



AHP3 Senior Psychologist Employee Assistance Section Health, Safety and Wellbeing Branch

ORGANISATIONAL OVERVIEW

South Australia Police (SAPOL) provides a diverse range of services to the community. These services are aimed at producing a safe and peaceful environment by the minimisation of crime and disorder. It is a large complex organisation which, because of the nature of its operations, is constantly subject to public scrutiny and accountability. It provides services to a range of different locations (over 100) spread across the State on a 24 hour a day basis.

SAPOL's vision is to provide 'Safer Communities'. All SAPOL employees are guided by Our Values of Service, Integrity, Courage, Leadership, Collaboration and Respect. SAPOL is an organisation with a proud history and an exciting vision for the future.

POSITION OVERVIEW

Summary

The People Culture and Wellbeing Service provides a holistic approach to the future development of our people and the organisation. Through strategic leadership and direction, People, Culture and Wellbeing will ensure our employees are skilled and supported to deliver a more efficient and effective service to the community.

The Employee Assistance Section provides support services and programs delivered by qualified health professionals. Services include health and wellbeing programs, work capacity assessments, wellbeing reviews, recruitment psychometric assessments and pre-employment medical assessments.

The Senior Psychologist is accountable for the delivery of psychological services and expert consultancy within the Employee Assistance Section (EAS). The Senior Psychologist is also responsible for the delivery of a range of psychological activities, including conducting clinical interviews and assessments, evaluation and compiling reports regarding risk assessments of SAPOL sworn and unsworn employees, as well as applicants seeking to join the organisation. In addition, they perform intake/triaging duties and deliver psychological interventions.

Service

Integrity

Leadership

Collaboration

Courage

Respect



The Senior Psychologist will work as a part of a team, providing expert consultancy regarding issues of psychological practice. The Senior Psychologist is an experienced clinician who applies specialised expertise providing discipline specific assessments, interventions and consultancy services to SAPOL. The Senior Psychologist will also provide supervision to other clinicians.

Special Conditions

Work Status	The incumbent must hold a current Australian work eligibility status and will be subject to a criminal history check. The incumbent may be assigned to other duties at this remuneration level or equivalent.
Location	Adelaide CBD
Qualifications	An appropriate tertiary qualification in Psychology and current unrestricted registration as a psychologist with the Australian Health Practitioner Regulation Authority (AHPRA).
Out of Hours Work	Some out of hours work will be required.
Travel	Some intrastate and interstate travel may be required.
Performance Management	The incumbent is required to participate in SAPOL’s iEngage program.

Reporting / Working Relationships

The Senior Psychologist is professionally accountable to the Clinical Lead for all clinical matters, including the provision of psychological expertise in assessment, intervention, training, and support of police. For day-to-day management and reporting, the position is accountable to the Manager of the Employee Assistance Section. The role also contributes to the provision of a psychological consultancy service to South Australia Police (SAPOL) throughout the State.

KEY OUTCOMES

- Contributing to police operational efficiency and effectiveness by making practically meaningful clinical psychological recommendations regarding the support and management of SAPOL Personnel.
- Autonomously undertake effective and efficient clinical psychological assessments of SAPOL Applicants, by selecting appropriate assessment techniques, conducting relevant clinical psychological interviews and assessments, interpreting findings, clinical reasoning, and dissemination of practically relevant reports.
- Autonomously conduct psychosocial interviews and assessments of SAPOL employees and make recommendations in relation to risk, wellbeing and/or operational safety.
- Holding a specialised portfolio of clinical or administrative responsibility which contributes to the broad objectives of the Employee Assistance Section and HSWB
- Improving organisational effectiveness and wellbeing by developing and presenting training programmes relative to psychological aspects of policing. Act as a role model, by demonstrating professional behaviour and clinical reasoning.

- Navigating and reconciling the complex and often competing priorities of individual member support with SAPOL's broader organisational goals, ensuring alignment with strategic objectives while maintaining a people-centred approach.
- Maintaining awareness and up to date knowledge of developments in the psychological literature, therapeutic interventions and best practice in the profession.
- Working under limited direction, accepting professional responsibility for a high standard of complex, specialised or strategically significant work and drawing on professional direction in the application of new evidence-based practice.
- Contributing to the development and implementation of workflow processes, quality assurance processes and ensuring documentation is consistent with service policy and practice.
- Participating in the analysis and interpretation of legislation, regulations and other guidelines to enable their operationalisation within the service.
- Maintain professional and confidential records in line with legislation and local policies.
- Developing and maintaining collaborative working relationships across SAPOL as well as other government and non-government agencies.
- Undertake duties as delegated by the Clinical Lead, including supervision of provisional psychologists, student placements, induction of new staff and professional support of AHP2 psychologists and where appropriate, formal supervision of AHP2 psychologists seeking to obtain an endorsed area of practice.

QUALIFICATIONS / SKILLS / KNOWLEDGE / EXPERIENCE

Essential Minimum Requirements

- Hold an appropriate tertiary qualification in Psychology or related discipline which gives eligibility for unrestricted registration as a psychologist.
- Current unrestricted registration as a psychologist under the provisions of the *Health Practitioner Regulation National Law (SA) Act 2010 and Regulations*.
- Demonstrated experience working autonomously with limited direction and supervision as well as ability to work effectively in a team environment to achieve objectives.
- Demonstrated ability to apply clinical judgement, interpersonal skills, and professional behaviour, which engenders trust, cooperation, confidence, and alliance with all levels of staff.
- Demonstrated high work ethic and professional integrity.
- Demonstrated experience conducting psychosocial assessments including interviews, making clinical decisions and providing justified reasoning.
- Ability to think critically, reason abstractly and apply problem solving techniques.
- Cultivate an environment that supports constructive feedback, engagement, respectful behaviour, inclusion and diversity at all levels.
- Ability to interact with other people in a tactful, sensitive and ethical manner.
- Demonstrated experience working with complex presentations, assessing and documenting risk.
- Demonstrated ability to set priorities, organise activities and achieve timely outcomes in a range of clinical and non-clinical situations.
- Advanced ability to implement employee centred, evidence-based and trauma-informed practice.
- Knowledge of relevant theoretical concepts and research specific to the discipline of psychology and the application to mental health issues and problems.
- Demonstrated skills, knowledge, and capabilities to effectively engage with people from a diverse range of backgrounds and lived experiences. This includes a strong understanding of inclusion and equity principles, the ability to communicate respectfully and adaptively

with individuals of varying identities, abilities, cultures, and perspectives, and experience in tailoring services or approaches to meet the needs of diverse populations.

- Demonstrated comprehensive knowledge of a range of current assessment & evaluation tools and methodologies.

Desirable Characteristics

- Master's degree in Clinical, Organisational, Forensic, or other relevant Psychology qualification.
- Board-approved supervisor Psychology Board of Australia, or willingness to participate in supervisor training when pre-requisites are met.
- Demonstrated experience in working in a police or kindred environment.

CORPORATE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.
- Actively contribute to SAPOL's commitment to being an inclusive workplace where everyone is safe, respected and supported to reach their potential by demonstrating inclusive behaviour and showing respect for diverse backgrounds, experiences and perspective.
- Demonstrate an understanding and commitment to **WH&S legislation**, principles and practices and risk assessment in accordance with the **WH&S Act (2012)**, regulations, approved codes of practice and AS/NZS ISO 31000:2018 Risk Management – Principles and Guidelines.