

Position Description

Private and Confidential

Psychologist

The Organisation

LiveBetter is an organisation formed through an amalgamation of several like-minded, regionally based community service organisations that recognised the need for specialist service provision for the people of regional Australia.

Delivering a range of aged, disability, carer, child & family, mental health and clinical services, LiveBetter takes a holistic approach to working with customers seeking to ensure that customer needs and preferences are met. As well as service delivery LiveBetter assists customers with information, linking and referrals.

The major organisations that merged to form LiveBetter are CareWest [Central West, Orana, Far West, Northern and Riverina Murray regions of NSW], Excelcare [Central Queensland], Age Concern [Albury NSW], Family Link [Wagga Wagga NSW], There4U [Central Queensland], Home and Community Care services [Broken Hill], Translinc [Central West NSW] and Nambucca Valley Phoenix [Mid North Coast NSW]. Several other organisations had previously amalgamated with CareWest over the past ten years.

LiveBetter and its antecedent organisations have undergone a period of significant growth, with continuing growth in staff numbers, service capacity and diversity and geographic spread. To support this growth, LiveBetter invests heavily in corporate infrastructure and management systems as well as staff training and development.

LiveBetter employs approximately 1500 staff operating in offices, homes, preschool, respite centres and community hubs across regional and rural Queensland and NSW. Working alongside our staff are more than 250 volunteers who provide extra support and services to our customers and communities. Our annual revenue is now more than \$90 million with strong growth forecast.

LiveBetter is positioned as one of the largest regionally-based providers of community services in Australia. Although we are a large organisation, we remain focused on ensuring programs and services are provided by local staff and tailored to the individual needs of local people and communities.

Our Purpose: Enabling the people in regional rural and remote Australia to live their best lives.

Our Values

LiveBetter's Values guide the way we conduct ourselves. This includes how we interact with our clients, community and business partners and how we treat each other. LiveBetter's Values are:

- **Integrity:** We live out our values, are honest and ethical in all our dealings and are accountable for our actions.
- **Respect:** We value the individual. We recognise the rights and choices of the client, employees and the community. We encourage teamwork and support diversity within the team.
- **Cooperation:** We strive to identify and create value from partnerships and alliances with other organisations, agencies, businesses, communities and within our own organisation.
- **Empowerment:** We believe that individuals and communities should be encouraged and supported to realise their full potential.
- **Excellence:** We strive for excellence and best practice in all that we do as individuals, teams and as an organisation.

The Position

Position title:	Psychologist
Location:	Newcastle or Wyong
Job Type:	Full Time Permanent
Reports to:	Clinical Practice Manager
Direct reports:	Nil

Key Position Responsibilities

This position is responsible for providing a comprehensive psychological service to clients, particularly in the area of support for challenging behaviour, which is based on identification of need achieved through consultation with the client, their family and staff as part of their NDIS plan.

Key Accountabilities

- Provide advice and psychological assistance to LiveBetter staff and associated agencies on psychological issues and initiatives to assist in meeting the psychological needs of their clients.
- Conduct assessments of clients' behaviours that will inform the development of behaviour intervention and support plans.
- In conjunction with staff, clients and clients' representatives, formulate behaviour intervention and support plans in accordance with the philosophy of positive Behavior Support that address the clients' challenging behaviour.
- Monitor and review the implementation of behaviour intervention and support plans.
- Evaluate outcomes of behaviour intervention and support plans, educational and support programs and other therapeutic interventions.
- Conduct therapeutic interventions (e.g. counseling) with clients on an individual or group basis.
- Undertake and report on the results of psychological assessments.
- Liaise with and provide support to family members, particularly in regard to the implementation of strategies such as those relating to behaviour intervention and support.
- Provide support to clients and their families following critical incidents such as trauma, injury, assault and death.
- Participate in professional development activities such as presentation of casework for peer review, presentation of clinical literature.
- Participate on internal committees and contribute via consultative processes in policy and service development and review, etc.
- Provide services consistent with the NSW Disability Services Act (1993).
- Adhere to the Organisations Code of Conduct, the Australian Psychological Society's Code of Ethics and APHRA's Code of Conduct. Implement the Organisations Policies for Working with People with Disabilities.
- Conduct duties in a manner demonstrating a commitment to the implementation of equal employment opportunity, occupational health and safety, ethical practice and Ethnic Affairs Priorities Statements as they relate to the job.
- Analyse clinical records for relevant information (e.g., medication charts, medical records, diagnostic assessments, progress notes).
- Uphold organisational policies and procedures and maintain WHS standards.
- Provide advice and psychological assistance to staff and associated agencies on psychological issues and initiatives to assist in meeting the psychological needs of their clients

