

## POSITION DESCRIPTION

<b>Position Title:</b>	Clinical Psychologist
<b>Department:</b>	Psychology
<b>Location:</b>	Brain Injury Unit
<b>Classification:</b>	Clinical Psychologist/Clinical Neuropsychologist

Employment Screening Check:	
National Criminal Record Check required:	Yes
Working with Children Check required:	Yes
Vaccination Category required:	Category A
Online Driving Record Check required:	Yes

Position Purpose:
Provision of psychological assessment and intervention/treatment to clients of the Brain Injury Unit

Organisation Context:
<p>The Brain Injury Unit (BIU), Royal Rehab, is a 16 bed unit that is an integral part of the state-wide specialised rehabilitation service, representing the inpatient part of the Brain Injury Rehabilitation Service (BIRS). The service provides an inpatient rehabilitation program for individuals who have sustained a severe brain injury. The driving philosophy of care is that of person centeredness, and collaboration between all stakeholders. The unit operates a multi-disciplinary team, with psychologists working closely with medical practitioners, nurses, occupational therapists, physiotherapists, recreation therapists, social workers, speech pathologists and dieticians.</p> <p>Professionally, psychologists work as part of the psychology service. The service includes psychologists from a variety of different backgrounds, including clinical psychology and clinical neuropsychology. The service is headed by the Professional Leader for Psychology (PLP), who oversees professional practice and coordinates professional development.</p>

Organisational Relationships:	
<b>Reports to:</b>	Operationally to Clinical Operations Manager of the Brain Injury Unit and Professionally to Psychology Professional Leader.
<b>Responsible for:</b>	N/A

**Performance Review & Development Planning:**

Assessment against service, professional and organisation performance indicators, and development of professional development plan will occur 3 months after commencement, and annually thereafter.

**Qualifications, Skills & Experience:**
**Essential**

- Registration with the Australian Health Practitioners Regulation Agency (AHPRA).
- Clinical Psychology/Clinical Neuropsychology endorsement with the Psychology Board of Australia (AHPRA).
- Demonstrated expertise in conducting psychological assessment and treatment, and the ability to adapt standardised approaches to meet the needs of clients with complex disability.
- Knowledge of recognised diagnostic criteria (e.g., DSM-5 and / or ICD-10) and experience in the application of the same.
- Demonstrated experience in the provision of positive behavioural support and management, and psychological therapy, and the ability to adapt standardised approaches to meet the needs of clients with complex disability.
- Demonstrated experience in preparing psychological reports for a professional audience, and interpreting reports for a lay audience.
- Demonstrated competence in interpersonal communication, negotiation and conflict resolution skills.

**Desirable**

- Experience in working with people with a brain injury or other complex disability.
- Knowledge of services and resources to support people with a brain injury & their families.
- Previous experience working in a multi-disciplinary team.

**Key Internal & External Relationships:**

Internal	Professional leader for Psychology Royal Rehab Clinical Psychologists Royal Rehab Neuropsychologists Clinical Operations managers Unit based medical, allied health and nursing staff
External	Senior practitioners other organisations experienced in their particular area of professional practice.

**Delegations/Authority**

Budget	N/A
Financial Delegations	N/A

Key Responsibility Areas	
Key Area of Accountability	Specific Tasks and Responsibilities
Clinical	<ul style="list-style-type: none"> <li>• Rehabilitation focused and diagnostic psychological assessment of brain injury clients</li> <li>• Provision of individual and group therapy programs as required drawing on evidence-based practice, for the treatment and management of psychological and behavioural problems including but not limited to:               <ul style="list-style-type: none"> <li>• Adjustment disorders</li> <li>• Anger management and impulse control</li> <li>• Anxiety disorders</li> <li>• Depression and suicidal ideation</li> <li>• Substance abuse</li> <li>• Sleep management</li> <li>• Cognitive skills deficits</li> <li>• Pain management</li> <li>• Relationships</li> <li>• Self-esteem</li> <li>• Social skills deficits</li> <li>• Psychotic conditions</li> </ul> </li> <li>• Design and implementation of rehabilitation programs utilising knowledge of the individual's clinical profile and other information available from clinical records, multidisciplinary consultation and liaison with members of the client's network (e.g., carers and family members), as appropriate.</li> <li>• Monitoring and assessment of challenging behaviours, including training and consultation with the client, family members/carers and the team.</li> <li>• Provision of consultation, advice and education to clients, other professionals and family members/carers.</li> <li>• Establishment and maintenance of efficient reporting on client assessment and treatment.</li> <li>• Provision of advice, from a psychological knowledge base, to the team on how the psychological status of individual clients can impact on rehabilitation programming.</li> <li>• Prioritise workloads according to changing service priorities and to contribute to the regular review of these priorities in conjunction with the psychology professional leader.</li> <li>• Record client-related information according to ROYAL REHAB policy, with particular attention to balancing the need to promote inter-disciplinary communication and maintain client confidentiality. Psychological report writing</li> </ul>

