

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Discipline Senior Psychologist – Child & Adolescent Mental Health Service South
Position Number:	505128
Classification:	Allied Health Professional. Level 4
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Statewide Mental Health Services
Position Type:	Permanent, Full Time
Location:	South
Reports to:	Team Leader/ Nurse Unit Manager – Child and Adolescent Mental Health Services
Effective Date:	March 2024
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Tertiary qualification/program of study approved by the Psychology Board of Australia</p> <p>Registered with the Psychology Board of Australia</p> <p><i>Where required for a particular role:</i></p> <p>Area of Practice Endorsement ie, Clinical Psychology, Clinical Neuropsychology, Counselling Psychology, Community Psychology, Educational and Developmental Psychology, Forensic Psychology, Health Psychology, Organisational Psychology, or Sport and Exercise Psychology Current Working with Children Registration</p> <p>Current Tasmanian Working with Children Registration</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: Relevant postgraduate qualifications in staff supervision, leadership or management

Registration as a supervisor with the Psychology Board of Australia

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:

As part of a multi-disciplinary team delivering high quality mental health services and in accordance with Mental Health service principles, the National Safety and Quality Health Service standards, Agency policy, legal requirements and relevant professional competencies, the Discipline Senior Psychologist - CAMHS will:

- Provide specialist psychology assessment, treatment and assertive case management to CAMHS clients, utilising evidence-based best practice principles within a collaborative and multi-disciplinary framework.
- Assists the Allied Health Director – CAMHS to ensure the quality of clinical psychology work through the implementation of the model of professional accountability and supervision and participation.
- Acts as a consultant to other agencies with regard to the support and management of infants, children and adolescents with mental health needs and promotes awareness in relation to the mental health of this cohort.
- Takes a lead role in on-going service development and intersectoral liaison, as part of the CAMHS Leadership Group.
- Provides support to Psychologists within the team and students of Psychology, including provision of clinical supervision.
- Participates in the review of service delivery planning for the team and provides input into determining service delivery priorities.

Duties:

1. Manage and supervise Psychologists employed in the regional CAMHS, including providing expert guidance on psychology treatment, case management and coordinating peer review programs.
2. Provide comprehensive evidence-based clinical assessment, treatment and assertive case management service, including the development and implementation of specialist treatment programs, group programs, community education and the provision of formal psychology reports as required.
3. Assist the Team Leader/ NUM - CAMHS and the Allied Health Director – CAMHS as required to implement the model of professional supervision for Psychologists employed within CAMHS, including the coordination of peer supervision programs, students and less experienced staff as required.
4. Provide expert psychology therapy advice in regional and state forums as required.
5. Participate in the development and implementation of clinical guidelines and processes based on evidence of best practice in Psychology.
6. Maintain accurate records and provide accurate reports and statistics as required.
7. Undertake and participate in approved research including the evaluation of CAMHS programs provided by Psychologists and/or other staff as required.

8. Undertake the provision of a specialist mental health assessment and case management role, using recognised assessment methods and evidence-based interventions, for an allocated client load and provide specialist clinical and administrative input to the multidisciplinary team.
9. Provide professional input into Professional Development Agreements (PDA's) for CAMHS Psychologists and ensures requisite professional development is provided and appropriate documentation and records are maintained.
10. 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.
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.

Key Accountabilities and Responsibilities:

Under the broad administrative and clinical direction of the Team Leader/ NUM – CAMHS and the Allied Health Director - CAMHS, the Discipline Senior Psychologist – CAMHS will:

- Be responsible for the provision of specialist psychology services pertaining to complex and critical cases.
- Report to the Allied Health Director - CAMHS and/or the relevant Team Leader for administrative and clinical direction.
- Be an advisory role to Allied Health Director - CAMHS (or their Delegate) regarding psychology provision within the service as needed.
- Work in accordance with the Psychology Board of Australia Regulations and Code of Ethics and within the Mental Health Act in relation to Authorised Officers.
- Implement the Mental Health Act as an Authorised Officer.
- 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
 - e. serious traffic offences
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. At least five years' postgraduate psychology experience, including extensive experience and comprehensive knowledge of Psychology theory and practice as it applies to a variety of service delivery settings, with at least two years' experience in an area directly applicable to mental health.
2. Advanced knowledge, experience and skills in specialised CAMHS and Psychology specific assessment and the formulation and provision of treatment to infants, children, adolescents and their families consistent with best-practice models.
3. High-level strategic, conceptual, analytical, innovative and creative skills including the ability to develop, implement, and evaluate policies, protocols and procedures, advise on appropriate changes, and ensure the most effective utilisation of psychology resources to best meet the needs of the region.
4. Ability to develop and implement quality assurance programs including the demonstrated capacity to provide supervision in accordance with the Psychology Board of Australia.
5. Highly developed interpersonal, communication and conflict resolution skills with the ability to liaise and consult with other services and agencies in a professional manner and provide specialised mental health advice and training.
6. An understanding of current legal and ethical issues, together with a comprehensive knowledge and understanding of relevant legislation and acts including the Mental Health Act, Freedom of Information Act, Work Health and Safety, Equal Employment Opportunity and Anti-Discrimination, as well as knowledge of the Psychology Board of Australia's Code of Ethics and Professional Practice Standards.

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](#).