

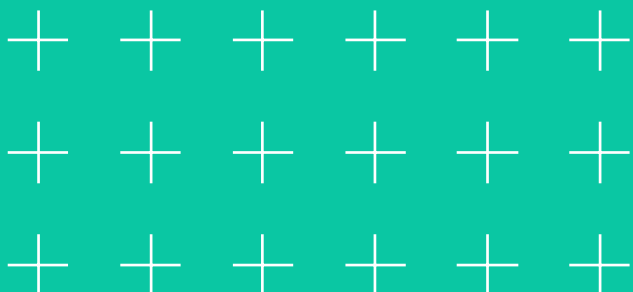


**The Royal
Melbourne
Hospital**

Advancing health for everyone, every day.

Could this be you?

**Join the Royal
Melbourne
Hospital team**



Position Description

Clinical Psychology Registrar



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.

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

Position Title:	Clinical Psychology Registrar
Service:	Royal Melbourne Hospital Mental Health Services
Location:	Parkville / Carlton / Moonee Ponds
Reports To:	Program Manager, Team Leader, Discipline Specific Supervisor
Enterprise Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021-2025
Classification:	P2 Clinical Psychologist GR 2 YR1
Employment Status:	Full time fixed term
Immunisation Risk Category:	Category A
Date of Review:	April 2026

POSITION SUMMARY

Royal Melbourne Hospital Mental Health Services provides person-centred, recovery-oriented care, treatment and support through our multi-disciplinary workforce of skilled and dynamic clinicians, and Lived and Living experience (LLE) consumer and carer experts. We are dedicated to providing caring and high-quality specialist community and hospital-based mental health services for adults and older adults who are experiencing, or are at risk of developing a serious mental illness. We are committed to working with consumers during their recovery by offering trauma informed holistic and evidence-based treatment, which is inclusive of family, carers and kin and provided by staff with well-developed skills. Staff employed within the service are expected to identify evidence-based practice approaches and to use these within their work.

We have a robust future ahead as the lead mental health service for the Victorian Collaborative Centre for Mental Health and Wellbeing Service, and also for the Statewide Trauma Service. These leading programs will drive mental health reform across the sector, and will offer a wide range of opportunities for involvement of staff within the RMH MHS. Our partnerships with multiple community and academic organisations support our program and enable a sophisticated learning structure, with a focus on research translation.

This role is a key member of the RMH MHS Inner Melbourne Community Mental Health Team; a team providing mental health, treatment, care and support in the City of Melbourne area (Carlton and CBD). The team provides an innovative integrated Open Dialogue Model of Care as part of a translational research project under the auspices of the Victorian Collaborative Centre of Mental Health and Wellbeing. The team includes both clinical and lived and living experienced peer support workforce with a focus on participation of the consumers family/support network from the beginning of their engagement with the team.



As a member of the Inner Melbourne Community Team, you will apply your clinical knowledge and expertise to provide a social network model of mental health care, treatment, and support, consistent with Open Dialogue principles and practice. Provision of service is within acute and non-acute settings.

You will provide ongoing and regular treatment, care and support to consumers experiencing complex mental health needs and their support network, as well as responding to crisis in a more intensive manner. All clinicians are expected to champion their discipline within a multidisciplinary setting.

Working on a rotating 7-day week roster, this includes some evening and weekend shifts. There will be occasional circumstances when clinicians are required to work overtime (for example, when an outreach assessment has required more time than expected). You may be required to contribute to the community crisis duty roster.

The position is open to P2s who need to complete their registrar program. For those applying as a Registrar, they will be supported to achieve the competencies for endorsement through a structured and well-supported learning program (ELP program) in a clinical practice environment. The Registrar will also be supported via:

- Weekly individual supervision
- Professional development days
- Monthly small group interactive professional development sessions
- The opportunity to network with clinical psychologists working in other parts of the organisation.

The successful applicant will also join a Psychology Department with Clinical Psychologists and Clinical Neuropsychologists. There is a regular program of discipline meetings and professional development opportunities. There are also opportunities to engage in research, service development and training depending on interests.



KEY ACCOUNTABILITIES

- To provide a psychologically consistent open dialogue approach to treatment care and support, in which, the majority of the decision-making is carried out via the network meetings involving the consumer, together with their family/support network
- To work collaboratively with our academic partners through engaging in translational research activities related to the pilot project
- Attend weekly group InterVision utilising the principles of dialogical and reflective practice
- providing evidence-based psychological therapies in individual and group format
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work collaboratively with colleagues across all RMH teams.
- Attend and participate in all components of the Psychology Entry Level Program (where relevant)
- Active participation in clinical and operational supervision
- 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.
- Accurately prepare documentation in a timely manner.
- Communicate effectively with consumers, families/carers, colleagues and other service providers.
- Change priorities to meet the needs of the consumer or team and adjust quickly to new tasks.
- Participate in supervision and provide mentoring to students.
- Contribute to team functions including new patient assessments and rostered activities.
- Actively engage in discipline specific and multidisciplinary team activities and meetings.
- 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.



