



## Position Description

<b>Position Title:</b>	<b>Psychologist</b>
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**Location:** Gunditjmara Primary Health Services  
3 Banyan Street, Warrnambool

**Award Classification:** Level 2, Health Professionals and Support Services  
Award 2020, Classification - Health Professional

**Reports to:** Primary Healthcare Services Manager

**Hours of Work:** Part-time / full-time hours, negotiable

**Terms of Employment:** Twelve months maximum term contract, subject to funding

### **Historical Background**

The Gunditjmara Nation starts at the South Australian border then goes to the foothills of the Grampians, to Piron Yallock and Gellibrand; this covers the coastlines within these areas. There are many tribes within the Gunditjmara Nation. Each tribe had their own identity, which was knowing where their boundary lines were on country. These were often recognised by creeks, rivers and small hills.

Gunditjmara people established permanent settlements thousands of years ago, revealing a deep, enduring connection to the land. The Gunditjmara people used the land's natural topography and features to establish permanent settlements and villages along the lava flow near creeks and lakes.

Gunditjmara people gathered food including eels from the rivers and shellfish from the ocean. Places such as Lake Condah, Tower Hill, Budj Bim, Deen Maar and the Framlingham Mission areas all significant cultural sites for Gunditjmara people, that tells the story of our ancestor's way of life, culture and history.

## **Organisational Background**

Incorporated in 1982, Gunditjmara Aboriginal Cooperative is an Aboriginal Community Controlled Health Organisation (ACCHO) that provides a range of holistic community health and social support programs, principally to the Aboriginal community and other residents in Warrnambool and outlying areas. We work in close partnership with local government and other health service providers including other Aboriginal Community Controlled Organisations in the Western District of Victoria, liaising regularly on the provision of primary health service and community services.

## **Overview of the Position**

This clinical position responds to the needs of Aboriginal people who face significant disadvantage, (such as people who are homeless, people with a dual disability (co-occurring intellectual disability) and people with a dual diagnosis (co-occurring severe substance misuse problem). The role includes:

- Therapeutic work with individuals and groups presenting with a range of issues, using psychological theory and a research framework to modify behaviour and/or improve personal, social and vocational adjustment
- Delivery of intervention services by integrating mental health within the social, emotional and cultural wellbeing of Aboriginal and Torres Strait Islander community. Brief intervention services enable a "no-wrong pathway" model of care
- Provision of clinical interventions which focus on clients' life impairments resulting from high levels of psychological distress or illness, as it relates to each person's social and emotional wellbeing across the age spectrum
- Provision of operational support and multidisciplinary integrated evidence based primary mental health service model of care
- Working collaboratively with stakeholder partners through effective relationships, co-contribution service level agreements (as applicable) and referral arrangements between primary care, mental health, alcohol and other drugs, and other psychosocial services to facilitate client's access to the right service at the right time

## **Key Responsibilities**

1. Participate in a clinical mental health care team that integrates with non-clinical staff who provide wrap around services to clients
2. Participate and conduct in multidisciplinary and clinical team meetings
3. Maximise MBS billing in accordance to the provision of quality best practice client care
4. Develop and implement individual treatment plans, specifying types,

- frequency, intensity and duration of therapy and discuss treatment plans with clients
5. Assist to implement an integrated multidisciplinary model of mental health care within Gunditjmara working with clinical and non-clinical staff
  6. Evaluate the effectiveness of counselling or treatments, and the accuracy and completeness of diagnoses, and modify plans and diagnoses as necessary
  7. Assist clients gain insight and define goals to achieve effective personal, social, educational, and vocational development and adjustment
  8. Provision of mental health brief intervention services including:
    - Provide assessment and brief interventions for people experiencing life impairments associated with mental health difficulties, as it relates to their social and emotional wellbeing and consistent with best evidenced and contemporary mental health standards of assessment and treatment practices
    - Trauma informed assessment and screening for those most at risk to the onset or relapse of low prevalence complex and enduring mental illness
    - Delivery of culturally relevant trauma informed best evidence interventions for people that experience high to very high psychological distress and for those at risk of self-harm
    - Family based interventions
    - Timely access to a coordinated continuum of interdisciplinary care within a stepped care system
    - Referral pathways and access to specialist mental health services for people with low prevalence, complex and enduring mental illness
    - Referral pathways and access to appropriate treatment for mild to moderate mental illness within a stepped care system of primary care
  9. Delivery and treatment methods for mental health:
    - Provide assessment and brief interventions for people experiencing life impairments associated with mental health difficulties, as it relates to their social and emotional wellbeing and consistent with best evidenced and contemporary mental health standards of assessment and treatment practices
    - Deliver culturally appropriate trauma and treatment programs
    - Participate in culturally appropriate professional development training and supervision provided to support the provision of trauma and treatment programs
    - Develop a social and emotional well-being plan for each person assessed
    - Clinical services will be provided in a range of settings and through a range of mediums in consultation with clients and families to promote the safe engagement of each person and to influence constructive mental health and social behaviors

- Appropriate psychometrics to be utilised in a timely manner
- Counsel individuals and groups regarding issues such as stress, substance abuse, family situations, in order to modify behaviour and/or improve personal, social and vocational adjustment
- Referral and receipt pathways will be developed in consultation with mainstream services to ensure timely access to specialist mental illness treatment services, including: specialist crisis assessment and treatment services, psychological therapy services for mild to moderate mental illness, psychiatric disability and rehabilitation services, drug withdrawal services, rehabilitation services
- Crisis intervention for distressed clients as relevant
- Conduct professional supervision of clinical mental health and other staff as required

