

JOB AND PERSON SPECIFICATION

Title of Position: Senior Psychologist
Classification: AHP3
Location: Sentence Management Unit

CORRECTIONAL SERVICES
Position No:
Division: Offender Development
Directorate

Reports To: Manager Psychological Services

JOB AND PERSON SPECIFICATION APPROVAL

D. Chapman-Barry, 28/9/23
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Chief Executive or Delegate

JOB SPECIFICATION

KEY PURPOSE OF THE POSITION

The overall purpose of the position is to provide a range of effective scientifically based clinical and forensic services to prisoners and offenders within DCS. The position will provide therapeutic interventions focused on offending behaviours and on needs that contribute to criminal offending; conduct comprehensive assessments including risk and needs rating assessments; and where appropriate, provide crisis intervention, and specialised individual and/or group interventions in response to referrals from within DCS.

This position of Psychologist is responsible for providing comprehensive assessments and specialist interventions to prisoners and offenders in prisons, in particular 'adult' and 'child' sex offenders and violent offenders, and contributing to the safe management, wellbeing, and mental health of offenders. In particular, a large part of the Psychologist role is conducting thorough risk assessment of prisoner's considered at risk of self-harm and/or suicide to inform placement and custodial regimes. The Psychologist may also be asked to conduct mental health assessments and brief crisis intervention for prisoners considered at risk in custody. Due to the over-representation of Aboriginal prisoners within the Department for Correctional Services (DCS), there is an expectation that the client workload will include a significant number of Aboriginal prisoners and offenders.

KEY STAKEHOLDER INTERACTION

This position is administratively responsible to the Manager of Psychological Services. The Psychologist is required to work within a multidisciplinary context with other members of the Directorate which includes liaising with the Prison Health Service and collaborating and supporting other Departmental staff.

BRANCH PROFILE

The Offender Development Directorate develops, implements and monitors forensic assessments, programs and psychological interventions based on best practice standards. The Directorate also develops and implements policies and procedures designed to enable interventions with offenders to occur in a coordinated manner which targets criminogenic needs and promotes community safety. The Directorate also utilises a framework across the Department for providing supervision and maintaining the quality of assessments, programs and interventions.

With a focus on assessment and intervention, the Directorate oversees the development of initial offender assessments, case management plans, the delivery of individual or group-based intervention in custodial and community settings, as well as the targeting of services to assist offenders with their reintegration and transition into the community. The implementation and monitoring of services

through the Offender Development Directorate occurs through procedures, policies and frameworks developed in consultation with other directorates within the Department.

The Directorate comprises the functional units of Rehabilitation Programs Branch, Strategic Policy, Projects and Partnerships Unit, and the Sentence Management Unit.

The Sentence Management Unit provides risk assessments and coordinates professional oversight of the assessment and case planning functions across the Department. In addition, the Unit maintains records of prisoner movements between institutions and release details.

Safety is a core value of the Department.

SPECIAL CONDITIONS

- Section 47 of the Public Sector Act 2009 applies in conjunction with other provisions of the act and other applicable industrial entitlements.
- The incumbent is required to satisfactorily complete a National Criminal History Check;
- A current South Australian Driver's Licence is essential;
- A flexible approach to working hours is required;
- Some interstate and intrastate travel will be required which may necessitate overnight absences;
- Some work outside of normal hours may be required.

HIGHLIGHTED EMPLOYMENT CONDITIONS

A requirement to understand, observe, conform and adhere to:

- Legislative requirements that apply to the role. This includes, but is not limited to, the Public Sector Act; Correctional Services Act, Work Health & Safety Act, Return to Work Act, Equal Opportunity Act, Independent Commissioner Against Corruption Act, the State Records Act, and various relevant industrial awards and enterprise agreements. The Public Sector Principles and Practices including the SA Public Sector Code of Ethics, the Professional Conduct Standards, the Commissioner's Determinations and Guidelines, Information Privacy Principles, Information Sharing Guidelines, DCS Human Resource policies and guidelines and DCS Core Values.
- DCS employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.
- Work health and safety and injury management requirements as set out in relevant legislation, Public Sector and DCS policies and procedures, including complying with any reasonable instruction associated with these documents.
- Section 77Q, Section 77R and Section 77S of the Correctional Services Act, 1982.

