

NBMLHD Role Description Template

Principal Psychologist

Our Values	CORE	Collaboration Openness Respect Empowerment
Division/Branch/Unit	Directorate Allied Health, Research and Strategic Partnerships	
StaffLink Position number		
Classification/Grade/Band	Principal Psychologist	
Cost Centre Code	363693	
Multi-Award	No	
Award/s	Health and Community Psychologists (State) Award	
ANZSCO Code	(insert the code if known)	
PCAT Code	(insert the code if known)	
Job Category		
Job Classification		
Vaccination Category	Category B	
Pre-employment screening checks	Working With Children and National Criminal Record Check	
Agency Website	www.nbmlhd.health.nsw.gov.au/	

PRIMARY PURPOSE OF THE ROLE

The Principal Psychologist provides leadership, professional counsel, strategic direction, and professional governance of all psychologists employed in NBMLHD. The role is the single point of contact and the LHD representative for consultation and advice on matters relating to psychology.

KEY ACCOUNTABILITIES

1. Provide authoritative professional advice to the Director Allied Health, Research and Strategic Partnerships, peak clinical and corporate governance bodies and managers. Represent the discipline on committees, state and national forums, boards or other relevant groups.
2. Lead clinical governance activities for the psychology discipline including accreditation preparation, activities to ensure the National Safety and Quality Health Service Standards are met and exceeded, monitoring incidents and complaints, identifying trends and developing strategies to address these, participating in serious adverse event reviews and harm score 2-4 reviews, performance management, and managing complaints and concerns about psychologists.
3. Lead initiatives to position the psychology workforce to meet current and future health service needs in collaboration with the Deputy Director Allied Health and the Allied Health Workforce and Policy Manager.
4. Identify learning needs for the psychology workforce and work with the Allied Health Professional Educator to develop learning programs to address these needs, and to

	ensure educational offerings meet mandatory and other professional development requirements.
5.	Promote research activity in the psychology discipline including research translation, building research capacity, identifying research priorities and developing research affiliations with university partners.
6.	As a leader promote and exemplify the CORE values, support the Directorate's work to develop a District wide culture of innovation, excellence, collaboration and person centred care, ensuring these principles are embedded in the psychology discipline.
7.	Assist service managers with service redesign, needs assessment, and change management to ensure best utilisation of the psychology workforce in the shift to value based care.

KEY CHALLENGES

1.	Develop and implement policies and programs that balance multiple complex issues across all allied health disciplines with sensitivity to relationships with stakeholders, service delivery impacts, the broader workforce context, and industrial considerations.
2.	Completing projects in agreed timeframes and performance standards while also managing a fluctuating workload of other tasks.
3.	Proactively managing communications and relationships with internal and external stakeholders.

KEY RELATIONSHIPS

Internal

Who Maximum of 200 characters per line	Why Maximum of 200 characters per line
Director of Allied Health, Research, & Strategic Partnerships	<ul style="list-style-type: none"> Line management Provide advice and report on professional governance issues for psychology Escalate issues and provide solutions
Units within NBMLHD including Clinical Governance, Education and Training Service, Allied Health Directorate, People and Culture Directorate, Research Operations, Professor of Allied Health and allied health research team	<ul style="list-style-type: none"> Partners in the range of professional governance, leadership and research activities encompassed in role.
Operational managers in NBMLHD	<ul style="list-style-type: none"> Collaborative work on service planning and redesign, and best utilisation of the psychology workforce to meet strategic objectives and deliver value based care.

External

Who	Why
Key staff in NSW Health, NSW Psychology Advisory Group, public health organisations and other external agencies	<ul style="list-style-type: none"> Contribute to collaborative initiatives relevant to psychology; provide expert advice to NSW Health
University partners	<ul style="list-style-type: none"> Build research in psychology and in NBMLHD more broadly

ROLE DIMENSIONS

Decision making

As per delegation and Policy and Procedure for LHD. The District's Vision, CORE values, strategic priorities and accountability framework also provide the context for decision making with this role.

