

Statement of Duties

Position Title: Senior Psychologist	Position Number: 502830	Effective Date: March 2021
Group: Community, Mental Health and Wellbeing – Adult Community Mental Health Service		
Section: Statewide Mental Health Services	Location: North West	
Award: Allied Health Professional Public Sector Unions Wages Agreement	Position Status: Permanent	
	Position Type: Full Time	
Level: 4	Classification: Allied Health Professional	
Reports To: Team leader - ACMS/AOPCMHS		
Check Type: Annulled	Check Frequency: Pre-employment	

Focus of Duties:

As part of a multidisciplinary team delivering high quality mental health services in accordance with Mental Health Service principles, National Mental Health Standards, Agency policy, legal requirements, and relevant professional competencies, the Senior Psychologist will:

- Undertake the delivery of quality patient care services, based on best practice principles and within a collaborative and multidisciplinary framework. Promote community awareness in relation to mental health.
- Provide a specialist clinical psychological assessment and treatment service to clients of an Adult Community Mental Health Team. Act as a consultant to other agencies regarding the support and management of clients with mental health needs.

Duties:

1. Provide comprehensive clinical evidence-based psychological assessment and treatment, including the use of formal psychological tests as appropriate.
2. Provision of evidence-based clinical psychological treatment and case management services for clients with major and complex mental health problems.
3. Participate in the development and implementation of the region's clinical program including the provision of the psychological treatment and skill acquisition groups.
4. Preparation of formal psychological reports as required.
5. Be a consultant to other Mental Health professionals and other Agencies on the psychological assessment and management of adult mental health problems.
6. Evaluate and conduct research on implemented Adult Mental Health Service programs.
7. Provide supervision of post-graduate psychology students and less experienced Mental Health Services staff as required.

8. Participate in peer review and ensure continuing professional development.
9. Act as an Authorised Officer under the *Mental Health Act 2013*.
10. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including the development and implementation of safety systems, improvement initiatives and related training, ensuring that quality and safety improvement processes are in place and acted upon.
11. 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.

Scope of Work Performed:

Clinical and professional accountability to, and supervision provided or approved by Team leader - ACMS/AOPCMHS, the Senior Psychologist operates with professional independence and is responsible for:

- Provision of a specialist psychological service with responsibility for complex and critical cases.
- Complying with the registration and ethical standards of the Psychology Board of Australia, and for working within Agency policies and procedures.
- Complying at all times with policy and protocol requirements, in particular those relating to mandatory education, training and assessment.

Essential Requirements:

Registration/licences that are essential requirements of this role must always remain current and valid 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 of any new criminal convictions and/or if a registration/licence is revoked, cancelled, or has its conditions altered.

- Registered with the Psychology Board of Australia.
- 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.

Desirable Requirements:

- Current Tasmanian Working with Children Registration.

Selection Criteria:

1. Post-graduate degree in clinical psychology, 2 years post-registration supervised experience and/or membership of the Australian Psychological Society's College of Clinical Psychologists plus an additional 3 years' experience in a clinical area directly applicable to adult community mental health.
2. Demonstrated knowledge and experience in clinical psychological assessment and diagnosis of adults with major mental health problems, and the ability to develop and implement psychological treatment programs.
3. Demonstrated experience in the development and implementation of evidence based psychological treatment and skills training group programs.
4. Demonstrated ability to develop and provide professional education programs and the capacity to undertake formal supervision of post-graduate students and psychologists to APS College of Clinical Psychologists standard.
5. Well-developed interpersonal and verbal communication skills including the ability to work cooperatively and consult and liaise effectively within a multidisciplinary team.
6. Demonstrated leadership skills including the capacity to provide supervision to psychologists, psychology students and less experienced Mental Health staff.

Working Environment:

The Department of Health (DoH) and Tasmanian Health Service (THS) are committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health and human services system, and value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

State Service Principles and Code of Conduct: The minimum responsibilities required of officers and employees of the State Service are contained in the *State Service Act 2000*. The State Service Principles at Sections 7 and 8 outlines both the way that employment is managed in the State Service and the standards expected of those who work in the State Service. The Code of Conduct at Section 9 reinforces and upholds the Principles by establishing standards of behaviour and conduct that apply to all employees and officers, including Heads of Agencies. Officers and employees who are found to have breached the Code of Conduct may have sanctions imposed.

The *State Service Act 2000* and the Employment Directions can be found on the State Service Management Office's website at <http://www.dpac.tas.gov.au/divisions/ssmo>

Fraud Management: The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, their Agency's fraud prevention policy and procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager, the Chief People Officer or to the Manager Internal Audit. The DoH and THS are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the *Public Interest Disclosure Act 2002*. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the *State Service Act 2000*.

Delegations: This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities, and functional arrangements mandated by Statutory office holders including the Secretary. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position. DoH and the THS have a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of their Agency's fraud policy and reporting procedures.

Blood borne viruses and immunisation: Health Care Workers (as defined by DoH and THS policy) with the Department of Health and Tasmanian Health Service are expected to comply with their Agency's policies and procedures relating to blood borne viruses and immunisation, including against Hepatitis B. Depending on the level of risk associated with their duties, Health Care Workers may be required to demonstrate current immunity, previous seroconversion to Hepatitis B or immunity following vaccination.

Records and Confidentiality: Officers and employees of the Department are responsible and accountable for making proper records. Confidentiality must always be maintained and information must not be accessed or destroyed without proper authority.

Smoke-free: The Department of Health and the Tasmanian Health Service are smoke-free work environments. Smoking is prohibited in all State Government workplaces, including vehicles and vessels.