

## POSITION DESCRIPTION

<b>Position Title:</b>	Psychosexual Therapist
<b>Department:</b>	LifeWorks Sexuality Service
<b>Location:</b>	Royal Rehab Ryde, NSW and/or other Sydney Metropolitan areas.
<b>Level:</b>	Negotiable based on clinical experience. Allied Health or RN dependant on experience and qualifications

<b>Employment Screening Check:</b>	
National Criminal Record Check required:	Yes
Working with Children Check required:	Yes
Vaccination Category required:	Category A
Online Driving Record Check required:	Yes
NDIS Worker Screening Check required:	Yes

<b>Position Purpose:</b>
<p>LifeWorks Sexuality Services at Royal Rehab is an expanding service. The psychosexual therapist is essential to the success of the sexuality service vision and viability. This position:</p> <ul style="list-style-type: none"> <li>• Provides evidence based psychosexual therapy intervention</li> <li>• Is a representative of Sexuality Services within Royal Rehab and externally</li> <li>• Encourages interdisciplinary teamwork to promote outcomes in the best interests of the client</li> <li>• Promotes person centred goals</li> <li>• Promotes the profile and awareness of the service within Royal Rehab and community</li> <li>• Participates in research and quality activities within the sexuality service</li> </ul> <p>Programs are typically funded by NDIS, icare and other compensable schemes, though clients can self-fund</p> <p>Royal Rehab is a health and disability provider and has been delivering high quality services for people living with disability, their families, and carers for more than 120 years.</p>

<b>Organisation Context:</b>
<p>Royal Rehab Group is a health and disability provider and has been delivering high quality services for people living with disability, their families, and carers for more than 120 years.</p> <p>Royal Rehab encompasses of the below:</p> <ul style="list-style-type: none"> <li>• Royal Rehab Public Hospital inclusive of specialised brain and spinal injury public inpatient rehabilitation units and community-based services</li> <li>• Royal Rehab Private Hospital, including Day Rehab Programs at Ryde and Petersham</li> <li>• Community Rehabilitation Services -TRANSPAC, home based rehab and public outpatients</li> <li>• Royal Rehab LifeWorks - fee for service community and outpatients rehab and therapy</li> <li>• Sargood on Collaroy (Spinal Resort)</li> <li>• BreakThru Home and Living- disability accommodation and care services</li> </ul>

- BreakThru Community services- day programs, DES, Support coordination.

Royal Rehab LifeWorks- Ryde is an umbrella service that provides allied health services for people with a disability in a setting that suits their needs. This can be onsite at Royal Rehab, Ryde and/or in the community. Services under this program include:

- Single disciplinary and multi-disciplinary therapy and capacity building services aimed at achieving client goals.
- Driving assessment and training services.
- Psychosexual counselling and therapy services for people with a disability.

Programs are typically funded by NDIS, icare and other compensable schemes, though clients can self-fund.

### Organisational Relationships:

<b>Reports to:</b>	Program Coordinators, LifeWorks Clinical Operations Manager, LifeWorks
<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

- Post graduate Qualifications in Psychosexual therapy
- Qualifications in nursing, allied health or medicine
- Accreditation with AHPRA or membership of the relevant professional association
- Eligibility for General Membership to Society of Australian Sexologists
- Demonstrated commitment to personal and staff professional development
- Demonstrated ability to be flexible, set priorities and complete time critical reports and briefings
- Demonstrated competence in high level interpersonal communication, negotiation, conflict resolution and presentation skills
- Experience working in an interdisciplinary/multidisciplinary team
- Ability to implement evidenced based practice and outcome measurement in a service setting
- Computer literacy
- C Class drivers' licence and willingness to drive for work

#### Desirable

- Accredited member with Society of Australian Sexologists (SAS)
- Previous experience in sexual health and providing psychosexual therapy
- Demonstrable experience in teaching and training other health professionals in sexual health, and evaluation of education programs
- Previous experience working in rehabilitation with people living with disability
- Experience working within iCare and NDIS funding

### Key Internal & External Relationships:

Internal	Executive Director, Hospitals, Director of Community and Allied Health, Nursing and Medical Professional Leaders, Clinical Operations Managers and Coordinators, Sargood Staff, Workforce Coordinator, Executive.
External	icare co-ordinators, case managers, support coordinators, NDIS plan managers and other allied health clinicians

Delegations/Authority	
Budget	N/A
Financial Delegations	Nil

Key Responsibility Areas	
Key Area of Accountability	Specific Tasks and Responsibilities
Provides evidence based psychosexual therapy	<ul style="list-style-type: none"> <li>Provides high quality, responsive psychosexual therapy</li> <li>Comprehensive assessment, planning, Intervention that is evidence based with individuals and couples</li> <li>Comprehensive documentation for all interventions and abides by the Royal Rehab medical records policy.</li> <li>Maintains confidentiality and abides by Royal Rehab sexuality policy</li> <li>Active participation in regular supervision by driving own professional development needs and utilising internal resources for clinical development</li> <li>Commitment to the Society of Australian Sexologists code of ethics and practice</li> <li>Maintains AHPRA registration or relevant association membership and SAS</li> </ul>
Provides education and training internally and externally for other health professionals	<ul style="list-style-type: none"> <li>Contributes to the development of high-quality education and training resources for other health professionals (internally and externally)</li> <li>Delivery and facilitation of training and workshops as and when required</li> <li>Evaluation of training materials and workshop content</li> <li>Provides training both face to face and utilising online technology</li> </ul>
Service Delivery leadership	<ul style="list-style-type: none"> <li>To contribute to the evaluation of the long-term psychosexual outcomes for clients with a disability and their intimate partners</li> <li>To provide a high level of input and professionalism to the sexuality services as a member of the interdisciplinary team.</li> <li>To be able to identify significant issues impacting on the sexuality outcomes for people with a disability and implement strategies to address these issues.</li> <li>Promote sexual health expertise within Royal Rehab and the community e.g. participate in educational programs for professional staff and community groups.</li> <li>Promote the sexuality service in a positive light at all points of contact.</li> </ul>
Meets administrative responsibilities as per Royal Rehab policies and Psychosexual therapy standards	<ul style="list-style-type: none"> <li>Deliver Psychosexual therapy services within sexuality services including intake caseloads, and administration activities as required by sexuality services team leader and LifeWorks - Ryde COM.</li> <li>Attend sexuality services Case Conferences, or provide handover on psychosexual therapy clinical issues if unable to attend</li> <li>Maintain diary and statistics as per the Royal Rehab requirements.</li> </ul>