KEY RELATIONSHIPS

Internal

- Director of Clinical Services
- Deputy Director of Clinical Services
- Director of Community Operations
- Lead Consultant
- Community Team Managers
- Community Team Leaders
- Discipline Seniors
- Evaluation and Service Improvement Co-ordinator
- Health Information Manager
- Executive Assistant to Director Clinical Services and Area Manager
- Multidisciplinary Team
- Administration staff
- Consumers and Carer Lived Experience Workgroup
- Collaborative Centre Best Practice Consortium Lead
- Psychology Supervisor
- Principal Clinical Psychologist
- Director of Psychology
- Psychology Educator team

External

- Key community stakeholders, including but not limited to:
 - Full range of primary, secondary and tertiary mental health & wellbeing services in the growing and newly designed Victorian public mental health sector
 - Private sector health professionals
 - NDIS
- University of Melbourne and academic partners

KEY SELECTION CRITERIA

Formal Qualifications:

- APAC Accredited undergraduate and post graduate degree in clinical psychology.
- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) and eligibility to engage in Registrar program in order to work towards endorsement as a Clinical Psychologist with the Psychology Board of Australia.

Essential:

- Registration with Australian Health Practitioner Regulation Agency (Registration as a psychologist under the Health Practitioner Regulation National Law Act (2009).
 - Systemic understanding of individuals within their family, community and cultural context
 - Ability to tolerate uncertainty and work in a flexible manner
 - Value the contribution of and be able to collaborate with diverse discipline's and workforces (clinical, community and lived and living experience)
 - A willingness to share your own emotional experience within network meetings through reflections with your co-facilitator
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- Excellent interpersonal skills and the ability to communicate effectively with consumers, families/carers, colleagues and other service providers
 - Demonstrated experience in providing psychological and psychosocial assessments and interventions, individual and family counselling, group work, advocacy and community development and education.
 - Ability to work with consumers, family and carers from a range of cultural backgrounds, and to provide gender sensitive services
 - Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.
 - An understanding of the concept of recovery as it relates to mental health
 - A basic understanding of the mental health service system and the Mental Health Act
 - Ability to function effectively as part of a multidisciplinary team.
 - Sound organisational skills and demonstrated capacity for using initiative and problem solving
 - Demonstrated interest in ongoing professional development and ability to reflect and learn from experience
 - Competent computer skills
 - A current Victorian driver's license
 - Unlimited Work Rights in Australia
 - Working with Children's Check, Police Check & Immunization Assessment

Desirable:

- Knowledge or training related to Open Dialogue approach
- Aboriginal and Torres Strait Islander people are highly encouraged to apply
- Experience in working with ACCHO and Aboriginal Communities and Families
- Ability to speak a community language

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
 - Completion of mandatory training activities including training related to the National Standards
 - Completion of Activity Based Funding data collection
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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, 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.

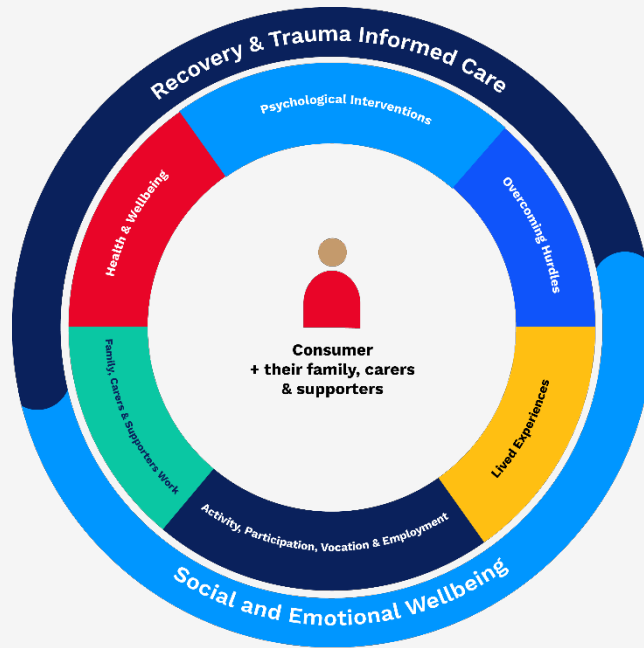
ACCEPTANCE

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



Community Core and Specific Evidence-Based Practice

Psychological Interventions	Family, Carers and Supporters Work	Health & Wellbeing	Activity, Participation & Employment	Lived Experiences	Overcoming Hurdles
Early Warning Signs & RWP discussion	Initial Conversation with Family/Carer	Physical health screening	Initial Conversation about activity, participation and vocation	Initial Conversation about consumer peer support	LSI-R:SV
CBT Fundamentals	Family/Carer Fundamentals	Physical health conversations	APQ6	Initial Conversation about family, carer and supporters peer support	SUBA
↓	Family Violence Screen	Physical health assessment	Driving Screen	↓	AOD Harm Minimisation
CBT for Psychosis	↓	Metabolic monitoring	Sensory Approaches	PeerZone	AOD Relapse Prevention
Acceptance & Commitment Therapy (ACT)	Single Session Family Consultation	Medication safety, education & advocacy	Activity Engagement	Consumer led inpatient groups	Specialist Supportive Clinical Management for Eating Disorders
Therapies for Borderline Personality Disorder	Multiple Family Group	↓	Therapeutic Activity Groups	Consumer Peer Support-led Community Groups	Forensic Risk Management Planning
CBT for co-morbid Anxiety & Depression	Family Therapy	Equally Well Physical Health Program	Vocation and Employment Support	Individual Consumer Peer Support	Forensic Risk Reduction Treatment
Be Well Live Well - Early Warning Signs Relapse Prevention Program	FaPMI Programs	Medication Alliance	Sensory Assessment & Interventions	Family Peer Support-led Groups	AOD Motivational interviewing
	Family Violence Assessment (MARAM)	QUIT Program	Driving Assessment	Individual Family, Carer & Supporters Peer Support	Refer to Detox
					Autism Consultation and Evaluation Services (ACES)