- Adhere to Guidelines for Supervisors developed by The Psychology Board of Australia in relation to requirements for supervisors when supervising an Intern Psychologist
- Review Assessment reports of Intern Psychologists and outcome Reports to NDIA written by Interns Monitor and review the behaviour intervention and support plans written by Intern Psychologists
- Facilitate the Clinical Practice Manager as required in the Appropriateness of NDIA referrals for intern Psychologists.
- Provide guidance to the NDIA when requested on matters related to Behaviour Support or Psychology intervention and/or Assessment.

Performance Expectations

In addition to the key accountabilities outlined below, the incumbent is expected to perform their role in a professional manner with all skills, responsibility, delegation and aptitude to the level required under the award classification of this position.

The duties and responsibilities of the position are to be carried out in a manner that is consistent with the core values of LiveBetter; Teamwork, Fairness and Impartiality, Honesty and Respect. You are expected to conduct yourself in a manner that aligns with the below.

- Work effectively with the team. Strives to contribute to the overall success of the team and organisation. Work effectively in teams across boundaries.
- Are committed to social justice, opposes prejudice, dishonesty and injustice. Free from bias or favouritism; disinterestedness; equitableness; fairness; as, impartiality of judgment, of treatment, etc.
- Are passionate, committed and enthusiastic about the organisation and inspires a positive attitude to their work. Acts with integrity while promoting consistency among principles, values and behaviours.
- Respects, values and considers the opinion, circumstances, feelings and views of colleagues and clients. Is tactful and diplomatic when dealing with people.

Risk

All staff must be aware of operational and business risks.

They should;

- Provide input into various risk management activities assist in identifying risks and controls
- Report all emerging risks, issues and incidents to their manager or appropriate officer

Person Specification

Background and Experience

Essential

- General registration as a Psychologist on Psychology Board of Australia.
- Capacity to provide psychological advice in regard to policy, procedure or issues and contribute to the LiveBetter quality improvement systems.
- Demonstrated experience working as a member of a multidisciplinary team in a clinical setting.

- High level written and verbal communication skills including demonstrated experience in writing complex reports and correspondence.
- Demonstrated experience developing effective interventions for clients e.g. Positive Behaviour Support, CBT, ACT.
- Demonstrated ability to use sound professional judgement to manage more complex assessments, case formulation and intervention and use the information outcomes to develop and implement good practice initiatives for LiveBetter.
- Demonstrated ability to provide expert advice and professional assistance for Psychologist Interns and other staff providing services to people with an intellectual disability.
- Demonstrated experience in planning, coordinating and supporting organisational change in line with contemporary models for service.
- Current NSW driver's licence and be willing and able to drive where required.
- Current First Aid Certificate with CPR certification.

Desirable

- Experience working under the National Disability Insurance Scheme is desirable.

Other requirements

1. Pass a National Criminals History Check, Working with Children Check and a pre-employment medical assessment (including drug and alcohol screening).
2. Advise LiveBetter in writing of any conditions which may impact ability to carry out the responsibilities required of the role.
3. Ability to be flexible with work hours to meet reasonable demands of the position.
4. **Reasonable Travel:** Employees may be required to travel to client's premises, or some other location, as part of their job requirements. It is a condition of employment that employees agree to undertake any reasonable travel required in the performance of their duties

Remuneration

An appropriate remuneration package in line with the skills and experience of the successful candidate will be negotiated. Salary packaging opportunities are available.

I hereby acknowledge that I have received my Position Description and understand what my duties and responsibilities are:

Employee Name:		Date:	
Signature:			

