

Position Description

Position Title	Clinical Psychologist Registrar
Position Number	30008467
Division	Clinical Operations
Department	MH Professional Development Unit
Enterprise Agreement	Medical Scientists, Pharmacists And Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Classification Description	Psychologist G2 Y1 – Y4
Classification Code	PK1 - PK4
Reports to	Unit manager (Operationally), Director of Psychology (Professionally)
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us. We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

The Clinical Psychologist Registrar Program aims to support new graduate's psychologists who have completed post-graduate training in clinical psychology and provides an opportunity to make the transition to professional practice in a structured and supported two-year program. The role is embedded within mental health settings at Bendigo Health and seeks to achieve agreed upon goals relative to the candidate's registrar objectives, whilst meeting Bendigo Health organisational requirements.

The program is designed to provide opportunities through provision of psychological work, supervision and professional development to gain an area of practice endorsement, gain mental health expertise and consolidate both theoretical and practical skills in a range of settings. Each registrar is offered clinical rotations across the lifespan in various settings (inpatient and community services).

The program aims to support new graduates during their first 24 months of professional practice to develop the skills, knowledge, applied experience and values to become an effective member of the Mental Health and Wellbeing workforce.

Responsibilities and Accountabilities

Key Responsibilities

The new incumbent will develop, demonstrate and apply clinical competence through:

- Knowledge of the epidemiology, aetiology, assessment, diagnosis and management of individuals with mental illness using DSM 5 TR criteria
- Be familiar with the current evidence- based psychotherapies for high and low prevalent psychiatric disorders
- Develop treatment plans incorporating appropriate intervention strategies.
- Keep accurate and timely clinical notes and records.
- Willingness to participate in regular clinical supervision by a senior clinical psychologist and to participate in continued professional development as per APHRA and professional association guidelines
- Eligibility for membership of the psychologist's professional association (e.g., APS or ACPA) and abide by the ethical guidelines as laid down by the APS
- Some knowledge and application of psychometric assessment
- The registrar actively engages in formal training, regular supervision, reflective practice opportunities, on-the-job learning and development activities within the registrar program
- Working collaboratively within the multi-disciplinary team, recognising and respecting the expertise and contribution of all team members
- Ensuring accurate documentation of patient records and statistics are maintained
- Assessing the need for and providing clinical treatment and health education for patients and their families/carers within the scope of practice for a beginning practitioner
- Contributing to relevant clinical team client reviews

- Actively participating in and satisfactorily completing all specific requirements of the registrar program competencies and assessment requirements and identifying continual learning needs through reflective practice
- Actively participating in the review of one's own performance development on an ongoing basis with the primary/secondary supervising psychologist and managers identifying key areas for professional and personal growth, closely following the clinical competency guidelines for registrarship, as required by AHPRA

Key Selection Criteria

Essential

1. A minimum of a Master's degree in Clinical Psychology and registration with AHPRA and the Psychology Board of Australia as a psychologist with an intention to undertake a registrar ship in clinical psychology.
2. Ability to integrate theory into practice and demonstrated application of a range of evidence based psychological therapies with knowledge of the theory and ability to apply psychometric assessment instruments.
3. Capacity for ongoing learning and professional development, adaptability in a changing environment and practice consistent with the organisational values of being caring, accountable, passionate and trustworthy.
4. Knowledge and understanding of the key principles of the Mental Health and Wellbeing Act of Victoria 2022.
5. Understanding of recovery orientated principles and awareness of the current issues, trends and research in mental health.
6. Understanding of what it means to provide safe patient care in a multidisciplinary environment.
7. Well-developed written, verbal and electronic communication, computer literacy and interpersonal skills.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health

- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.