

Position Description

Position Identification			
Position Title:	Psychologist		
Direct Reports	nil	Indirect Reports:	
HRIS Position Number:		Effective Date:	March 2025
Location:	Hybrid model – various locations		
Scope of Practice:	Scope of Practice Link / Not Applicable		
Delegation of Authority:	Refer to Delegation of Authority Policy		
Agreement/Classification <small>*For HR use only</small>	Merri Health – Audiologists, Dietitians, Phamacists, Psychologists, and Dentists Enterprise Agreement, 2023-2027 <ul style="list-style-type: none"> Psychologist, Grade 2 		
Organisational Context			
Divisional:	Aged and Primary Care		
Program:	Children’s Health	Unit:	School Readiness
Position Summary			
<p>The Psychologist position provides services under the School Readiness Funding (SRF) – Allied Health Program within Holstep Health. As part of this multidisciplinary team, the Psychologist will work with kindergarten educators and families to build their capacity to support young children’s learning and development to optimise all children’s readiness for school.</p> <p>This position will involve flexible working arrangements with travel to kindergartens required on a regular basis.</p> <p>Merri Health provides the School Readiness Funding – Allied Health Program from our Coburg, West Heidelberg and regional offices.</p>			
Position Accountabilities			
Responsibilities	<ul style="list-style-type: none"> Engage kindergarten educators to identify and support the skill development of children in readiness for school. Build the capacity of educators and families to support children through coaching, modelling, group training, case consultation support and other discipline specific services Support educators/families to enhance children’s emotional resilience, mental health, positive behaviour and self-regulation. Capability build educators and families to implement strategies for enhancing positive relationships, friendships, attachments, positive social interactions, self-regulation and engagement in social play Provide flexible support through onsite kindergarten visits, along with secondary consultation to kindergartens in the format of case conferencing across a range of platforms (email, phone, online, etc). Effectively manage a caseload through organisation of appointments, handover of service for discipline specific support or joint delivery of sessions. 		

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	<ul style="list-style-type: none"> • Work collaboratively with other disciplines within the team to provide high quality multi-disciplinary service. • Build and maintain relationships with key stakeholders to maximise service coordination and cooperation. • Complete accurate, timely and professional record keeping and documentation. Including accurate session notes and evaluations, in addition to reporting activity completion (statistics), to support the teams meeting of service delivery targets. • Undertake and/or support research and evaluation activities. (As required for learning innovations for best practice care). • Demonstrate ongoing commitment for developing self reflective practice skills. • Participate in continuous quality improvement activities. <p>Other Duties</p> <ul style="list-style-type: none"> • Maintain and enhance professional knowledge and technical skills by keeping up to date with new development and relevant trends. • Ensure compliance with all relevant legislation, funding guidelines, service standards and contractual obligations. • Practice complies with professional registration, national code for health care workers, and delegated scope of practice. • Demonstrate a commitment to culturally safe and sensitive service provision. • Undertake any reasonable additional tasks as directed by Merri Health.
<p>Safety and Risk</p>	<p>Occupational Health & Safety (OHS)</p> <ul style="list-style-type: none"> • All employees have a duty to take reasonable care for the health and safety of themselves and others affected by their actions at work, and to comply with Merri Health’s OHS Frameworks. • Additionally all employees have a duty of care to maintain their health and wellbeing when working within flexible working arrangements, between home office, kindergartens, and Merri offices. <p>Physical Inherent requirements (PIR)</p> <ul style="list-style-type: none"> • Involves sedentary tasks requiring a low level of physical activity and alternation between seated and standing positions. • Incorporates computer based activities, where employees are required to maintain a slight to moderate degree of cervical flexion for periods of several minutes at a time, occasionally sitting for periods in excess of 20 minutes. • Sound upper limb joints, with the ability to withstand repetitive upper limb activity. • May be required to occasionally lift and carry items weighing up to 10kgs. <p>Quality & Risk</p> <ul style="list-style-type: none"> • Be proactive in risk identification, notification and management • Comply with Merri Health’s policies and procedures • Participate in quality improvement activities and engage clients in these activities when relevant.

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	<p><i>Merri Health is an equal opportunity employer and committed to ensuring a safe environment for children and young people. We encourage individuals of diverse backgrounds including but not limited to those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse, the GLBTIQ community and those living with a disability to join our workforce.</i></p>
Capabilities	<ul style="list-style-type: none"> All employees are expected to align their behaviours and utilise capabilities (or 'soft skills') in line with our organisational values and the level of responsibility of the position. The capabilities for this position can be found within Merri Health's Capability Matrix.
Key Selection Criteria	
Essential	<ul style="list-style-type: none"> A graduate or post-graduate degree in Psychology with exposure to working in paediatrics. A commitment to working in a capability building and coaching role with educators and families to promote skills and knowledge across areas of child development. A willingness to engage in and develop personal skills to work effectively within a multi-disciplinary team and implement evidence-based programs that support positive outcomes in early years. Strong communication skills and an ongoing commitment to developing interpersonal and networking skills. Ability to work independently and unsupervised as the role requires, as well as demonstrated experience in team work. Compliance with the code of ethics and legal requirements of the psychology profession Sound understanding of best practice models in child and family psychology.
Desirable	<ul style="list-style-type: none"> Understanding of the Victorian Early Years Learning and Development Framework. Experience working in paediatric or education settings Experience working with a diverse community
Checks, Licences and Registration	<ul style="list-style-type: none"> National Police check Working with Children check Current full or probationary Drivers Licence Professional registration with AHPRA Statutory Declaration Immunisation Category B Right to work in Australia