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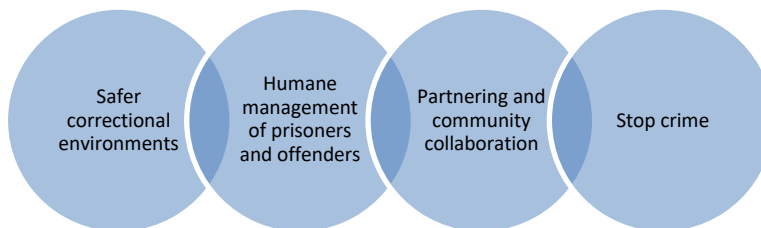
Psychologist

Position details			
Command	Custodial Operations	Location	Wacol Precinct
Classification	PO3	Salary per fortnight	\$3,624.20 to \$3,949.10
Type of vacancies	Permanent Full-Time	Salary per annum	\$94,552 to \$103,029
Reports to	Manager of Offender Development	No. direct reports	0
Contact name	Andrew Connellan	Contact position title	Regional Manager, Psychological Services Unit
Telephone	0402 638 355	Closing date	Sunday, 30 th June 2024
Job Ad Ref	QLD/526457/23		

About Queensland Corrective Services

Who we are

At Queensland Corrective Services we strongly believe in the need to work with people that value the goals of our organisation and who will thrive in our workplace. Our strategic objectives are:



Our vision

To enhance the safety of Queenslanders through modern, sustainable and evidence-based corrective services to maximise rehabilitation and reduce recidivism.

Our purpose

To provide safe, modern, and responsive correctional services which rehabilitate prisoners and offenders and prevent crime making Queensland safer.

Our values

The following values underpin behaviours that will support, transform and enable better ways of working.

Professionalism: We are a responsive criminal justice agency providing the highest standards of service delivery through diligence, efficiency, collaboration, sharing of knowledge and supporting our co-workers, stakeholders, the community, prisoners and offenders.

Integrity: We inspire trust by acting ethically at all times, acting with honesty and truthfulness and treating prisoners and offenders with dignity and respect.

Accountability: We are publicly accountable for the provision of community safety through our actions and preparedness to justify our decisions.

Innovation: We seek to continually improve through innovation, evidence-based best practice and research to improve correctional services.

Our people

Capable and professional people delivering responsive services; our greatest strength is the diversity, talent and dedication of our people and our commitment to supporting them.

Our organisational structure

Queensland Corrective Services is comprised of three divisions and the Office of the Commissioner:

- Custodial Operations
- Community Corrections and Specialist Operations
- Organisational Capability

Our Queensland Corrective Services organisational structure can be viewed [here](#).

About the Command

Correctional centres are responsible for the delivery of custodial services across Queensland. People in custody are supervised in either high or low security correctional centres. High security centres provide for the management of adult prisoners held in secure custody correctional centres across Queensland.

Queensland Corrective Services psychologists encounter a diverse and complex adult population, including a range of demographics, clinical presentations and variations in risk and need. Psychologists will gain experience working with adolescents and youth through to late adulthood; Indigenous and culturally and linguistically diverse (CALD) individuals; people with intellectual disabilities, acquired brain injury, developmental disorders, mental health concerns, addiction and/or heightened risk of self-harm or suicide. Psychologists work within a multidisciplinary team including counsellors or social workers, program delivery officers, education officers, transitions coordinators, cultural liaison officers, offender health team, custodial staff and external agencies.

About the Role

A Psychologist provides high quality psychological services, including psychological assessment, case management and interventions that promote the mental health, well-being and safety of adults accommodated in correctional centres. The position also provides services related to their positive progression through all stages of their time in custody, assist prisoners to desist from future offending and to promote successful re-integration into the community.

In this role you will:

- Conduct independent risk assessments of harm to self or others, including acute or chronic risk.
- Provide clinical assessment of psychopathology, psychosocial needs and protective factors to inform interventions, referrals and individual management strategies.
- Functional assessment of behaviours of concern adversely affecting the adult's quality of life to inform individual management strategies.
- Administration, scoring and interpretation of psychometric assessments of cognitive functioning, memory, personality and mental health to determine treatment readiness and appropriateness of interventions.
- Undertake assessment of high risk offenders to identify rehabilitation needs, an appropriate treatment pathway and specific program interventions.
- Undertake complex assessments of risk to the community, including identification of outstanding treatment needs, evaluation of relapse prevention plans and consolidation of learning from offending behaviour interventions, and preparation of reports to inform the Parole Boards' decision-making.
- Maintain a high level of knowledge and contemporary understanding of psychopathology, diagnostic classification systems and clinical and psychometric assessment tools.
- Maintain a high level of knowledge and understanding of contemporary correctional concepts, principles and practices relevant to psychological assessment of risk.
- Ensure maintenance of accurate records and appropriate storage of data relevant to assessments and associated reports.
- Engage in evidence based practice relevant to the prevention of suicide and self-harm behaviour.
- Provide advice regarding the safe management of adults with a heightened risk of suicide or self-harm, including acute or chronic risk.
- Undertake case formulations of complex behavioural concerns to inform intervention targets and goals.
- Work independently to implementation of intervention strategies with adults at acute or chronic risk of suicide and self-harm or displaying behaviours of concern.

