



Position Description:

Psychologist or Provisional Psychologist

Part-time: Negotiable 2-3 days/week

Location: 1a Badger Creek Rd, Healesville

Reports to: HICSA Program Manager

Healesville Indigenous Community Services Association Inc.

The Psychologist will work closely with the in-house registered Clinical Psychologist supervisor, Mental Health Worker (s) and other HICSA staff and service providers to implement a culturally responsive, integrated and locally based model for mental health services. The focus will be on supporting Aboriginal children, youth, adults and families on pathways to wellbeing and recovery from trauma, socio-cultural challenges and substance misuse.

The Psychologist will be responsible to the HICSA Program Manager and will work as part of the expanding Mental Health Team at the Healesville Belonging Place. This position is part-time.

BACKGROUND

The Healesville region of the Yarra Ranges is a stronghold of Aboriginal history and culture, which pervades its beautiful hills, lush valleys and bushland.

In order to work in a culturally responsive and empowering manner, the mental health team accounts for the history of Aboriginal ancestral trauma and on-going displacement and loss of agency. For example, the tragic fate of Coranderrk Reserve alongside the history of government treatment of its people, left a legacy that is deeply felt today.

The Indigenous population of Healesville and the surrounding area is about 2,500 people, many of whom are from distinct Indigenous language and cultural population groups from across Australia. The number is expected to increase to over 5,000 by 2021 (*Profile of Indigenous Representation in Eastern Metro Melbourne, Department of Justice, 2009*). Such a broad representation of different Aboriginal nationalities, aided by the legacy of Coranderrk, has created a great diversity among the local Indigenous population.

HICSA & The Belonging Place

Healesville Indigenous Community Services Association (HICSA) was established in 2009, in response to a long-term unmet need for a clearly identified Aboriginal Belonging/Gathering Place in the outer eastern Indigenous community. Since its inception in 2009 HICSA has established itself as a significant source of support for local community. HICSA is committed to providing a mix of direct and partnership-based service delivery, particularly for services that are more appropriately delivered from an Aboriginal controlled organisation and space.

The HICSA vision has remained constant with the Board and staff working towards ‘A healthy, strong and skilled Aboriginal and Torres Strait Islander Community in Melbourne's Outer East’

POSITION SUMMARY/OBJECTIVES

The position is responsible for working in collaboration with a small multi-disciplinary mental health care team in the delivery of culturally appropriate and responsive psycho-social services to clients and their families within the serviced Aboriginal and Torres Strait Islander Communities.

Based in Healesville the role is expected to:

- improve the social, cultural and emotional health and wellbeing of Aboriginal communities in the outer east of Melbourne
- enhance access to mental health services, facilitating an integrated approach with other closely connected services including social and emotional wellbeing, suicide prevention and alcohol and other drug treatment services.
- address the underlying causes of psychological and emotional distress and support clients to manage and overcome their symptoms.
- reconnect community members to culture, land, safe rituals and community

POSITION RESPONSIBILITIES

Key Responsibilities

- To engage with clients and their families, where appropriate, in a culturally safe environment to co-develop a realistic and achievable treatment plan.
- To walk with the client throughout the implementation of the treatment plan.
- Working with HICSA and the Mental Health Worker, the client and their family, and other service providers, the psychologist will prepare a customised treatment plan to compliment the client's cultural strengthening plan linking the client into appropriate cultural strengthening programming provided by HICSA, Boorndawan or MMIGP.
- Provide high quality psychological assessment and intervention for clients within the context of primary health care in a professional, confidential and culturally safe manner, in keeping with accepted best practice standards. This will include clinic-based appointments and home visits.
- Work collaboratively as part of the multidisciplinary team to coordinate care for clients, including liaising with internal and external service providers, working with family and friends, and actively participate in case review meetings.
- As required, relate to young clients in a manner which is culturally relevant and appropriate to their developmental and cognitive level of functioning and provide services in a youth friendly manner.
- Conduct bio-psycho-social assessments of clients presenting to the service using evidence based assessment tools, which hopefully have been normed on an Indigenous population.
- Conduct risk assessments, including assessment of suicide risk and violence risk and provide follow up support, referrals and treatment.
- Monitor clients for critical changes and initiate appropriate emergency procedure in partnership with acute care providers and medical specialists as indicated.
- Knowledge and understanding of, and adherence to relevant legislation, policies and issues impacting on service delivery for clients and their families.
- Provide timely follow-up, monitoring and care as directed through health assessments and / or GP and/or psychiatrist Management Plans / Team Care Arrangements.
- Incorporate a holistic approach to health care that recognises spirit-based healing practices, includes health promotion activities according to community and HICSA priorities.
- Ensure information is recorded accurately and in a timely manner in the electronic health record system, and that records are maintained in accordance with APS accreditation standards.

