree in Psychology (or equivalent) from a recognised tertiary institution and registration as a Psychologist with the Psychology Board of Australia (AHPRA) is a requirement for this role.  
While not mandatory, possession of post-graduate qualifications (e.g. Masters Degree, DPsych, PhD) from a relevant accredited psychology training programme or equivalent would be well regarded.  
While not mandatory, Psychology Board of Australia endorsement to supervise postgraduate students, provisional psychologists, and psychologists completing the registrar program would be well regarded.  
For provisionally registered Psychologists, applicants must provide a copy of their Board approved Supervision Plan as part of their job application. Note: For Psychologists HP4 and above, positions require FULL (general) registration.  
While not mandatory, membership or eligibility for membership of the Australian Psychological Society would be well regarded.  
While not mandatory, appointment or eligibility for appointment as an Authorised Mental Health Practitioner under the *Mental Health Act 2016* would be well regarded.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 ([Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#)). This includes receiving the prescribed subsequent dose/s of a COVID-19 vaccination (i.e. booster), as may be approved by the Australian Technical Advisory Group on Immunisation (ATAGI).
- It is a condition of employment in this role for new employees to GCHHS to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.

## How You Will Be Assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under '**Key Duties and Accountabilities**', the ideal applicant will be someone who can demonstrate the following:

- Knowledge and skills in the provision of psychological services to children, young people, and their family/carers, including application of relevant legislative, and duty of care obligations applicable to working within a specialist mental health care service.

- Communication, interpersonal and consultation skills to work within the framework of a multi-disciplinary team, incorporating a collaborative interagency model of care.
- Professional competencies in providing evidence based psychology assessment and treatment methods as relevant to children, young people and their family/carers, with an ability to adapt or modify standard methods or procedures to accommodate the needs of children and young people who present with severe and complex mental health problems.
- Commitment to continuous quality and service improvement, including a high standard of professional conduct and demonstrated ability to provide guidance and support students and less experienced team members.
- Demonstrated ability to enact the specified core role capabilities outlined within this role description within your practice.

## How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume**, including a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, addressing the key responsibilities and attributes noted in the “How you will be assessed” section above.

**Submit your application via [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au)**

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Hand delivered applications will not be accepted.

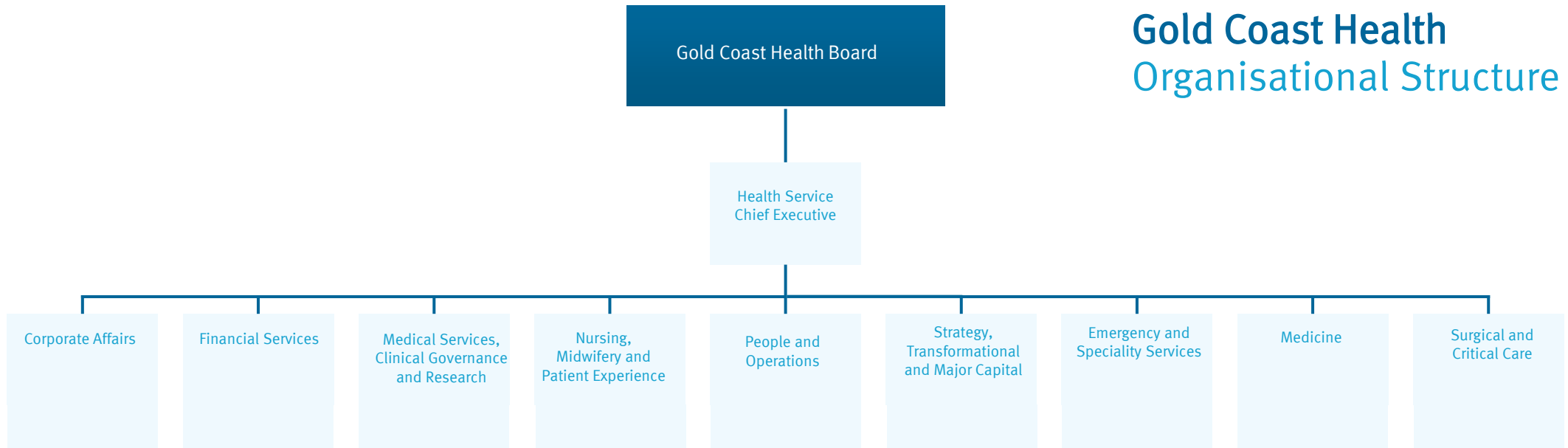
Late applications cannot be submitted online. For a late application to be considered, please contact Recruitment on [Recruitment\\_GoldCoast@health.qld.gov.au](mailto:Recruitment_GoldCoast@health.qld.gov.au).

## Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

A 6 month probation period may apply to this appointment.

# Gold Coast Health Organisational Structure



## Our philosophy

Always Care.

## Our vision

We will have the best health outcomes in Australia.

## Our purpose

To be a leader in compassionate, sustainable, highly-reliable healthcare.

## Our values



### Integrity

To be open and accountable to the people we serve



### Community first

To have the patient's and the community's best interests at heart



### Excellence

To strive for outstanding performance and outcomes



### Respect

To listen, value and acknowledge each other



### Compassion

To treat others with understanding and sensitivity



### Empower

To take ownership and enable each other to achieve more

Prepared by: Human Resource Services Version 13, 01 August 2021