

## Position Description

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# Psychologist - LifeConnect

## Section A: position details

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Position title:	Psychologist
Employment Status:	Part time
Classification and Salary:	Health Professional Employee Level 2, Health Professionals and Support Services Award 2010 Salary range: \$70,000 - \$86,900 per annum (pro rata) depending on skills and experience (Above Award)
Location:	Based within the Inner East, Outer East and Northern areas of Melbourne. May be required to use own vehicle at times.
Hours:	Between Monday and Friday, 8:30am to 5:00pm. Some after hours and weekend work as required.
Contract details:	Maximum Term contract until 24 June 2020 (possible extension)

## Organisational context

Neami National is a community-based recovery and rehabilitation service supporting people living with mental illness and psychiatric disability to improve their health, live independently and pursue a life based on their own strengths, values and goals. We provide services in more than 50 locations, ranging from the inner-city and suburbs to regional and remote parts of Australia. Our vision is for full citizenship for all people living with a mental illness in Australian society. Our mission is to improve mental health and wellbeing in local communities across the country. We believe that recovery is an individual process and that with the right kind of support everyone can live a life based on their own strengths, values and goals for the future. We use an approach called the Collaborative Recovery Model (CRM) to support people through our services. The CRM assists individuals to identify their personal strengths and values, to set goals and then helps them make progress towards achieving them. We are a smoke free organisation.

## Position overview

Neami National have been successful in winning the tender from the Eastern Melbourne PHN to deliver suicide prevention services and activities in line with the National Suicide Prevention Strategy (NSPS) and the National Mental Health Commission's review of mental health programs. The program will include providing direct support to people postvention (bereavement counselling) and a suite of capacity building activities including group therapy, training and community debriefing.

The Psychologist will be registered with AHPRA and will preferably have completed at least two years practical experience as a psychologist, ideally possessing mental health accreditation.

You will work as part of a multi-disciplinary team, alongside Peer Support Workers, Social Worker, Occupational Therapist, Project Worker and Service Manager to provide a range of capacity building activities and direct postvention support to individuals who have been impacted by suicide and are experiencing bereavement (including 1:1 counselling, group therapy and community debriefing).

LifeConnect, previously known as Suicide Prevention Postvention Service (SPPS) will integrate with and provide a consumer experience consistent with EMPHN's Referral and Access Team (RAT), including incorporation of EMPHN's Quick Response Suicide Prevention Procedure as part of the intake process. Intake Assessment tools, refined in collaboration with EMPHN, will include:

- Standard referral form
- K10+ / K5 / SDQ
- Collaborative Care Plan

The Psychologist will take a lead in overseeing the LifeConnect referral screening and intake process, and ensure consumers not requiring face-to-face interventions will be referred to appropriate services within the LifeConnect network, including e-health and online supports.

The team will operate as a predominantly mobile workforce utilising community co-locations to provide the services. The LifeConnect team will be required to establish and work within an efficient framework that effectively identifies individual's needs, their required supports and services and works closely with the relevant key stakeholders to link them in with an appropriate care team and support network. The Psychologist will deliver co-designed critical incident debriefing adapted to specific cohorts.

The Psychologist will also provide clinical consultation to other members of the team and work closely to build the capacity of the LifeConnect service to respond to the needs of the community. They will oversee the clinical governance of the program alongside the Service Manager and ensure risk and quality frameworks are implemented and maintained. They will work closely with the Project Worker/Service Manager to build connection and partnerships with key stakeholders and facilitate promotional activities where required.

## Period of employment

Maximum term contract until 24 June 2020, subject to a 6-month probationary period. Casual employment may be considered.

## Accountability

The Psychologist is accountable to the LifeConnect Service Manager.

Monthly external professional group supervision will be provided to the LifeConnect team to ensure their ongoing support and professional development in suicide prevention and postvention. Service Managers will provide monthly line management for the LifeConnect team and will support LifeConnect clinical staff to oversee program risk management.

## Conditions of employment

The Psychologist position is classified at Health Professional Employee Level 2, Health Professionals and Support Services Award 2010. The salary range is dependent on experience and mental health credentialing: \$65,00 - \$86,950 per annum (pro rata) depending on skills and experience (Above Award).

A number of benefits are available to all staff, including generous salary packaging, with rewarding NFP fringe benefit tax exemptions.

**Core requirements prior to any offer, or commencement of employment:**

<b>Police check</b>	Criminal record checks are mandatory for all new appointments. Neami National will cover the cost of an Australian check. Where a new employee has lived outside of Australia for 12 months or more within the last 10 years, the cost of an International check will be borne by the applicant (~\$142.00).
<b>Working with Children check</b>	A valid Working with Children check must be supplied by all new employees (employee responsibility).
<b>Car licence</b>	A valid Australian driver's licence (P plate or above) must be supplied by all new employees.
<b>Suitable Vehicle</b>	You may be required to use your own roadworthy vehicle insured to a minimum level covering 3rd party fire and theft (comprehensive cover is recommended). The vehicle must be capable of transporting multiple passengers in a safe manner.
<b>Right to work within Australia</b>	You must maintain a right to work in Australia, in the position and location of employment during your employment with Neami. You must comply with all terms of any such grant of a right to work in Australia.
<b>Clinical Registration</b>	At all times maintain annual registration requirements with AHPRA including registration standards and continuing professional development (CPD).
<b>Qualification</b>	Education and training history together with certified copies of all diplomas, degrees and any post graduate qualifications (copies to be supplied at interview).

## Section B: application procedure

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To discuss the position, please contact:

Name: Ed Marrinan – LifeConnect Service Manager

Contact Phone Number: 0428 663 109

## Section C: key responsibilities

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### Service Delivery

- Participate in a staff team who work together to achieve excellence in service delivery, within the available resources.
- Participate in a strong clinical governance culture within the team, where each practitioner takes responsibility for their own decision making and quality improvement activities, whilst supporting the clinical governance framework of Neami, including monitoring and evaluation to ensure Neami's internal audits and external accreditation requirements are met.
- Provide services that are consistent with Neami's Clinical Governance Framework.
- Work within the parameters of Neami's policies and procedures in addition to any professional codes of conduct.
- Actively contribute as a team member to the delivery of community capacity building activities and postvention service provision.
- Participate in the regular collection of service data which can then be used to evaluate outcomes and assist with the continuous improvement of the service.
- Ensure incident and critical incident reporting occurs in accordance with guidelines.
- Work and act independently within the parameters of the role, demonstrating professional autonomy

and an ability to decide when it is appropriate to refer to the Regional Manager or other Senior staff for guidance.

## Clinical Services

Providing clinical intake/assessment and postvention services including:

- Provide information about mental health and available services.
- Provide timely, coordinated, and reliable assessment and intake service that is sensitive to cultural, communication and cognitive needs
- Coordinate client therapeutic interventions and work in collaboration with the individual, family and external workers and agencies, including making internal and external referrals as needed and working alongside GPs.
- Support the continuity of care and information flow between individuals, staff and external workers and agencies.
- Provide individual clinical interventions including counselling and community debriefing.
- Facilitate wellbeing programs for men and other at-risk groups designed to introduce self-awareness and self-management skills across all social determinants of health.
- Provide evidence-based training and capacity building workshops to key stakeholders to reduce stigma surrounding suicide and promote positive, evidence- based help seeking behaviour

## Partnerships and Community Engagement

- Establish strong operational partnerships with mental health services, primary health services, and other key stakeholders.
- Develop and maintain strong working partnerships with local community services to facilitate collaborative delivery of services.

## Service Development

- Through service delivery and in collaboration with partners, staff and consumers identify service gaps and contribute to the development of appropriate solutions to address these gaps.
- Actively participate in the planning, implementation and evaluation of the LifeConnect Service.
- Support the service to be accessible to CALD and Aboriginal and Torres Strait Islander community members and contribute to the development and implementation of strategies to monitor and review the level of accessibility.
- Contribute to the development of policies relevant to the LifeConnect program (internally and externally) in line with Neami aims and objectives and contract requirements.

## Participation within the Team

- Constructively participate in supervision, formally and informally with the Service Manager.
- Foster a learning environment by participating in reciprocal guidance and coaching with other staff to share discipline knowledge and develop and inform your own practice by drawing on the expertise and insights of other staff.
- Participate in an annual performance review.
- Actively participate in reflective practice through team meetings, decision-making processes, service planning session, supervision and staff development activities.
- Provide secondary consultation/clinical review opportunities to members of the team.
- Raise and seek to resolve any areas of conflict or dispute with other staff in an open, honest and respectful manner.
- Support Neami efforts in reducing our impact on the environment and work towards a sustainable future.

## Relationship and Community Engagement

- Assist the Service Manager and Project Worker in the development or expansion of community engagement activities that promote reduction of stigma and increase wellbeing in the community.
- Identify and employ strategies to develop and maintain relationships and communication with external stakeholders, referrers and governing bodies.
- Sit as a member of community committees and networks as required.

## Maintain Records and Resources

- Collect, collate and maintain data on consumer contact.
- With team members collect information on community resources.
- Regularly report to the Service manager regarding achievement of work plans.

## Section D: Key Competencies

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### Creating diverse staff teams

The values, skills, attributes and commitment of our staff are key to our success and reputation as a national mental health service that provides high quality support services to people living with a mental illness.

We are strongly committed to further developing and diversifying our work force as part of our strategic directions.

We celebrate multidisciplinary teams and value the rich skills and experiences brought by applicants from a range of sectors and professional backgrounds.

