

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Senior Rehabilitation Psychologist
Position Number:	513448
Classification:	Allied Health Professional Level 4
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Hospital South – Community Rehabilitation Unit Cancer, Chronic Disease, Sub-Acute Care and Community Services
Position Type:	Permanent, Full Time
Location:	South
Reports to:	Manager Community Rehabilitation Unit
Effective Date:	July 2022
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Psychology Board of Australia</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>
Desirable Requirements:	<p>Endorsement by Psychology Board of Australia as a Clinical Psychologist and/or Clinical Neuropsychologist</p> <p>Extensive experience in the provision of psychology services in adult outpatient rehabilitation</p> <p>Registered as a supervisor with Psychology Board of Australia</p>

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.

Primary Purpose:

The Senior Rehabilitation Psychologist:

- Provides advanced clinical leadership and professional support to Psychologists working at the Community Rehabilitation Unit (CRU), ensuring that evidence-based practice is provided in accordance with organisational policies and the professional code of conduct of the Psychology Board of Australia.
- Participates as a member of the Clinical Leadership Group at CRU in the provision of strategic direction, development of clinical policies, and evaluation of rehabilitation services across the continuum of care in Southern Tasmania.
- Provides consultancy in specialist Rehabilitation Psychology services for clients of the CRU and Statton Specialist Clinics and work as an effective member of the interdisciplinary rehabilitation team.

Duties:

1. Provide and oversee the provision of specialised psychological assessment, cognitive assessment, neurocognitive rehabilitation and clinical psychology services to complex clients and their families/ carers. Referred to CRU.
2. Assist the CRU Manager in the provision of clinical leadership including human and physical Psychology resource management for CRU and Clinics and with the development and evaluation of systems and processes associated with clinical supervision and performance review for team members.
3. Develop, implement and evaluate relevant policies, protocols, practice standards, quality improvement, professional development and research activities that promote commitment to an integrated continuum of patient care and support evidence-based practice in Psychology Services in accordance with the professional code of conduct of the Psychology Board of Australia.
4. Provide specialist cognitive assessment of clients to facilitate the planning and implementation of their rehabilitation program at CRU.
5. Provide current best practice psychological intervention for clients during their rehabilitation program, including cognitive rehabilitation and clinical psychology.
6. Provide professional leadership to other Psychologists at CRU including collaborating on the provision of psychological therapy for clients with complex needs, regular participation in interdisciplinary team clinical meetings and assistance with client caseload as required.
7. Collaborate and lead the development of client behavioural management programs in conjunction with other members of the interdisciplinary rehabilitation team for clients with complex needs.
8. Actively pursue contemporary professional knowledge and its application to psychology services and CRU through appropriate continuing professional development activities.
9. Assume additional management responsibilities as required when the CRU Manager and Deputy Managers are absent including facilitating appropriate and efficient staffing levels and ensuring timely responses to referrals.
10. Provide supervision and professional guidance to post-graduate students undertaking Clinical Psychology placements in conjunction with the Psychology Department, UTAS.
11. 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.

12. 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:

The Senior Rehabilitation Psychologist works under the direction of the Manager, CRU, and is expected to exercise considerable initiative and professional judgment with autonomy, accountability and within scope of practice.

The occupant has professional linkages to the Manager Psychology Services at the Royal Hobart Hospital and:

- Is responsible for the leadership and line management of CRU Psychology staff to ensure a high standard of Psychology services is delivered to clients of CRU and Clinics.
- Deliver direct client assessment and intervention to clients and support for their family/carers during the client's rehabilitation episode of care.
- In conjunction with the CRU Manager and clinical leadership group at CRU, works collaboratively to ensure that clinical service directions and improvements for CRU are in accordance with organisational policy, are of high quality and safely delivered, and follow best practice in rehabilitation nationally and internationally.
- Practices within the Psychology Board of Australia Professional Code of Conduct, Code of Ethics and Psychology Board of Australia requirements.
- 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 extensive clinical knowledge and experience as a practicing Psychologist in health/clinical settings with substantial knowledge of contemporary evidence-based practice in adult rehabilitation, and a commitment for ongoing professional development.
2. Demonstrated clinical supervision and leadership skills with extensive experience in supervising and/or leading registered Psychologists and postgraduate student Psychologists, and an understanding of theoretical frameworks clinical supervision and/or leadership.
3. Demonstrated high level strategic, conceptual, analytic and creative skills including an ability to understand the political, social and organisational environment and to advise on relevant issues and appropriate changes.
4. Demonstrated experience developing, leading and implementing quality improvement and research with an understanding of theoretical and ethical frameworks and experience developing health/clinical policy and procedures.
5. Excellent written and verbal communication, negotiation and conflict resolution skills with the ability to engage effectively with clients, families, support services and other clinicians, and positively influence the psychology team and CRU culture.
6. Proven ability and commitment to work collaboratively as part of an interdisciplinary team and be adaptable and flexible in a complex environment subject to change.

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](#).