

Schedule B: Position Description Registered Psychologist

Position Title:	Registered Psychologist	Position Classification:	Health Professional
Program:	Therapeutic	Hours:	Full Time
No of direct reports:	Nil	Primary Location:	Grafton
Reports to:	Chief Operating Officer	Other Locations:	As designated
Salary Band:	Employment Contract	Remuneration:	Total Remuneration Package
Professional Supervision	This role is subject to external professional supervision requirements. Caringa will work with the successful practitioner to ensure that appropriate professional supervision is maintained.		

Organisation and Work Environment

Organisation

Caringa Australia Ltd. is a National Disability Insurance Scheme (NDIS) provider providing services in the Clarence Valley and Coffs Harbour areas.

General Description

The registered psychologist is expected to provide psychological services to individuals, groups and relevant stakeholder organisations. Psychological service involves the application of psychological knowledge and expertise in assessing, treating and consulting on emotional, mental, developmental or behavioural difficulties.

You will be registered with the Psychology Board of Australia of the Australian Health Practitioner Regulation Agency (AHPRA) and are approved to provide services by Medicare Australia and private health insurers. You will possess a wide array of skills to assist individuals, families and caregivers with positive behaviours to address challenging behaviour.

Work Environment

Participants within the National Disability Insurance Scheme may present with a variety of clinical and support needs and characteristics, including

- Emotional, behavioural and mental health issues
- Possible experiences of trauma, leading to challenging behavioural issues
- Risk of injury to self and others
- Learning to live with a disability
- Significant attachment issues
- Limited or poor social skills
- Learning difficulties
- Poor adaptive skills and subsequent high level of instructional needs;
- Substance abuse.

Caringa seeks an enthusiastic, flexible and client-focused person who can work with a wide range of individuals. We maintain a diverse, supportive and enjoyable work environment focused on delivering a valuable and effective service for people with disability, their families and for other professionals. Strong, robust relationships with a range of stakeholders will be the key to our and your success.

Position Summary

The position of Psychologist is to:

- Provide therapeutic clinical advice, support and guidance to a range of NDIS participants and their families, caregivers and other professionals.
- Support Caringa's internal clinical governance systems and processes.
- Participate/provide formal behaviour management strategies and professional development for Caringa staff.

Position Responsibilities:

1. Provide a high level of appropriate skilled clinical assessment and interventions across Caringa's NDIS services.
2. Exercise independent professional judgement in solving problems and managing cases where principles, procedures and techniques require expansion, adaptation and modification.
3. Provide intensive support and management planning to support staff to assist in the ongoing care of participants with complex needs.
4. Actively engage in formal education around client behaviour support and psycho-social issues to support staff.
5. Consult and liaise with tertiary health and community agencies/ groups to develop relationships for service delivery activities.
6. Contribute to the evaluation and analysis of policies and procedures applicable to professional practice.
7. Provide professional supervision and training to support staff in relevant matters as determined by the COO.
8. Complete case and program records to standards required and meet reporting and data collection requirements.
9. Participate in and/ or implement and coordinate research programs in relevant areas of service delivery. May be expected to contribute to advances of the techniques used.
10. Initiate and coordinate quality improvement activities in service delivery.
11. Participate in ongoing professional education, supervision and personal performance review process.

Selection Criteria

Essential Criteria:

- Degree qualifications in Psychology.
- Current registration as a Psychologist with AHPRA.
- Full registration with the Psychology Board of Australia.
- Sound experience and knowledge in Comprehensive Behaviour Assessment; preparation and implementation of Comprehensive Behaviour Management Plans compliant with NDIS Safeguarding and Quality standards.
- Solid experience using CBT and other evidence-based psychological therapies eg. counselling, ACT, DBT, Schema therapy, IPT.
- Ability to plan, provide and evaluate personal support services for individual clients and client groups.
- Excellent knowledge of national mental health standards and mental health services.
- Ability to work independently and as a team member.
- Excellent written and oral communication and record keeping (including timely report preparation)
- Must have professional indemnity insurance
- Must have full Australian C-class driver's license.

Highly Desirable:

- Ability to see clients occasionally outside standard business hours (in their own/ supported accommodation) to assess their behaviour.
- Ability to undertake occasional travel.
- Minimum 3 years of experience with Mental Health, AOD and Criminal justice OR minimum 3 years' experience working in a government or non-government agency delivering support services to individuals with intensive needs.
- NDIS experience is a preferred.

Mandatory:

- Pre-employment reference checks.
- A formal offer of employment is contingent on the preferred candidate supplying the following at that own cost:
 - National Police Check
 - Working With Children Check

Position Delegations	
1. Clinical	2. Policy and Procedure
Make recommendations and provide advice to professionals and caregivers about clients based on your knowledge and expertise. Determine and recommend level of clinical support and intervention needed for each client upon assessment.	Contribution and input to organisational Policy and Procedure.
3. Financial	4. Compliance and Audit
No delegations.	Ensure compliance with policy and procedure and contribute to the audit process. Contribute to internal clinical governance policy and practice.

Reporting Relationships	
Immediate Manager:	Other Positions reporting to this position:
Chief Operating Officer	Nil at this stage
Professional Supervision:	
When working with an external professional supervisor, the Psychologist will remain accountable to the COO.	

General Policy Statements
Workplace Health and Safety
Caringa is committed to a safe workplace for all employees. All employees have a responsibility to ensure they meet their WHS obligations at all times. These obligations are met through actions, decisions and use of safe work practices to ensure the health, safety of relevant persons, including themselves.
EEO
We are committed to the policy that discrimination, harassment, bullying and victimisation in the workplace will not be tolerated. All employees have a responsibility to ensure that they do not act in a way that constitutes harassment or discrimination against other employees and to help maintain a work environment free of harassment and victimisation.
Code of Conduct
Caringa's Code of Conduct provides the models of behaviour and values that employees should demonstrate to support our ethical position and culture. All employees have the responsibility to make themselves aware of and to comply with the Code of Conduct.
Confidentiality
Our employees are required to protect the identity and personal information of all clients. Sensitive information should remain confidential and not be disclosed to any external person, unless permitted by the organisation, professional standards and legislation.

Declaration	
I agree that I have read and understood the Position Description for Registered Psychologist as detailed above.	
Print Name	
Signature	
Date	