Reporting line

- This role reports to the Director of Allied Health, Research, & Strategic Partnerships

SELECTION CRITERIA

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1. Masters or doctorate degree in clinical psychology and registration with AHPRA and practice endorsement in clinical psychology. Post graduate management or leadership qualifications and/or substantial senior clinical or management experience involving psychology.
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2. Demonstrated high level leadership skills with the ability to role model the CORE values, to inspire, innovate with a demonstrated commitment to excellence, diversity and inclusion, and person centred care.
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3. Expert professional knowledge and practice skills across client groups and work areas, and an understanding of current issues relating to the psychology professional workforce.
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4. Broad knowledge of current health system related issues, and demonstrated experience with professional governance, value based health care, patient experience, and safety and quality.
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5. Demonstrated ability to make contributions and achievement of Local Health District strategic directions, including ability to provide broad strategic advice and lead redesign/change management activities.
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6. Superior interpersonal and communication skills with the ability to build collaborations and develop strategic relationships internal and external to the organisation.
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7. Demonstrated significant contribution to the body of psychological knowledge through research, professional development of other psychologists and/or educational contributions.
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8. Demonstrated excellent written communication skills with the capacity to provide high level advice, reports, plans and briefings.
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ESSENTIAL REQUIREMENTS

- Masters or doctorate degree in clinical psychology and registration with AHPRA and practice endorsement in clinical psychology.
- National Criminal Record Check and Working with Children Check


KEY KNOWLEDGE AND EXPERIENCE

- Expert knowledge of psychology practice standards, evidence based practice, professional governance and workforce issues.

CAPABILITIES REQUIRED FOR THE ROLE

PSC Capability Group	Tick if a Focus Capability	Capability	Competency Level Required					
			Read the PSC behavioural indicators for each level for the listed capabilities before selecting a level.					
 Personal Attributes	<input type="checkbox"/>	Display Resilience and Courage	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input checked="" type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input checked="" type="checkbox"/>	Act with Integrity	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input type="checkbox"/> Adept	<input checked="" type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input checked="" type="checkbox"/>	Manage Self	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input type="checkbox"/> Adept	<input checked="" type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input type="checkbox"/>	Value Diversity	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input checked="" type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
 Relationships	<input checked="" type="checkbox"/>	Communicate Effectively	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input type="checkbox"/> Adept	<input checked="" type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input checked="" type="checkbox"/>	Commitment to Customer Service	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input checked="" type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input checked="" type="checkbox"/>	Work Collaboratively	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input type="checkbox"/> Adept	<input checked="" type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input type="checkbox"/>	Influence and Negotiate	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input checked="" type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
 Results	<input type="checkbox"/>	Deliver Results	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input checked="" type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input type="checkbox"/>	Plan and Prioritise	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input checked="" type="checkbox"/> Adept	<input checked="" type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input type="checkbox"/>	Think and Solve Problems	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input checked="" type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input checked="" type="checkbox"/>	Demonstrate Accountability	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input checked="" type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
 Business Enablers	<input type="checkbox"/>	Finance	<input checked="" type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input checked="" type="checkbox"/>	Technology	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input checked="" type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input type="checkbox"/>	Procurement and Contract Management	<input checked="" type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input type="checkbox"/>	Project Management	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input checked="" type="checkbox"/> Intermediate	<input type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced

CAPABILITIES REQUIRED FOR THE ROLE

PSC Capability Group	Tick if a Focus Capability	Capability	Competency Level Required					
			<i>Read the behavioural indicators for each level for the listed capabilities before selecting a level.</i>					
 People Management	✓	Manage and develop people	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	<input type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	✓	Inspire direction and purpose	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	<input type="checkbox"/> Intermediate	✓ <input checked="" type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input type="checkbox"/>	Optimise business outcomes	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	✓ <input checked="" type="checkbox"/> Intermediate	<input type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced
	<input type="checkbox"/>	Manage Reform and Change	<input type="checkbox"/> N/A	<input type="checkbox"/> Foundational	✓ <input checked="" type="checkbox"/> Intermediate	<input type="checkbox"/> Adept	<input type="checkbox"/> Advanced	<input type="checkbox"/> Highly Advanced

