



Job140972 - Psychologist

POSITION DESCRIPTION – CLINICAL PSYCHOLOGIST

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| Reports to: | Social and Emotional Well-being Manager | Date Approved: | 15 September 2021 |
| Award: | Social, Community, Home Care and Disability Services Industry Award | Classification: | Level 4 - Pay point 1 |

ORGANISATIONAL CONTEXT

The Broome Regional Aboriginal Medical Service (**BRAMS**) is an Aboriginal Community Controlled Health Service which has been caring for the Broome community for more than 40 years. When we first opened our doors in 1978, BRAMS was the first remote Aboriginal Medical Service in Western Australia.

BRAMS provides comprehensive, holistic and culturally responsive primary health care, social and emotional wellbeing services, and NDIS support to Aboriginal people living in Broome. BRAMS delivers more than 40,000 of occasions of service each year. BRAMS delivers services in accordance with our Model of Care.

BRAMS has an experienced team of health professionals, including Aboriginal Health Workers and Practitioners, GPs, Nurses, Psychologists, Social and Emotional Wellbeing Counsellors, NDIS support workers, and Public Health Officers who work together to improve health outcomes in the local community.

Our Vision

Healthy People – Strong Community – Bright Future

Our Mission

Provide holistic and culturally responsive health and wellbeing services for Aboriginal and Torres Strait Islander People. That means making our Mob healthy.

Our Guiding Values

Respect: Treat one another and others with respect.

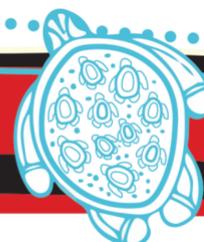
Integrity: Be truthful, honest and ethical in our dealing with one another and others.

Accountability: Take responsibility for what we do and the decisions we make.

Quality: Provide high quality services that meet the expectations of our clients and the community.

ROLE PURPOSE

This position contributes to positive community outcomes in social and emotional wellbeing by maintaining an active clinical caseload with the Social and Emotional Wellbeing Team. The position delivers evidence-based, best practice clinical standards, and culturally informed psychological interventions in line with the BRAMS Model of Care, and undertakes supervision of provisional psychologists and psychology placement students.





| KEY RESPONSIBILITIES | MAIN DUTIES |
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| <p><u>Knows and applies BRAMS Model of Care</u> Is knowledgeable of the BRAMS Model of Care and the policies and guidelines that relate to the Model of Care.</p> | <ul style="list-style-type: none"> > Incorporate the Australia Charter of Health Care Rights, NDIS Participant Charter and Charter of Aged Care Rights into practice. > Creates a safe interpersonal environment by listening and showing a respectful interest in culture, past experience and personal circumstances. > Works in genuine partnership with Aboriginal and Torres Strait Islander people to achieve shared outcomes. > Continually build knowledge of the sector and maintain a high level awareness of the key issues which impact Aboriginal communities in the region. |
| <p><u>Psychological Services</u> Provide psychological services and therapeutic support in accordance with the BRAMS' Model of Care.</p> | <ul style="list-style-type: none"> > Undertake psychological assessments with clients including children, young people and families. > Prepare and assist in the implementation of evidence based psychological interventions. > Conduct risk assessments, including assessment of suicide risk and violence risk and provide follow up support, referrals and treatment. > Applies a person centred approach to psychological services. > Facilitate psychological support groups. > Work collaboratively as part of the multidisciplinary team to coordinate care for BRAMS clients, including liaising with internal and external service providers and actively participate in case review meetings. > Ensure maintenance of privacy and confidentiality in relation to client information in accordance with organisational policy, cultural protocol and professional ethics and guideline. > Communicate with referring agents and clinicians in the community involved in the ongoing management of individual clients. |
| <p><u>Data Administration</u> Maintain accurate client records, including the collection and collation of statistical information in order to forecast demand for services and allocation of budgets.</p> | <ul style="list-style-type: none"> > Ensure information is recorded accurately and in a timely manner in the electronic health record system, and that records are maintained in accordance with BRAMS policy, AHPRA and best practice standards. > Maximise Medicare billings / claims through effective and timely clinic and patient records processes. > Actively maintain knowledge of the application of the MBS relevant to your job role and ensure information about completed MBS items is effectively captured for accurate processing of claims. > Provide periodic performance and evaluation reports to the SEWB Manager as required. |
| <p><u>Manages Self</u> Meets and exceeds deadlines through efficiencies.</p> | <ul style="list-style-type: none"> > Prioritise own tasks to ensure own workload is managed as effectively as possible. |





