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### **GOVERNANCE AND IMPLEMENTATION**

This resource should be reviewed and endorsed in accordance with the organisation's governance and document control processes prior to implementation.

## DUTY STATEMENT

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|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| POSITION TITLE:          | Psychologist                                                                                                                                                                                                                        |
| REMUNERATION/CONDITIONS: | As per the Health Professionals and Support Services Award                                                                                                                                                                          |
| POSITION STATUS:         | Full-time                                                                                                                                                                                                                           |
| DIRECTLY RESPONSIBLE TO: | Practice Manager / Clinical Director / Mental Health Team Lead                                                                                                                                                                      |
| PERFORMANCE APPRAISAL:   | 6 month probationary period; performance reviews every 12 months thereafter                                                                                                                                                         |
| POSITION FUNCTION:       | To provide culturally appropriate psychological assessment, therapy, and mental health care for Aboriginal and Torres Strait Islander patients, supporting emotional wellbeing through evidence-based and trauma-informed practice. |
| MINIMUM SKILLS REQUIRED: | Registration with AHPRA as a Psychologist                                                                                                                                                                                           |

### POSITION SUMMARY

The Psychologist will work as part of a multidisciplinary team to deliver individual, group, and family-focused psychological services, promoting recovery and self-determination. The role includes supporting early intervention and therapeutic pathways for individuals affected by trauma, grief, anxiety, depression, and other conditions.

## RESPONSIBILITIES

### Clinical & Therapeutic Care

- Provide psychological assessments, formulation, and evidence-based therapies (e.g. CBT, ACT, EMDR)
- Develop and implement culturally informed treatment plans
- Deliver trauma-informed, strength-based care
- Maintain accurate, confidential documentation
- Collaborate with internal clinicians and external partners for holistic support
- Engage with families where appropriate
- Respond to crisis presentations with appropriate interventions

### Cultural Responsiveness

- Integrate Aboriginal understandings of health and wellbeing into practice
- Work with Aboriginal Health Workers to enhance community engagement and trust
- Consult with Elders and cultural mentors where appropriate

### Governance & Reporting

- Participate in data collection, CQI, and audit processes
- Attend clinical review and supervision sessions
- Support the development of mental health models that align with Aboriginal ways of knowing
- Adherence to funding agreements that align with Mental Health Reporting (PMHC)

## MEETINGS

- Clinical meetings
- All staff meetings
- Interdisciplinary case conferences
- Stakeholder and partnership meetings as required

## KEY PERFORMANCE INDICATORS

| Focus Area          | KPI                                                 |
|---------------------|-----------------------------------------------------|
| Therapy Delivery    | ≥90% of scheduled sessions delivered or rescheduled |
| Patient Outcomes    | ≥70% improved scores on outcome measures (e.g. K10) |
| Cultural Competence | ≥90% patient satisfaction for cultural safety       |
| Team Participation  | Attendance at ≥90% of case conferencing meetings    |

## PROFESSIONAL DEVELOPMENT

- Maintain AHPRA registration and CPD
- Participate in cultural training, supervision, and peer review
- Engage in reflective practice

## ESSENTIAL SKILLS AND EXPERIENCE

- Proven experience in therapeutic mental health care
- Strong understanding of trauma, grief, and intergenerational impacts
- Culturally safe and adaptable clinical communication
- Familiarity with Aboriginal community contexts

## MANDATORY REQUIREMENTS

- Registration with AHPRA as a Psychologist
- Current CPR and First Aid certification
- Mental Health First Aid
- National Police Check
- Working With Children Check
- Current Driver's Licence
- Compliance with all organisational policies and procedures
- Adhere to confidentiality and privacy requirements in line with the Health Records and Information Privacy Act 2002 (NSW) and other relevant legislation.

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## SIGNATURE & ACKNOWLEDGEMENT

I agree to abide by the standards and policies and have read and understood the job description and agree to comply with same.

Employee Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Manager Signature: \_\_\_\_\_

Date: \_\_\_\_\_