- Ensure maintenance of privacy and confidentiality in relation to client information in accordance with HICSA policy, cultural protocol and professional ethics and guidelines.
- Work closely with administrative staff to ensure that booking and billing of clients is completed efficiently and accurately
- 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.
- Ensure that all actions operate in accordance with the HICSA Protecting Children policy and other core policy and legislative frameworks.

Self- Management and Team Contribution

- Maintain confidentiality in line with Code of Conduct and comply with all HICSA Policies and Procedures
- Work as part of a multi-disciplinary team including Mental Health Workers and Outreach staff
- Provide peer consultation as appropriate to supporting staff
- Provide input into the development of clinical practices, procedures and protocols within the work area
- Participate in quality and service improvement activities to continually improve client care
- Comply with all professional development requirements for maintenance of registration as a Psychologist through the health regulation board (APHRA) and the Psychology Board of Australia
- Participate in scheduled performance appraisals; undertake further training and skills development identified for optimum ongoing performance in the job role
- Actively participate in professional development including continuing education opportunities provided through the organisation and regular clinical and cultural supervision
- Work within the legal and ethical frameworks required by the organisation and the psychology profession
- Streamline procedures for seamless client care within HICSA and with external providers
- As an employee, work in a healthy and safe manner and encourage others to do the same; comply with all warning and safety signage; report or rectify any unsafe conditions; adhere to HICSA's Workplace Health and Safety policies and procedures

POSITION SELECTION CRITERIA

Qualifications/Licenses/Requirements

Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor / manager, prior to the commencement of clinical duties.

- The successful applicant must hold at least a tertiary degree (or equivalent qualification) in Psychology with general registration as a Psychologist, or registration with endorsement as a Clinical or Counselling Psychologist with the Australian Health Practitioner Regulation Agency (APHRA) –Psychology Board of Australia
- Current membership (or eligibility and willingness to gain membership) of the Australian Psychological Society and demonstrated ability to comply with the profession's code of ethics and practice in accordance with legislation affecting psychology practice for maintenance of registration with the Psychology Board of Australia
- Experience in providing assessment, intervention and case management services to Aboriginal and Torres Strait Islander people is highly desirable
- Demonstrated experience working effectively and sensitively with Aboriginal & Torres Strait Islander communities & services
- Demonstrated in depth knowledge of mental health issues and the impacts on people and families.

- Experience in developing internal and external networks and partnering with communities in order to seek collaborative solutions.
- Advanced knowledge coordinating and implementing quality programs that address mental health issues.
- Demonstrated strong interpersonal, communication and presentation skills.
- Well developed problem solving, conflict resolution and decision making abilities.
- Experience with managing and monitoring budgets.
- Demonstrated sound organisational and administrative skills.
- Demonstrated competency in using databases and Microsoft Office programs.

Must have:

- Current Drivers Licence
- Working with Children Check
- First Aid (desired)

General Conditions

All HICSA Board members, staff and volunteers are required to:

- Model the HICSA values of Respect, Caring & Sharing
- Act at all times in accordance with the HICSA Code of Conduct
- Comply with the Work Health and Safety management system
- Undertake a police check prior to commencement and every 3 years thereafter
- Support a child safe organisation by undertaking screening for suitability to work with children, youth and vulnerable people and to comply with relevant state/territory legislative requirements

Part time 2 - 3 days/week, contract to 30 June 2021, subject to funding. Salary packaging available, please contact Kirsty Savage, HICSA Business Manager for more information. Aboriginal and Torres Strait Islander applicants are strongly encouraged to apply. Applicants must address the selection criteria contained in the position description. Email admin@hicsa.org.au. Closes 20 May 2019.