The Royal Melbourne Hospital









Advancing health for everyone, everyday.

Could this be you?

Join The Royal Melbourne Hospital Team

Position Description

Grade 2/3 Clinical Psychologist

The Royal Melbourne Hospital

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.

OUR VISION

Advancing health for everyone, every day.

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.

Together 2035 - Our 10 year ambition positions the organisation to have a meaningful impact. Acknowledging the need for ability, adaptability and failing fast, it is assumed throughout this strategy cycle that nothing will stay stagnant. We will continuously strive fro excellence in health - through data insights, the latest research, responding to community sentiment, and global trends and importantly the views, needs and feedback of patients, consumers, carers and community.

Strategic Pillars
Redesigning Together - We are redesigning world-class care
Thriving Together - We are thriving through inspiration & curiosity
Innovating Together - We are leading research excellence for clinical impact

Strategic Drivers
Systems Thinking
Digital Intelligence
Performance & Sustainability

The Royal Melbourne Hospital

Position Description

Position Title:	Grade 2 /3 Clinical Psychologist
Service:	Allied Health Psychology, RMH
Location:	The RMH Parkville & The RMH Royal Park
Reports To:	Manager of Psychology
Enterprise Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021–2025
Classification:	PK1-PL2 (Based on Experience)
Employment Status:	Part Time, Fixed Term
Immunisation Risk Category:	Category A
Date of Review:	September 2026

POSITION SUMMARY

The role provides high quality, person-centred and evidence-based psychology services to patients of the hospital via face-to-face, telehealth and in-home 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. The clinician may be required to travel across campuses and to work within other units at RMH based on service demands.

The role involves 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.

KEY ACCOUNTABILITIES

- Provide evidence-based assessment and therapy to patients of Royal Melbourne Hospital.
- Work flexibly across the psychology service to assist all work areas, as required.
- Take a leading role in FSTQA, research projects or working groups.
- Maintain high level professional standards and patient centred care.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with the relevant multidisciplinary team and with colleagues across all RMH teams.
- Demonstrate effective communication strategies within a multi-disciplinary team.
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Seek feedback on your work including participation in annual performance discussion.
- Continue to learn through mandatory training and other learning activities.
- 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.
- 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.

KEY RELATIONSHIPS

Internal

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

External

- Consumers and their families
- Other Parkville Precinct hospitals
- Hospital Stakeholders
- Associated tertiary learning institutions

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.
- Mandatory Working with Children's Check, Police Check , and Immunisation Assessment
- Endorsement in or working toward endorsement in Clinical or Health Psychology.
- Well-developed skills in psychology assessment, diagnosis, and intervention.
- Previous clinical experience in a public health setting and with clients experiencing family violence.
- Previous clinical experience working with clients with acute and chronic medical conditions.
- 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 or interest in quality assurance and clinical research
- 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 IT applications including supporting face to face or virtual patient engagement.
- A current Victorian driver's licence

Desirable:

- Proficiency in the EPIC electronic medical record
- Membership of, or eligibility for membership of relevant APS college or equivalent professional organisation
- Ability to foster relationships with key stakeholders within RMH (including allied health, medical, nursing, other managers and members of the Executive).
- 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.

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
- Appropriate completion of clinical/health psychologist duties including assessment, intervention, care planning, supervision and quality improvement/research projects in a timely manner

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, Equitable, Person-centred Care (STEP) in line with our clinical governance framework.
- 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.

OUR COMMITMENT:

- **Equity, Inclusion, Belonging and Safety**
  - As a leader in healthcare, we recognise the need to foster a culture of equity, inclusion, and belonging — safe spaces where every individual is empowered to be their authentic self, contributing meaningfully to the collective well-being of our community.
- **First Nations Commitment**
  - We acknowledge and pay our respects to the Traditional Owners of the lands on which we work and stand in solidarity with Aboriginal and Torres Strait Islander peoples. We are committed to creating a culturally safe environment that honours First Nations voices, knowledge, and self-determination through inclusive governance, respectful policies, and a steadfast commitment to anti-racism. The Royal Melbourne aspires to lead by example in addressing the injustices of colonisation and its ongoing impacts.
- **Child Safe Standards**
  - RMH is a child safe organisation. We are dedicated to fostering an environment that respects and upholds the rights of children and young people, in line with the Child Safe Standards. We actively embed these standards in our culture, policies, and practices, ensuring that the safety and wellbeing of children and young people is a central priority.
- **Equal Opportunity and Accessibility**
  - We are proud to be an equal opportunity employer that champions diversity in all its forms. We value the strengths and perspectives that come from people of all backgrounds, identities, abilities, and lived experiences. We encourage applicants from all communities, and we will provide reasonable adjustments to support equitable participation.
- **Thriving Together**
  - Together, we are committed to fostering an environment where everyone feels respected, safe, and empowered to thrive.

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.

Employee Signature

Employee Name (please print)

Date