10. Short term case management and complex care coordination of people experiencing mental health disorders and challenges in their psychosocial situation. These challenges may be in some or all health determinant domains such as finance, housing, employment and social supports. The role is pivotal in providing accessible, seamless, high quality care by working collaboratively between services in a manner which is consistent in ensuring the client's needs are met

### Overview of Service Requirements

	<b>Mental Health</b>	<b>Alcohol &amp; Other drugs</b>
<b>Service</b>	Assessment Brief interventions Care coordination Family based interventions	Opportunistic & planned assessment Brief interventions Care coordination Family based interventions
<b>Referral source</b>	Self Family General Practitioners Aboriginal and Torres Strait Islander Health Practitioners Other services	Self Family General Practitioners Aboriginal and Torres Strait Islander Health Practitioners Other services
<b>Delivery method</b>	Face to face Telephone, web conferencing	Face to face Telephone, web conferencing
<b>Sessions</b>	Community assertive outreach and Centre based	Community assertive outreach and Centre based

<b>Types of evidenced interventions</b>	Brief interventions that are evidence based and underpinned by cognitive, behavioural, trauma informed and social learning principles including: <ul style="list-style-type: none"> <li>• behavioural interventions</li> <li>• cognitive interventions</li> <li>• emotional regulation and stress management</li> <li>• skills training</li> <li>• psycho-education</li> <li>• family behavioural interventions</li> <li>• motivational interviewing</li> </ul>	Brief interventions that are evidence based and underpinned by cognitive, behavioural, trauma informed and social learning principles including: <ul style="list-style-type: none"> <li>• behavioural interventions</li> <li>• cognitive interventions</li> <li>• emotional regulation and stress management</li> <li>• skills training</li> <li>• psycho-education</li> <li>• family behavioural interventions</li> <li>• motivational interviewing</li> </ul>
<b>Mandated clinical measures</b>	Work and Social Adjustment Scale	ASSIST
<b>Reporting</b>	Minimum data set on prescribed system including: <ul style="list-style-type: none"> <li>• client activity</li> <li>• family activity</li> <li>• interventions used</li> <li>• session duration</li> <li>• service medium</li> </ul>	Minimum data set on prescribed system including: <ul style="list-style-type: none"> <li>• client activity</li> <li>• family activity</li> <li>• interventions used</li> <li>• session duration</li> <li>• service medium</li> </ul>

**Other Duties**

- Participate in a six monthly (post-employment) and then annual performance reviews with the Primary Healthcare Manager, and develop a work plan for the next twelve months period
- Participate in and attend Gunditjmara organisational meetings as directed by the Primary Healthcare Manager
- Be accountable for the effective and efficient achievement of the key responsibilities of the position
- Be familiar with and abide by the Gunditjmara policies and procedures including Occupational Health and Safety, the GAC Code of Ethics and Professional Conduct and Child Safety policies
- Participate in the Continuous Quality Improvement and Risk Management programs, and promote compliance with legislation and Gunditjmara policies
- Participate in Gunditjmara Aboriginal cultural awareness training
- Assist with and support internal and external audit processes

- Contribute to monthly newsletter as required
- Provide regular reports on the activities and outcomes of work undertaken, including internal reporting requirements
- Undertake professional development to increase skills and knowledge
- Other relevant duties within the scope of this role, as directed by the Primary Healthcare Manager

### **Essential Skills, Knowledge, Qualifications and Experience**

- Understanding and commitment to Aboriginal health, Aboriginal culture, and the philosophy and practice of Aboriginal Community Control
- Ability to work with Aboriginal organisations, communities and individuals in culturally appropriate ways
- Registered Psychologist with the Australian Psychological Society (APS)
- Ability to relate to and empathize with a wide range of people
- Sensitive listening and questioning skills
- Ability to cope with emotionally demanding situations
- Demonstrated interpersonal communication (verbal and written) and negotiation skills and ability to develop rapport and build relationships with clients
- Good research skills
- Good team working skills
- Competency in IT - including Microsoft Office products - and experience in using data bases for service management and reporting to funding bodies.

### **Desirable Characteristics**

Previous experience working in an Aboriginal / Torres Strait Island organisation.

### **Child Safety**

Gunditjmara is a Child Safe Organisation and is committed to the safety of children and protecting children from abuse. Pre-employment checks include:

- undergoing and attaining a satisfactory police check
- be in possession of a current Victorian Working With Children Check card
- be able to attain two satisfactory employment references that attest to your suitability to work with Aboriginal and non-Aboriginal children

### **Other Position Related Information**

- A current Victorian drivers licence is required
- Immunisation status and current indemnity insurance certificate is required

### **Guidelines for Submitting Applications**

Application deadline is Sunday 10 January 2021. Specific queries about the position should be directed to Tara Smith, Primary Healthcare Manager, 03 5564 3344. Queries and applications to Elizabeth Pinson, People and Wellbeing Officer, [recruitment@gunditjmara.org.au](mailto:recruitment@gunditjmara.org.au). Applications must include your resume, 2 references, a covering letter and how you meet the knowledge, skills and aptitude required of the position (see above).