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| | <ul style="list-style-type: none"> > Employ a range of self care tools and techniques to prevent burn out. > Reflects on own approach to inform improved practices. > Participate in monthly external supervision. > Comply with BRAMS’ professional development requirements. |
| <p><u>Quality Management System</u> Meets and exceeds deadlines through efficiencies.</p> | <ul style="list-style-type: none"> > Comply with and contribute to continuous improvement of all BRAMS policies, procedures and processes. > Contribute to achieving BRAMS Quality Objectives. > Participate in internal and external audits. > Utilise BRAMS’ QMS System (LOGIQC) to its full capacity. |
| <p><u>Occupational Health & Safety</u> Safe workplaces and environments are provided and maintained for Staff, Clients and external stakeholders.</p> | <ul style="list-style-type: none"> > A positive workplace culture free of bullying, harassment and discrimination is promoted. > All reasonable and practical steps to ensure the safety, health and welfare of all staff and clients in accordance with legislation and policies are taken. > Immediate intervention occurs wherever unsafe work practices are observed. |
| <p><u>Aboriginal Ways of Working</u> Demonstrate a personal understanding of responsive ways of working with Aboriginal Clients, Staff and Communities.</p> | <ul style="list-style-type: none"> > Aboriginal clients, staff and communities are supported in a way which protects and respects their cultures. > Works in genuine partnership with Aboriginal and Torres Strait Islander people to achieve shared outcomes. |
| <p>The duties outlined in this Position Description are not exhaustive and are only an indication of the work of the role. BRAMS reserves the right to vary the Position Description.</p> | |

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| <p>KEY RELATIONSHIP/REPORTING LINES</p> <p><u>Accountability</u> The Psychologist is accountable to the Social and Emotional Wellbeing Manager.</p> <p><u>Direct Reports</u> The position does not have direct reports.</p> <p><u>General Relationships</u> Build effective relationships across the organisation, community groups and Aboriginal communities.</p> |
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EMPLOYMENT SCREENING

Employees are required to demonstrate that they have undergone appropriate employment screening in accordance with BRAMS Employment Screening Policy. The following checks will be required for this role:

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| <input checked="" type="checkbox"/> National Police Check | <input checked="" type="checkbox"/> Pre-Employment Medical Assessment |
| <input checked="" type="checkbox"/> Working with Children Check | <input checked="" type="checkbox"/> National Disability Insurance Service Check |
| <input checked="" type="checkbox"/> AHPRA Verification Check | <input checked="" type="checkbox"/> Drivers Licence Verification Check |
| <input checked="" type="checkbox"/> Passenger Transport Driver Check | |

WORKFORCE CAPABILITY FRAMEWORK

BRAMS is operating in a rapidly changing environment which requires our workforce to build capabilities and quality to enable - and drive - sector reforms, particularly the Closing the Gap initiative.

For staff to successfully operate according to BRAMS' Model of Care, they must deliver on six main components of work. That is, to perform optimally, BRAMS staff must:

- > Understand the Aboriginal Medical Service context;
- > Understand our consumers and their needs;
- > Be focused on solutions;
- > Deliver quality services;
- > Manage self;
- > Undertake training and education relevant to their job role.

These stages of work can be thought of as 'domains', and are intended to be consistent with BRAMS' Model of Care. Each domain comprises several capabilities that enable BRAMS staff to achieve the objectives of that stage of work. These domains and capabilities combine to form the capability framework for BRAMS.

BRAMS MODEL OF CARE

The Model of Care sets the parameters by which BRAMS aims to deliver consistent, comprehensive, holistic, high-quality, and culturally responsive primary health care and social and emotional wellbeing services to Aboriginal people living in Broome.

It aligns with, and incorporates, the Aboriginal Health Council of Western Australia (AHCWA) Aboriginal Community Controlled Health Services' Model of Care, and acknowledges the importance of providing timely, accessible, affordable, and appropriate health care for Aboriginal people and communities.

Care needs to be strongly connected to country and cultural heritage, and must recognise the integral role that family and community play in the overall physical, mental and spiritual wellbeing of an individual.





SELECTION CRITERIA

Candidates for the position of Clinical Psychologist must address the following selection criteria:

Essential Criteria

- > Previous experience within an Aboriginal and Torres Strait Islander Community Controlled Health Service.
- > Degree in Clinical Psychology including full registration with AHPRA and the Australian Psychological Society.
- > A comprehensive understanding of the health issues impacting the lives of Aboriginal and Torres Strait Islander people and a strong commitment to improving health outcomes.
- > Demonstrated understanding and commitment to the philosophy and practice of an Aboriginal Community Controlled Health Service and the ability to work sensitively and effectively with Aboriginal and Torres Strait Islander people.
- > Demonstrated skill in working in a primary care setting, in particular the ability to work as part of a multidisciplinary team with a sound understanding of your role as Psychologist delivering services for young people and their families in this context.
- > Demonstrated experience in the provision of clinical, evidence based assessment and interventions with young people and their families that present with mild to moderate mental health conditions or complex presentations related to, for example; trauma, substance misuse, grief and loss, or family relationships.
- > Demonstrated ability to engage in mentoring and supervision of other Allied Health / Aboriginal Health Workers / less experienced staff and providing education/training in psychology related areas within this primary health care context.
- > Must hold and maintain a current Australian issued Driver's Licence.

ROLE ACCEPTANCE

I have read and understood the responsibilities associated with this role the organisational context and the values of BRAMS as outlined within this document.

Employee Signature:

Date:

