

# Department of Police, Fire and Emergency Management

## STATEMENT OF DUTIES



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Title	Psychologist
Position Number	004672
Business Unit	Wellbeing Support
Branch / Section	Wellbeing Support
Location	Hobart
Immediate Supervisor	Director, Wellbeing Support
Award	Allied Health Professionals (Professional stream) Industrial Agreement 2019
Employment Conditions	Fixed-term, Full-time
Classification	Level 3

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### Focus:

To provide psychological services, focusing on improving and maintaining psychological health and wellbeing for Tasmania Police officers, Tasmanian Fire Service firefighters, Paramedics, State Emergency Service personnel, Forensic Science Service Tasmania staff and State Service employees and Volunteers. Services may also be provided to immediate family members.

### Primary Duties:

- Deliver a range of psychology and wellbeing check services to our emergency services staff, state service employees, volunteers and their immediate family members primarily within the north and north-west of the state.
- Actively promote awareness in relation to mental health and develop and implement strategies to minimise the impact of psychological stressors in an emergency management environment.
- Deliver professional, clinical and psychological services including crisis counselling, psychoeducation and advice on psychological health and rehabilitation strategies.

- Provide advice to the Director, Wellbeing Support on effective psychological strategies that support and enhance the mental health and wellbeing services to provide a holistic approach.
- Undertake the role of Deputy Clinical Consultant for Wellbeing Support Officers and Wellbeing Support Peers.
- Provide a consultancy service with regard to recruitment, selection and training for new recruits and for those undertaking specialist roles.
- Undertake continuing professional development including participation in formal clinical supervision and peer reviews.
- Prepare and produce a range of high-level reports as required and ensure a high standard of record keeping.

### **Scope of Work:**

The Psychologist is responsible for the provision of proactive and preventative mental health and wellbeing services.

The occupant will work in an environment that is dynamic, responsive and, at times, may be required to provide support services within the northern region of the state.

### **Direction and Supervision:**

The Psychologist reports to the Director, Wellbeing Support who provides general direction. The occupant is expected to act independently on a day-to-day basis and work with minimum direction.

### **Selection Criteria:**

1. Demonstrated experience, knowledge and skills in the provision of evidence based and trauma informed mental health and wellbeing psychological services.
2. Demonstrated knowledge and understanding in the provision of psychological services to the emergency services community.
3. Well-developed written and verbal communication skills, including the capacity to effectively function in a multidisciplinary environment.
4. Demonstrated ability to apply independent judgement, adaptability and flexibility whilst working within a complex environment that is subject to change.
5. Proven ability to work effectively both independently and as a collaborative member of a multidisciplinary team.

6. Demonstrated capacity to deliver health education, awareness and training across the emergency services. The skills to actively promote and encourage staff to participate in health programs directed toward mental, physical and emotional wellbeing at work.

## **Qualifications and Experience:**

Essential:

- General registration with the Psychology Board of Australia.
- A registered practitioner with the Australian Health Practitioner Regulation Agency.
- A current drivers licence.

Desirable:

- Area of Practice Endorsement from the Psychology Board of Australia such as clinical psychology, counselling psychology or organisational psychology.

## **Code of Conduct:**

The State Service Code of Conduct, which is contained in Section 9 of the State Service Act 2000 (the Act), reinforces and upholds the State Service Principles (s7) by establishing standards of behaviour and conduct that apply to all employees, including the person undertaking these duties, senior officers and Heads of Agency.

## **Environment and Conditions:**

The Department of Police, Fire and Emergency Management (DPFEM) is an agency created under the *State Service Act 2000*. It consists of four operational services: Tasmania Police, Tasmania Fire Service, State Emergency Service and Forensic Science Service Tasmania. The operational services are supported by a range of support functions.

DPFEM strives to provide services that are responsive, socially inclusive and focused on policing, emergency response, community preparedness and emergency management outcomes that contribute to a safe and secure community. The services are delivered by sworn Police Officers, State Service employees (including firefighters and support staff) and volunteers. DPFEM works to make our community safe through the provision of a range of different emergency services, and improve our understanding and respect for our diverse community values and lifestyles.

DPFEM wants a safe workplace where employees work in a manner that reflects the organisational values. The person undertaking these duties is expected to actively participate in developing and maintaining safe work practices and to behave in a manner consistent with the organisational values.

DPFEM is committed to building inclusive workplaces and having a workforce that reflects the diversity of the community we serve. We do this by ensuring that the culture, values and behaviours of DPFEM enable everyone to be respected in the workplace and to have equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

DPFEM does not tolerate violence, especially violence against women and children.

The working environment is largely office based, however intra-state travel may be required. During emergency incidents, the person undertaking these duties may be required to provide support for the emergency incident.

Employees 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.

Terms and conditions of employment are in accordance with the Tasmanian State Service Award.

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Approved

**T CRAWFORD**  
DIRECTOR PEOPLE AND CULTURE  
BUSINESS AND EXECUTIVE SERVICES

Date: