

DEPARTMENT OF HEALTH

# Statement of Duties

<b>Position Title:</b>	Senior Clinical Psychologist - Tasmanian Fixed Threat Assessment Capability
<b>Position Number:</b>	527158
<b>Classification:</b>	Allied Health Professional Level 5
<b>Award/Agreement:</b>	Allied Health Professionals Public Sector Unions Wages Agreement
<b>Group/Section:</b>	Community, Mental Health and Wellbeing – Statewide Mental Health Services Forensic Mental Health Services
<b>Position Type:</b>	Permanent, Full Time
<b>Location:</b>	South
<b>Reports to:</b>	Statewide Specialty Director - Forensic Health Services
<b>Effective Date:</b>	March 2022
<b>Check Type:</b>	Annulled
<b>Check Frequency:</b>	Pre-employment
<b>Essential Requirements:</b>	<p>Registered with the Psychology Board of Australia and endorsed to practice in the approved area of practice of Clinical Psychology.</p> <p><i>Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
<b>Desirable Requirements:</b>	<p>Endorsed to practice in the approved area of practice of Forensic Psychology, or five or more years demonstrated clinical practice in clinical psychology with specialist knowledge of forensic client risk assessment</p> <p>Current Driver's Licence</p>
<b>Position Features:</b>	Intrastate travel may be required

NB. The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

## Background:

The role of Fixed Threat Assessment Centre's (FTAC) nationally is to provide assessment and treatment options for those who have an obsessive preoccupation with a person or a cause, pursued to an excessive, extreme or irrational degree specifically for public figures and high office holders. Most fixated persons have a serious mental illness, many of which have fallen out of mental health care. FTACs also examine behaviours around lone actor grievance fuelled violence. Fixated attacks are potentially preventable if there is a system in place for the identification and assessment of warning behaviours.

The Tasmanian Department of Health component of Tasmanian Fixed Threat Assessment Capability is directly managed by State-Wide Mental Health Services under the supervision of the Statewide Speciality Director of Forensic Mental Health Services and an operational reporting line to the Group Director.

## Primary Purpose:

The Senior Clinical Psychologist - TFTAC will carry out both an operational and service development role.

The operational role will involve the analysis and appropriate communication of clinical and law enforcement material for TFTAC and contribute to case discussions, management planning, service consultation and appropriate intervention for individuals identified as being at risk of engaging in violence due to a persistent fixation or grievance. This position participates as a senior clinical member of the TFTAC providing high level specialist expertise in psychological and clinical assessment with a particular focus on threat assessment and management and formulation of understanding the individual's potential pathway to violence. The position holder will contribute expert professional/clinical skills and knowledge to enhance team functioning and effective management of individuals assessed by TFTAC. Through treatment of mental illness and intervention with identified risk factors, potential risks towards the community are reduced.

The service development role will involve managing and developing the SMHS contribution to the development of the TFTAC service including policies and procedures in addition to establishing appropriate information sharing guidelines and record keeping. Maintaining service data and participating in service evaluation will also be a requirement. The role is highly autonomous and requires unique, advanced and specialist professional knowledge and experience. The role involves the analysis and management of high risk, sensitive and potentially high-profile cases in collaboration with Tasmania police.

## Duties:

### Operational

1. Upon referral, analyse mental health clinical information and available Tasmania Police information to assess risk, plan and implement intervention, participate in case consultation and work with other services to develop case management plans for high-risk clients to mitigate risk to public office holders and the wider community in conjunction with Tasmanian Police.
2. Use advanced clinical knowledge, contemporary best practice structured assessment tools and experience to provide assessment, treatment referral, management, and coordination of referred individuals to ensure the health and well-being of those persons.
3. Participate in ongoing monitoring of high-risk cases in consultation with Tasmania Police and frontline services.
4. If required, face to face community engagements with TFTAC Police to assess referred individuals.

