

The purpose of this position

- The **purpose** of the position is to provide psychological assessment, consultation, therapeutic interventions, and professional services to people with disability in line with the goals of their National Disability Insurance Scheme (NDIS) plans, individual goals or other related psychological tasks as required.

About the position

- This position is part of is within Disability Services directorate.
- This position **reports to** the Team Leader.
- The position is designated Band 7 under the *Schedule of Authorities and Delegations*.
- The position is a: Budget holder Has designated revenue or billing targets.
- This position maybe advertised externally as Psychologist

Key areas of responsibility

To achieve this purpose, the position holder would typically

- Provide high quality, cultural appropriate psychological interventions to people with disability, often in relation to complex or challenging behaviour.
- Understand and select appropriate psychological assessment/s based on that persons need 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 clients, carers/family 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 client according to the goals and within the allocated hours of the NDIS plan or as per TBS requirements.
- Participate in support planning processes for clients to deliver coordinated, effective service provision that meets the 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.
- You may also be required to design, provide, monitor, and evaluate high quality, culturally appropriate behaviour support services to people with an intellectual disability.
- If you are advised that this is required as part of your employment, then you must be considered 'suitable' via an application process to the NDIS to provide behaviour support services.

This position may be offered as a specialisation. For example, Senior Psychologist. Where the role is offered as a specialisation the position holder would typically:

- Support clients with more complex needs.
- Coach, advise and provide on the job support to other team members to enhance quality and culturally appropriate psychological interventions.
- Promote evidence based psychological therapy practice and provide coaching, mentoring and supervision to other psychology staff.
- Work in collaboration with other Senior Clinicians to monitor, develop and improve service provision

Key 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 the NDIS plan.
- Psychological services are timely, efficient and effective. They meet the goals identified by the client, their families/carers within available resources.
- Services for clients with complex needs are well coordinated, efficient and effective and goal focussed.
- Services provided are clearly understood by the client, their family/carers and the multidisciplinary team

Key Capabilities

- Degree qualification recognised by the national professional association
- Registered with Australian Health Practitioners Regulations Agency (AHPRA)
- Previous experience working with people with disabilities and/or 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

People who know this position say that

People who know this position say the things that might make your day are:

- Being able to advocate for the needs of the client
- Working with the team to get a comprehensive view and reach better outcomes
- Reflecting on positive feedback when suggestions have been helpful
- Giving back to the profession through communities of practice

People who know this position say some key challenges you might experience are:

- Working within a benchmarked allocation of hours based on the 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

Work and flexibility

While The Benevolent Society has great tools to connect us remotely, sometimes we will need to connect in person. This means we need to travel on occasion.

This position may require:

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| <input checked="" type="checkbox"/> Overnight travel/stays. | <input checked="" type="checkbox"/> Weekend work. |
| <input checked="" type="checkbox"/> Travel between office locations/regions. | <input checked="" type="checkbox"/> Evening work. |
| <input checked="" type="checkbox"/> Travel to clients (varied locations). | <input checked="" type="checkbox"/> Special event support. |
| <input checked="" type="checkbox"/> Use of own registered, insured (comprehensive) motor vehicle. | |
| <input checked="" type="checkbox"/> Use of TBS pool cars. | |

Key relationships

We work collaboratively with others. This position works closely with:

Within The Benevolent Society:

- Managers and Team Leaders
- Allied Health Practitioners
- Client Support Partners
- Support workers

Outside The Benevolent Society:

- Clients and their carer/family
- Staff from other disability organisations
- Local schools
- Allied health practitioners