<b>GENERAL RESPONSIBILITIES</b>
<p><b>Work Health and Safety</b></p> <p>Royal Rehab is committed to providing a healthy and safe workplace for all employees, clients and visitors. To facilitate this safe and healthy workplace it is your responsibility to:</p> <ul style="list-style-type: none"> <li>• Ensure that all potential hazards, accidents and incidents are identified and notified</li> <li>• Ensure your own safety and that of others</li> </ul>
<p><b>Equity and Zero Tolerance to Bullying, Harassment and Discrimination</b></p> <p>Royal Rehab upholds the Federal and State government’s policies to bring equality in employment for all employees to assist them to achieve their full potential. Royal Rehab will ensure merit based selection and that all facets of employment are fair, by making unlawful discrimination of persons based on gender, pregnancy, race, religion, marital status, age, sexual preferences, disability or carer responsibilities.</p> <p>As an employee of Royal Rehab it is your responsibility to:</p> <ul style="list-style-type: none"> <li>• Deal with others in a fair and equitable manner free from harassment and discrimination</li> <li>• Ensure that a working environment free from sexual or any other harassment is recognised as a basic right</li> </ul>
<p><b>Principles of Multiculturalism</b></p> <p>Employees are expected to:</p> <ul style="list-style-type: none"> <li>• Respect and make provision for culture, language and religion of others within an Australian legal and institutional framework where English is the common language</li> <li>• Organise access to health care interpreting services to facilitate communication with clients who are from non-English speaking backgrounds as required</li> <li>• Abide by the principles of the Multiculturalism Act 2000</li> <li>• Implement the Ethic Affairs Priority Statement (EAPS) within their area of responsibility</li> </ul>
<p><b>Code of Conduct</b></p> <p>Royal Rehab requires a professional standard of behaviour from staff which:</p> <ul style="list-style-type: none"> <li>• Demonstrates respect for the right of the individual and the community</li> <li>• Promotes and maintains public confidence and trust in the work of the Centre</li> </ul> <p>The purpose of the Code of Conduct is to provide a framework for decisions and actions in relation to conduct in employment. The code provides assistance to both employers and employees when they are required to decide what the acceptable standards of behaviour are. It underpins commitment to a duty of care to all staff and clients receiving our services. Employees should refer to the Code of Conduct for further information</p>
<p><b>Organisational Values</b></p> <p>Employees are expected to demonstrate a high standard of personal and professional behaviour and uphold Royal Rehab’s values being:</p> <ul style="list-style-type: none"> <li>• Person-centred: promoting independence in a supportive and innovative environment</li> <li>• Honest and trustworthy: ethical, accountable and acting with integrity</li> <li>• Collaborative and inclusive: fostering team-ship and participation</li> <li>• Innovative and informed: committed to learning and development and continuous improvement</li> </ul>
<p><b>Safety &amp; Quality</b></p> <p>Royal Rehab abides by the Relevant National Safety and Quality Health Care Standards. This continuous quality improvement approach facilitates the effective and efficient provision of quality care and maintenance of safety to clients of Royal Rehab. All employees are expected to be actively involved in the review, evaluation and continuous improvement of processes and services within the employees’ area of interest and/or responsibility</p>

<b>Environmental Policy and Waste Minimisation</b>
Being a good corporate citizen Royal Rehab will seek to implement changes that will ensure that its activities are undertaken in a manner consistent with best environmental health and safety practice. Employees are expected to be accountable for efficient resource utilisation, the reduction of waste, and commitment to recycling
<b>Smoke Free Policy</b>
Royal Rehab is committed to adopting a smoke free workplace that will preclude all staff and visitors from smoking within the Centre
<b>Royal Rehab Policies and Procedures</b>
It is a requirement that all Royal Rehab employees read, understand and adhere to Royal Rehab policies and procedures, paying particular attention to the following: <ul style="list-style-type: none"> <li>• Manual Handling</li> <li>• Confidentiality of Patient Information</li> <li>• Infection Control</li> <li>• Security</li> <li>• Fire Safety</li> <li>• Emergency Procedures</li> <li>• IT and Internet Utilisation</li> </ul>

### Job Demands Checklist

Frequency Definitions	
<b>O</b> = Occasional	Activity exists up to 1/3 of the time when performing the task
<b>F</b> = Frequent	Activity exists between 1/3 and 2/3 of the time when performing the task
<b>C</b> = Constant	Activity exists more than 2/3 of the time when performing the task
<b>R</b> = Repetitive	Activity involves repetitive movement
<b>NA</b>	Not applicable to this role