KEY AREAS OF ACCOUNTABILITY

Therapeutic Intervention and Assessment

- Providing therapeutic interventions to prisoners/offenders using established techniques and methodologies of proven effectiveness;
- Providing brief intervention specifically to target risk of self-harm and/or suicide;
- Conducting comprehensive assessments for the purpose of evaluating risk, identifying criminogenic needs and guiding clinical formulation to prisoners/offenders;
- Conducting comprehensive assessments to guide identification of responsivity issues to inform rehabilitation;
- Providing therapeutic group interventions using psychological approaches of proven effectiveness;
- Ensuring that the special needs of Aboriginal prisoners/offenders are met by in the assessment process and/or therapeutic environment in close liaison and collaboration with staff from Aboriginal Services; and
- Facilitating some group and individual rehabilitation programs.

Prisoner/Offender Management

- Contributing to the risk and needs assessment of prisoners/offenders as part of the Case Management process;
- Providing an expert resource to Case Management staff, including where appropriate, participating in Case Reviews, the development of Individual Development Plans, contributing to the Serious Offender Committee, and conducting training to staff as required;
- Conducting risk assessments for prisoners considered at risk of self-harm and or suicide and offering brief intervention to reduce risk in a custodial setting;
- Contributing to the High Risk Assessment Team (HRAT) meetings as well as to the development of individual management programs for prisoners/offenders in conjunction with institutional staff; and
- Assisting with the development of behaviour management programs and protocols within the prison.

Program Development

- Assisting the institution/region and the Department in the ongoing review, development and evaluation of programs including for specific groups, such as women and Aboriginal prisoners/offenders;
- Maintaining awareness and up to date knowledge of developments in the psychological literature, therapeutic interventions for prisoners/offenders and of best practice in the profession;
- Conducting applied research in consultation with the Executive Director, Offender Development or appropriate delegate, General Managers and Regional Directors as approved by the Research Management Committee; and
- Identifying needs and assisting in the recruitment, training and development of Departmental staff.

Administration

- Maintaining and developing client records and recording data on the delivery and effectiveness of programs;
- Maintaining quality documentation of program attendance;
- Responsible for taking reasonable care for their own and others' health and safety and not adversely affecting the health and safety of others.
- Responsible for early notification and reporting of workplace hazards, incidents and injuries.

QUALIFICATIONS

Essential: An undergraduate or post-graduate level qualification in psychology and full registration as a psychologist with the Psychological Board of Australia.

Desirable: Registration as a board-approved supervisor with the Psychology Board of Australia.

PERSONAL CRITERIA**Essential Criteria**

- Demonstrated ability to apply a high level of clinical judgement and to prepare and present complex reports relating to the outcome of assessment and intervention with prisoners/offenders.
- Demonstrated ability to work with a culturally and socially diverse group of prisoners/offenders, and to apply a culturally responsive framework to guide intervention.
- Knowledge of, and demonstrated ability in, the application of a variety of efficacious, scientifically-based treatment approaches in both forensic and clinical psychology with prisoners/offenders whose presenting problems include: sexual offending, violent offending, mental health problems (including personality disorders and mental illness), suicidal ideation/behaviour and self-harm, drug and/or alcohol abuse, long-term responses to trauma, and behavioural problems.
- Demonstrated ability to administer psychometric assessments and undertake specialised, comprehensive forensic and clinical assessments, and to apply assessment to clinical formulation and the delivery of intensive therapeutic intervention.
- Demonstrated ability to work with a minimum of direction and to effectively communicate with, both verbally and in writing, and work collaboratively as part of a multi-disciplinary team, and to contribute to the development of creative and innovative programs of intervention.

- Knowledge of the Australian Psychological Society's Code of Ethics and an understanding of the application of these to professional practice within a Correctional context.
- Demonstrated knowledge of psychological principles, practices and models of intervention applicable within a Correctional setting
- A strong understanding of the factors which have led Aboriginal community members to being over-represented in the criminal justice system how to apply a culturally responsive framework to guide the assessment and intervention for Aboriginal prisoners and offenders.

Desirable Criteria

- Board-approved supervisor Psychology Board of Australia, or willingness to participate in supervisor training when pre-requisites are met.
- General knowledge of personnel management principles under the Public Sector Act, Work Health & Safety Act, and the Equal Opportunity Act.
- General knowledge of DCS organisational structure and the South Australian Justice system.
- Knowledge and understanding of Departmental Core Values (Code of Ethics) and the Employee Conduct Policy.