	<ul style="list-style-type: none"> <li>Abide by the Legislative, SAS Code of Ethics, SAS Practice Standards for Psychosexual therapists, Royal Rehab policies including Royal Rehab's Code of Conduct and procedures</li> <li>Undertake other duties as delegated</li> </ul>
Promotion of service	<ul style="list-style-type: none"> <li>Establish appropriate external networks and represent Royal Rehab at relevant external forums.</li> <li>Internal promotion of discipline across Royal Rehab, including coordination of professional showcasing</li> <li>Contribute to the development of marketing and maintain currency of information about the discipline (website, promotional material etc)</li> </ul>
Quality and/or Research	<ul style="list-style-type: none"> <li>Identify opportunities for improvement in clinical practice in sexuality service, develop and lead quality improvement activities with other staff.</li> <li>Involvement in planning, implementation, evaluating and reporting on services within sexuality service including evaluation of the long-term sexuality outcomes for clients with a disability and their partners</li> <li>May manage specific tasks or projects, conduct clinical research in collaboration with the sexuality Service and/or other units at Royal Rehab.</li> <li>Participate in Royal Rehab continuous quality improvement programs and accreditation process.</li> <li>Participate in developing appropriate outcome measures to monitor the function of the sexuality service.</li> </ul>

### GENERAL RESPONSIBILITIES

#### Work Health and Safety

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:

- Ensure that all potential hazards, accidents and incidents are identified and notified
- Ensure your own safety and that of others

#### Equity and Zero Tolerance to Bullying, Harassment and Discrimination

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.

As an employee of Royal Rehab it is your responsibility to:

- Deal with others in a fair and equitable manner free from harassment and discrimination
- Ensure that a working environment free from sexual or any other harassment is recognised as a basic right

#### Principles of Multiculturalism

Employees are expected to:

- Respect and make provision for culture, language and religion of others within an Australian legal and institutional framework where English is the common language
- Organise access to health care interpreting services to facilitate communication with clients who are from non-English speaking backgrounds as required
- Abide by the principles of the Multiculturalism Act 2000
- Implement the Multicultural Policies and Services Program (MPSP) within their area of responsibility

#### Code of Conduct

Royal Rehab requires a professional standard of behaviour from staff which:

- Demonstrates respect for the right of the individual and the community

- Promotes and maintains public confidence and trust in the work of the Centre

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

### **Safety & Continuous Quality Improvement**

All employees of Royal Rehab are expected to be actively involved in the review, evaluation and continuous improvement of processes and services within the employee's area of responsibility and/or interest. Royal Rehab participates in a number of relevant external accreditation and certification programs which include a continuous quality improvement approach. These programs support and facilitate the effective and efficient provision of quality care and the safety of clients of Royal Rehab.

### **Organisational Values**

Employees are expected to demonstrate a high standard of personal and professional behaviour and uphold Royal Rehab's values being:

#### **Honesty: We conduct ourselves with truth, openness and integrity.**

I will:

- Be sincere and genuine with all interactions.
- Communicate openly and encourage others to do the same.
- Be trustworthy in all that I do.

#### **Respect: We acknowledge and appreciate people's rights, roles, views, and feelings.**

I will:

- Treat people with dignity.
- Acknowledge and value a person's perspectives, connections and diversity.
- Be thoughtful and considerate.

#### **Working Together: We work as a team to achieve shared goals.**

I will:

- Share my knowledge, skills, experience and resources.
- Foster a culture of learning.
- Build positive relationships.

#### **Innovative Thinking: We embrace a culture of creativity to find the best solutions.**

I will:

- Explore better ways to continuously improve.
- Welcome and encourage new ideas.
- Actively participate in change.

### **Environmental Policy and Waste Minimisation**

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

### **Smoke Free Policy**

Royal Rehab is committed to adopting a smoke free workplace that will preclude all staff and visitors from smoking within the Centre

### Royal Rehab Policies and Procedures

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:

- Manual Handling
- Confidentiality of Patient Information
- Infection Control
- Security
- Fire Safety
- Emergency Procedures
- IT and Internet Utilisation

### 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
<b>Physical Demands</b>	<b>Description</b>					
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					✓
	Tasks involve use of machinery and equipment:					✓
	1) Light					✓
	2) Heavy - car	✓				
	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 (Hiring Manager use only)	
Effective Date: 01/03/2024	Authorised By: Royal Rehab LifeWorks – Ryde Clinical Operations Manager

**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.

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Name

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Signature

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Date