Further depth is brought by those from diverse cultural backgrounds, Aboriginal staff, and those with lived experiences of mental illness and recovery, all of whom are strongly encouraged to apply for any roles that match their skills and interest.

The following competency criteria will inform our selection decision:

### Working with LifeConnect

- Demonstrated skills in the provision of high-quality assessments and interventions to resolve or ameliorate emotional distress of consumers.
- Facilitation of small and large groups of community members, delivering activities to introduce self-awareness and self-management skills across all social determinants of health.
- Demonstrated ability to effectively perform in an environment of change, to be creative when problem solving and work to timelines.
- Demonstrated understanding of the issues relevant to people impacted by suicide living in the community (including those from a CALD or ATSI background) and a strong commitment to consumer rights and participation in their community.
- Possesses an understanding of the key issues affecting clients living in the community who are experiencing bereavement, grief and poor mental health and are struggling to access services.
- Has high level interpersonal skills, including the ability to communicate sensitively and effectively with clients, their families, friends and carers.
- Understanding of trauma informed care.

### Knowledge

- Knowledge of local services particularly relevant to designated program area.
- Knowledge of Occupational Health, Safety and Welfare Act, policies and practices.
- Knowledge of Equal Opportunities Legislation, policies and practices.

- Knowledge of Professional Codes of Conduct and Ethics: aware of and practicing within relevant Federal and State Legislation and the relevant Professional Code of Practice, Conduct and Ethics.

## Adhering to principles and values

- Upholds ethical behaviour, consistent with values as characterised by honesty, fairness responsibility and hope
- Demonstrates integrity and credibility, and fosters open honest communication
- Demonstrates commitment to the organisation and its values, and a belief in recovery and self-empowerment
- Uphold Neami's values

## Working with people and building relationships

- Demonstrated ability to build partnerships with government and non-government health and welfare service providers to pursue practical strategies to improve service delivery to consumers.
- Ability and commitment to work in a collaborative team approach to service delivery and development, in conjunction with the management team.
- Highly developed interpersonal skills, including using reflective practice principles.
- Adapts to the team and contributes to a positive team dynamic.
- Listens, consults others and communicates proactively to address and manage conflict in a fair and transparent manner.
- Develops and openly communicates self-insight such as an awareness of own strengths and areas for development.
- Clearly and accurately conveys opinions and information respectfully with all forms of communication.
- Establishes respectful professional relationships that have clear boundaries with consumers, staff and partner organisations.
- Demonstrates an interest and understanding of others and relates well to people at all levels.
- Obtains agreement and commitment from others by engaging and gaining respect.
- Promotes ideas on behalf of self or others and supports others to self-advocate.
- Ability to engage with a diverse range of needs and develop trusting and professional relationships.

## Communicating and facilitating

- Speaks clearly, fluently and honestly to engender trust.
- Demonstrates awareness of, and ability to regulate own emotional reactions.
- Adapts communication style to meet the needs of others and identifies changing needs within a group.
- Engages a diverse range of people and facilitates groups with skill and confidence.
- Produces new ideas, approaches or insights when working with consumers.
- Describes the stages of recovery to facilitate a consumer's understanding of the recovery journey.
- Can creatively tailor group activities to engage and meet the needs of participants.
- Uses self-disclosure in a purposeful, meaningful and safe way.
- Well-developed interpersonal communication, advocacy, negotiation and conflict management skills.

## Planning, organising and problem solving

- Manages time effectively.
- Sources, organises and maintains resources required for a task.
- Is accountable and proactive about reviewing progress and outcomes.

- Appropriately follows instructions from managers and understands and respects authority.
- Exercises common sense in making judgments and seeks solutions to problems.
- Demonstrated ability to contribute to service evaluation, policy and procedure reviews and other continuous improvement activities.

## Adapting and responding to change, and coping with challenges

- Flexibly adapts to changing circumstances and responds to the reactions and feedback of others.
- Adapts interpersonal style to suit different people or situations.
- Shows respect and sensitivity towards diversity.
- Deals with ambiguity, making positive use of the opportunities it presents.
- Puts appropriate boundaries around personal issues.
- Maintains a hopeful and positive outlook even during challenging times at work.
- Demonstrates self-awareness and ability to reflect and handle feedback well and learn from it.

## In addition, you will need:

- Strong computer literacy and written communication skills.
- Current Australian driver's licence.
- Private car for transport in business hours.
- Demonstrated experience in facilitating groups, including the ability to prioritise different needs within a group.
- Current registration in the health profession of psychology with Australian Health Practitioner Regulatory Agency (AHPRA).
- Although not required, it would be an advantage to have experience with a range of evidence-based treatments such as:
  - CBT
  - DBT
  - ACT
  - Cultural Healing Methods
  - Narrative therapy
  - Relapse Prevention / Wellness Planning
  - Brief Family Interventions