5. Liaise, communicate, and consult with key staff in Tasmania police, the SMHS and other services to consider referred cases and develop risk management plans. Liaison and network building with FTAC units nationally and internationally may also be required.
6. Prepare high-quality written reports and briefs on TFTAC matters.
7. Attend training courses and specialist professional development as required.
8. Provide effective FTAC services in accordance with the criteria established by the Australian and New Zealand Counter Terrorism Committee and agreed to by the Council of Australian Governments.
9. Provide effective FTAC services in accordance with the legislation of Tasmania and the policies and procedures of the SMHS and Tasmania Police.

#### Service Development

1. Manage and undertake the SMHS contribution to the service development, business process changes and evaluation of TFTAC.
2. Provide high level advice to the Office of the Chief Psychiatrist and other senior staff of the Agency in the development, implementation, and evaluation of service delivery for the SMHS contribution to TFTAC.
3. Provide education about the role of TFTAC and support to SMHS (Forensic Mental Health, Adult Community Mental Health, Psychiatric Inpatient Services, Child and Adolescent Mental Health, Older Persons MHS and others), Tasmania Police and other relevant agencies and develop and maintain stakeholder relationships.
4. Develop and produce a range of high-level project documentation, data and project status reports as required.
5. Develop, review and evaluate clinical protocols, policies, procedures, developing issues and resources for TFTAC.
6. Develop, review and evaluate specific policies and procedures in relation to information accessing and sharing consistent with national and Tasmanian legislation, SMHS guidelines and Tasmania Police policies.
7. Establish and maintain appropriate record keeping systems.
8. Contribute to TFTAC research projects, audits, activity reports and presentations.
9. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.
10. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

### **Key Accountabilities and Responsibilities:**

Under the professional direction of the Statewide Specialty Director FHS and Consultant Psychiatrist FTAC, the Senior Clinical Psychologist is responsible for the provision of clinical expertise into TFTAC.

The TFTAC Senior Clinical Psychologist will:

- Provide clinical/forensic psychological expertise of a highly specialised nature into the Tasmanian Fixed Threat Assessment Capability.

- Be responsible for the development and implementation of policies, procedures and record keeping for the TFTAC as a Tasmania Police/SMHS co-located service.
- Recognise and maintain their own professional development needs through regular reviews of professional literature and participation in relevant staff development activities.
- Provide highly specialised education, professional development, supervision and liaison with other services, both internally (SMHS and Tasmania Police) and externally.
- Comply with security policies, information confidentiality requirements and procedures in the delivery of the TFTAC service.
- Champion a child safe culture that upholds the *National Principles for Child Safe Organisations*. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- Where applicable, exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Comply at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

## Pre-employment Conditions:

*It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.*

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
  - a. crimes of violence
  - b. sex related offences
  - c. serious drug offences
  - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

## Selection Criteria:

1. Demonstrated depth of knowledge in their discipline of clinical/forensic psychology of significance to the Department, including a high level of specialist knowledge and experience in violence risk and threat assessment, this is to include assessment skills in general violence risk assessment, violent extremism risk assessment, fixated threat assessment and grievance fuelled violence.
2. Highly developed verbal and written communication skills and proven high level interpersonal, negotiation and conflict resolution skills.
3. Highly developed autonomous clinical decision-making skills that include the experience of high-profile cases, sensitive information and appropriate disclosure based on risk.

4. Demonstrated high-level skills and abilities to provide specialist psychological reports and briefs.
5. Demonstrated ability to apply a high degree of originality and high level conceptual and analytical skills, including the ability to understand the political, social and organisational environment and be adaptable and flexible in a complex multi-agency service environment.
6. Demonstrated knowledge and skill in navigating the information systems and management used by the SMHS (including Forensic Mental Health, Correctional Primary Health, Mental Health Services, Acute Care Team) both historically and currently.
7. Demonstrated experience and understanding of the Tasmanian Health System, criminal justice system and other agencies and statutory bodies relevant to TFTAC operations.
8. Demonstrated comprehensive knowledge of and ability to apply legal requirements including the *Tasmanian Mental Health Act 2013*, *Criminal Justice (Mental Impairment Act) 1999*, *Criminal Code Act 1926*, *Sentencing Act and Personal Information Protection Act 2004*.

## Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles and Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles | Tasmanian Department of Health](#).