Job Demands		Frequency				
		O	F	C	R	NA
Physical Demands	Description					
Kneeling/squatting	Tasks involve flexion/bending at the knees and ankle possible at the waist, in order to work at low levels					✓
Leg/foot movement	Tasks involve use of leg and or foot to operate machinery					✓
Hand/arm movement	Tasks involve use of hands/arms i.e. stacking, reaching, typing, mopping, sweeping, sorting, inspecting		✓			
Bending/twisting	Tasks involve forward or backward bending/twisting at the waist					✓
Standing	Tasks involve standing in an upright position without moving about					✓
Driving	Tasks involve operating any motor powered vehicle		✓			
Sitting	Tasks involve remaining in a seated position during task performance		✓			
Reaching	Tasks involve reaching overhead with arms raised above shoulder height or forward reaching with arms extended	✓				
Walking/running	Tasks involve walking or running on even surfaces		✓			
	Tasks involve walking on uneven surfaces	✓				
	Tasks involve walking up steep slopes					✓
	Tasks involve walking down steep slopes	✓				
	Tasks involve walking whilst pushing/pulling objects					✓
Climbing	Tasks involve climbing up or down stairs, ladders, scaffolding, platforms, trees	✓				
Working at heights	Tasks involve making use of ladders, footstools, scaffolding etc. Anything where the person stands on an object rather than the ground					✓

Lifting/carrying	Tasks involve raising/lowering or moving objects from one level/position to another, usually holding an object within the hands	✓				
	1) Light lifting/carrying 0-9kg		✓			
	2) Moderate lifting/carrying 10-15kg					✓
	3) Heavy lifting/carrying 16+kg					✓
Restraining	Tasks involve restraining clients/clients, others					✓
Pushing/pulling	Tasks involve pushing/pulling objects away from or towards the body. Also includes striking or jerking	✓				
Grasping	Tasks involve gripping, holding, clasping with fingers or hands		✓			
Manual dexterity	Tasks involve fine finger movements i.e. keyboard operation, writing		✓			
<b>Sensory Demands</b>	<b>Description</b>					
Sight	Tasks involve use of eyes as an integral part of task performance i.e. looking at screen/keyboard in computer operations		✓			
Hearing	Tasks involve working in a noisy area i.e. boiler room, workshop					✓
Smell	Tasks involve the use of the smell senses as an integral part of the task performance i.e. working with chemicals					✓
Taste	Tasks involve the use of taste as an integral part of task performance					✓
Touch	Tasks involve the use of touch as an integral part of task performance	✓				
<b>Psychological Demands</b>	<b>Description</b>					
	Tasks involve interacting with distressed people		✓			
	Tasks involve interacting with people who as part of their lives may be aggressive, verbally or sexually uninhibited		✓			
	Tasks involve viewing/handling deceased and/or mutilated bodies					✓
<b>Exposure to Chemicals</b>	<b>Description</b>					
Dust	Tasks involve working with dust i.e. sawdust					✓
Gases	Tasks involve working in areas affected by gas, or working directly with gases					✓
Fumes	Tasks involve working with fumes i.e. which may cause problems to health if inhaled					✓
Liquids	Tasks involve working with liquids which may cause skin irritations if contact is made e.g. dermatitis					✓
Hazardous substances	Tasks involve handling of hazardous substances including storage or transportation					✓
Biological matter	Tasks involve work with human biological matter through examination, storage, transport or disposal					✓
Allergenic substances	Tasks involve exposure to allergenic substances					✓
Anti-biotics	Tasks involve handling, transport, administration or disposal of anti-biotics					✓
<b>Working Environment</b>	<b>Description</b>					
Lighting	Tasks involve working in lighting that is considered inadequate in relation to task performance e.g. glare, not enough natural light					✓
Colour	Tasks involve differentiation of colour					✓
Sunlight	Exposure to sunlight					✓
Temperature	Tasks involve working in temperature extremes e.g. working in a cool room, working outdoors, boiler room					✓
Confined spaces	Tasks involve working in confined spaces					✓
<b>Accident Risk</b>	<b>Description</b>					
Surfaces	Tasks involve working on slippery or uneven surfaces					✓
Housekeeping	Tasks involve working with obstacles within the area, bad housekeeping					✓
Heights	Tasks involve working at heights					✓
Manual handling	Tasks involve manual handling	✓				
Noise	Tasks involve working in a noisy environment					✓
Radiation	Tasks involve exposure to x-rays					✓
Electricity	Tasks involve working with electrical apparatus and currents					✓
Machinery	Tasks involve use of machinery and equipment:					✓

	1) Light					✓
	2) Heavy					✓
	3) Portable					✓
Biological hazards	Tasks involve working with blood, blood products/body fluids					✓
<b>Other Issues</b>	<b>Description</b>					
Workplace access	Tasks involve difficult access or movement from site to site					✓
Personal protective equipment	Tasks involve use of Personal Protective Equipment	✓				
Safety critical issues	Tasks involve responsibility for safety of others		✓			

Document Control (office use only)	
<b>Effective Date:</b>  12 February 2024	<b>Authorised by:</b>  Annie Molejona Clinical Operations Manager Brain Injury Unit

**Acknowledgement:**

I accept the position description as documented above and understand that the position description will be reviewed during the performance review time. I understand that the position description may need to be amended periodically due to changes in responsibilities and organisational requirements.

\_\_\_\_\_

Name

\_\_\_\_\_

Signature

\_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Date