N/A – Not Applicable

PHYSICAL DEMANDS CHECKLIST

Physical Demands (Do not add or delete items from this list)	Frequency Select from the drop down menu
Sitting - remaining in a seated position to perform tasks	Frequent
Standing - remaining standing without moving about to perform tasks	Occasional
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Infrequent
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Infrequent
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks	Infrequent
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks	Infrequent
Kneeling - remaining in a kneeling posture to perform tasks	Infrequent
Squatting / Crouching - Adopting a squatting or crouching posture to perform tasks	Infrequent
Leg / Foot Movement - Use of leg and / or foot to operate machinery	Infrequent
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, steps	Infrequent
Lifting / Carrying - Light lifting & carrying: 0 - 9 kg	Frequent
Lifting / Carrying - Moderate lifting & carrying: 10 - 15 kg	Infrequent
Lifting / Carrying - Heavy lifting & carrying: 16kg & above	Not applicable
Reaching - Arms fully extended forward or raised above shoulder	Occasional
Pushing / Pulling / Restraining - Using force to hold / restrain or move objects toward or away from the body	Infrequent
Head / Neck Postures - Holding head in a position other than neutral (facing forward)	Infrequent
Hand & Arm Movements - Repetitive movements of hands and arms	Infrequent
Grasping / Fine Manipulation - Gripping, holding, clasping with fingers or hands	Infrequent
Work At Heights - Using ladders, footstools, scaffolding, or other objects to perform work	Not applicable
Driving - Operating any motor powered vehicle	Occasional
Sensory Demands	Frequency
Sight - Use of sight is an integral part of work performance e.g. Viewing of X-Rays, computer screens	Constant
Hearing - Use of hearing is an integral part of work performance e.g. Telephone enquiries	Frequent
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals	Not applicable
Taste - Use of taste is an integral part of work performance e.g. Food preparation	Not applicable
Touch - Use of touch is an integral part of work performance	Frequent

Psychosocial Demands	Frequency
Distressed People - e.g. Emergency or grief situations	Infrequent
Aggressive & Uncooperative People - e.g. drug / alcohol, dementia, mental illness	Not applicable
Unpredictable People – e.g. dementia, mental illness, head injuries	Not applicable
Restraining - involvement in physical containment of patients / clients	Not applicable
Exposure to Distressing Situations - e.g. Child abuse, viewing dead / mutilated bodies	Not applicable
Environmental Demands	Frequency
Dust - Exposure to atmospheric dust	Not applicable
Gases - Working with explosive or flammable gases requiring precautionary measures	Not applicable
Fumes - Exposure to noxious or toxic fumes	Not applicable
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	Not applicable
Hazardous substances - e.g. Dry chemicals, glues	Not applicable
Noise - Environmental / background noise necessitates people raise their voice to be heard	Infrequent
Inadequate Lighting - Risk of trips, falls or eyestrain	Not applicable
Sunlight - Risk of sunburn exists from spending more than 10 minutes per day in sunlight	Not applicable
Extreme Temperatures - Environmental temperatures are less than 15C or more than 35C	Not applicable
Confined Spaces - areas where only one egress (escape route) exists	Not applicable
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground	Infrequent
Inadequate Housekeeping - Obstructions to walkways and work areas cause trips and falls	Not applicable
Working At Heights - Ladders / stepladders / scaffolding are required to perform tasks	Not applicable
Biological Hazards - e.g. exposure to body fluids, bacteria, infectious diseases	Not applicable

Template created by	Name	Date
	Karen Arblaster	30 May 2022

FORM SUBMISSION

Recruitment & Transactions
NBMLHD-Recruitment@health.nsw.gov.au
 Telephone: 02 4734 3777 – Select “Option 1”

Recruitment and & Transaction Use Only

Audited and approved by HRBP	Name	Date

R&T Officer Uploaded PD into ROB	Name	Date