



POSITION DESCRIPTION

Position Title	Psychologist
Reporting to	Team Leader - Counselling and Therapeutic Services
Liaises with internally	All employees
Liaises with externally	Government and non-government organisations, Australian Health Practitioner Regulation Agency (AHPRA), Australian Psychological Society (APS), community organisations and clients.
Purpose of the position	The Psychologist will be responsible for the provision of evidence based counselling and psychological interventions to individuals, carers and families to improve mental health and wellbeing.
Selection Criteria	<p>Essential Criteria</p> <ul style="list-style-type: none"> • Bachelor's Degree in Psychology. • Full registration with the Australian Health Practitioner Regulation Agency (AHPRA) and relevant psychology bodies. • Demonstrated experience or understanding of health and wellbeing issues affecting Aboriginal and Torres Strait Islander people, including a demonstrated awareness of and sensitivity to Aboriginal culture and history. • Demonstrated knowledge of current issues, standards and trends in the delivery of mental health, and social emotional wellbeing services to Aboriginal people. • Excellent interpersonal skills with the ability to work with a broad range of people from a variety of backgrounds and experiences as well as highly developed verbal and written communication. • Demonstrated computer proficiency, including the use of Microsoft Office applications, clinical record and data management systems. • Demonstrated proficiency in report writing and ability to develop, organise and maintain clinical records and reports in a timely manner. • Knowledge and ability to use evidenced based psychometric assessment tools, including the capacity to provide psycho-educational and therapeutic group programs to parents, children and family groups. • Effective conflict resolution skills, negotiation, mediation, and decision-making skills. • Current Working with Children, Working with Vulnerable People registration and National Police Check.

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	<ul style="list-style-type: none"> • Current Driver's License. • Being vaccinated against Covid-19 is an inherent requirement of this role, to ensure that SCMSAC fulfils its WHS obligations. The incumbent must remain up to date with current ATAGI (Australian Technical Advisory Group on Immunisation) national advice regarding vaccines and booster shots. <p>Desirable Criteria</p> <ul style="list-style-type: none"> • Aboriginality*.
Behaviours Required	<ol style="list-style-type: none"> 1 Innovative and strategic thinking 2 Client focused 3 Solutions driven 4 Honesty and Integrity 5 Self-motivated
Organisational Values	<ol style="list-style-type: none"> 1 Deliver excellence through quality service provision, collaboration and measuring outcomes. 2 Be passionate, caring and respectful in everything that we do. 3 Be a socially responsible, culturally supportive presence in each of our communities. 4 Be creative and flexible in our responses to community needs, listen and learn so that we can do things better. 5 Deliver quality evidence-based services with financial integrity to achieve sustainability and measurable outcomes. 6 Contribute to shared learning through research and partnerships.
Key Performance Indicators	<p>Day to Day / General</p> <ul style="list-style-type: none"> • Supporting patients eligible for mental health treatment plans to have up to date plans and regular reviews conducted by their GP. • Ensure all documentation is accurate and uploaded to the database within three business days of an interaction, including consultation notes, assessments, reports, group work, case notes, therapy notes and training. • Complete case closures for all clients that have completed their episode of care or have disengaged. • Maintain up to date, accurate and comprehensive records and case notes in accordance with SCMSAC policy, AHPRA and best practice standards. • Provide evidence based therapeutic interventions to the referrals allocated to you. • Conduct and record relevant and accurate psychological assessments.

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	<ul style="list-style-type: none"> • Accurately record all relevant MBS items. • Complete complex case reviews and plans for relevant clients. • Average between four and six booked appointments per day. • Report to cases of suspected risk of harm to clients as per the SCMSAC policies and procedures and relevant legislation. • Adhere to your requirements for ongoing learning and development to maintain your registration. • Meet your requirements for professional supervision as per your registration. • Attend relevant meetings. Be punctual, prepared, and ready to participate. • Actively participate in monthly documented support and supervision. • Participate in relevant annual performance reviews. • Other duties as reasonably directed by the CEO or delegate. <p>Communication and Collaboration</p> <ul style="list-style-type: none"> • Maintain client confidentiality. • Communicate in a professional and respectful manner. • Report matters in line with SCMSAC's Notifiable Events Policy. • Participate in decision-making and joint problem solving. • Build positive partnerships, both internally and externally. <p>Information Technology</p> <ul style="list-style-type: none"> • Utilise IT Systems and equipment in line with SCMSAC policy and procedure. • Collect and analyse data, specific to your role. <p>Continuous Quality Improvement</p> <ul style="list-style-type: none"> • Actively participate in organisational continuous quality improvement initiatives. • Actively participate in the implementation of outcomes from program quality audits. • Ensure that you are familiar with agency and program accreditations and your obligation to uphold these in your day to day role. <p>Child Safety</p> <ul style="list-style-type: none"> • Adhere to mandatory reporting requirements in line with SCMSAC Child Protection and Child Safety Policy and Procedure. • Complete centralised mandatory ROSH reporting process in line with SCMSAC Child Protection and Child Safety Policy and Procedure.

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	<p>Workplace Health and Safety</p> <ul style="list-style-type: none"> • Adhere to WHS obligations as outlined in our WHS Policies/Procedures. • Comply with relevant PPE requirements for your role. • Report all incidents, hazards and risks in line with SCMSAC Policy and Procedure.

**Aboriginality - Aboriginality is a genuine occupational requirement and racial discrimination is a prohibition as outlined under Section 8(1) of the Racial Discrimination Act 1975.*

Employee Acceptance

I, _____, accept this description is an accurate statement of the duties, responsibilities and other requirements of the job. I have read and understood this document and agree to undertake the duties and responsibilities as listed.

Name/Role	Signature	Date
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