Psychologist

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Position

This position is within Disability Services. It is part of various team/s

☒ This position reports to the Manager Access, Disability Services

☒ Reporting line may vary depending on location and service size

☒ This position does not have any direct reports ☐ This position may have direct reports, positions vary

☐ This position has the following direct reports:

This position is designated Band 7 under the *Schedule of Authorities and Delegations*

☐ This position is a budget holder ☐ This position has designated revenue targets

☐ This position is an Aboriginal & Torres Strait Islander identified position

☒ This position does require a working with children related clearance.

Purpose

To provide psychological assessment, consultation, therapeutic interventions and professional services to people with a disability in line with the goals of their National Disability Insurance Scheme (NDIS) plans, individual goals or other related psychological tasks as required by TBS.

Focus

To achieve this purpose, the position holder would typically:

- Provide high quality, culturally appropriate psychological interventions to people with a disability, often in relation to complex or challenging behaviour.
- Understand and select appropriate psychological assessment/s based on that person's needs and support those decisions in report writing.
- Include any psychological related health and medical needs into both the assessment and the intervention recommendations using best practice standards
- Participate in collaborative discussions with client, carers/family, team members, and other health professionals, to achieve the best outcomes for the client's current risks and to map with that group the goals and evaluation required to achieve those.
- Provide education to client, and carer/family as necessary, appropriate to their need and level of ability, to allow understanding of the implications recommended.
- Implement appropriate evidence based services that meet the needs of clients according to the goals and within the allocated hours of their NDIS plan or as per TBS requirements.
- Participate in support planning processes for clients to deliver coordinated, effective, service provision that meets goals of the client's NDIS plan.
- Keep up to date records and necessary reports e.g. support plans, assessment reports, intervention summaries.
- Consult with supervisors, other psychologists, and other team members regarding clinical issues.
- Maintain knowledge and psychology best practice to bring to team meetings and client discussions
- Maintain consistency and quality psychological services for all clients equitably
- Attend and participate in team meetings and supervision.
- Report resource needs and clinical issues to the manager.
- Use available technology, resources, systems and processes to ensure an efficient service for clients.
- Follow all policies and procedures outlined for disability services.

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Outcomes

When things are going well we would expect to see these outcomes:

- The team works collaboratively to ensure services are coordinated efficiently and effectively to meet the client's goals and outcomes as identified in their NDIS plan.
- Psychological services are timely, efficient and effective. They meet the goals identified by the client and their families/carers within available resources.
- Services for clients with complex needs are well coordinated efficient, effective and goal-focussed.
- Services provided are clearly understood by the client their family/carers and the multidisciplinary team.

Relationships

We work collaboratively with others, however this position works close closely with:

Within The Benevolent Society:

- Manager
- Senior Clinicians
- Support Coordinators
- Senior Manager
- Other multidisciplinary team members
- Support Workers

Outside The Benevolent Society:

- Clients
- Families
- Carers
- Local schools
- Staff from other disability organisations
- Other health practitioners

Individual

To achieve the position purpose and outcomes the position holder will need to have:

- Degree qualification in Psychology recognised by the national professional association
- Registered with Australian Health Practitioner Regulation Agency (AHPRA)
- Previous experience working with people with disabilities and/or clients with complex needs
- Ability to communicate effectively with clients their families and staff
- Ability to support others to better understand the role of psychology and its benefits
- Ability to apply evidence informed practice to optimise outcomes
- Ability to translate complex information relating to the discipline in an easily understood, practical way
- Strong analytical and report writing skills
- Ability to provide a service based on a client's NDIS goals and funding allocation.
- Ability to work flexible hours

Travel

This position may require some flexibility in terms of travel or hours of work:

☒ Overnight travel/stays may be required
☐ Some weekend work may be required
☒ Some evening work may be required
☒ Travel between office locations/regions may be required
☒ Travel to clients (varied locations) may be required
☒ Use of own registered, insured motor vehicle for business purposes may be required
☒ Use of TBS pool cars may be required

All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.

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Context	
	Those with knowledge of this position say the things that might make your day are: • Being able to advocate for the needs of a person with a disability • Working with the team to get a comprehensive view and reach better outcomes • Giving back to the profession through communities of practice • Being able to positively influence an approach and thus the outcome **Those with knowledge of this position say some key challenges you might experience are:** • Working within a benchmarked allocation of hours based on a client's NDIS plan • The potentially serious consequences of advice and its impact on clients • Managing time to complete non client related work requirements • Ensuring self-care to prevent burn out

Approvals			
Approver	Director, Human Resources	Date: 8 February 2018	Position Code: DS008
Review history	V1.0 Release		
Advertsing	Psychologist		

This Position Profile is not intended as an exhaustive description of the position, accountabilities or associated duties. The Benevolent Society may alter or adjust this Position Profile at any time.

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