- Provision of psycho-education related to mental health conditions, symptoms and treatment options to individuals and relevant team members.
- Promote goal setting and enhance willingness to engage in holistic intervention pathways.
- Deliver individual or group based brief, skill acquisition focused interventions aimed at developing coping skills and building resilience.
- Maintain knowledge of evidence based practices relevant to the treatment and intervention of mental health disorders, cognitive functioning, addiction and personal development.
- Maintain knowledge of legislation, policy and procedures related to assessment, intervention and management of adults within correctional centres.
- Provide advice to relevant officers regarding suitability to engage in intervention programs and/or other rehabilitation activities.
- Assist in the formulation of management plans to mitigate risks related to harm to self or others, and/or to provide functional support and safety for vulnerable adults.
- Facilitate psychiatric or health referrals when required and liaise with Queensland Health staff in relation to the management of adults with psychiatric diagnosis and/or in receipt of medication.
- Provide advice regarding the availability of community based services for the continuation of treatment and/or support upon release.
- Participate in multidisciplinary sentence management processes to assist individuals to progress through the correctional system.
- As part of a multidisciplinary team, and in collaboration with external stakeholders, co-ordinate and monitor the provision of welfare, behavioural management, daily living routine and engagement in self-development, vocational and recreational programs.
- Evaluate and review intervention strategies, and rehabilitative programs against the adult's individual needs and goals.
- Participate in practice supervision and professional development activities to maintain and develop competencies to ensure that QCS psychological services are of high quality and consistent with contemporary evidence based practice and agency policies and procedures.
- Assist with the professional development of the team by mentoring, coaching and providing guidance to newer staff.
- Provide peer review and supervision to staff undertaking psychological services, including assessment, intervention and case management.
- Ensure your own personal presentation and behaviour are in accordance with the applicable Code of Conduct and the operational security practices of the centre.
- Maintain records of all assessments, provision of psychological services, management and case plans on the Integrated Offender Management System (IOMS) and psychological files to ensure security and confidentiality.
- Maintain effective collaboration with members of the multidisciplinary team and external stakeholders.
- Deliver training sessions about mental health issues and suicide prevention for staff as required.

Role Fit

Within the context of the role responsibilities described above under “About the role”, the ideal applicant will be someone who can competitively demonstrate their knowledge, skills and experiences and their suitability against the [Leadership competencies for Queensland \(Individual contributor\)](#): Vision, Results and Accountability in the context of the essential requirements for this role:

The essential requirements for this role are:

- Demonstrated expertise in evidence based assessment and intervention for adults, experiencing difficulties related to mental health problems, cognitive impairment or developmental disorders.
- Demonstrated ability to undertake research, analyse information and prepare associated reports.
- Knowledge of research and practice specific to effective correctional rehabilitation.
- Knowledge of risk assessment instruments and processes and their application and use within criminal justice settings.
- Understanding and application of theories, models and research related to behavioural change techniques.
- Experience and understanding of case management in a human services field.
- Well-developed written communication skills with the ability to provide high quality professional reports and case notes.
- Well-developed verbal communication skills with the ability to engage with a diverse client group and to effectively communicate with stakeholders in a manner appropriate to the audience.
- Knowledge, interpretation and application of legislation, policies and procedures.

Qualifications, professional registration, conditions and other requirements

QCS psychological services operate under the professional standards and guidelines of the Psychology Board of Australia and AHPRA. As such, individuals interested in working as a psychologist in QCS must hold either general or provisional registration as a Psychologist with AHPRA or be eligible for registration upon commencement.

- Completion of a Bachelor's degree (4 year) in psychology or behavioural science and current registration with AHPRA
- Completion of a Bachelor's degree (5 year) in psychology or behavioural science and current registration with AHPRA.

- Completion of an approved Australian Psychological Accreditation Council (APAC) approved Masters or Doctorate Degree.
- Eligibility for registration as a Psychologist with Australian Health Practitioner Regulation Agency.

Mandatory requirements

Compliance with the National Psychology Board and Australian Health Practitioner Regulation Agency registration standards. In the event, their registration lapses or there are any changes to the status of their registration and the nature of any associated restrictions imposed on their registration, including any conditions, undertakings, reprimands, suspensions or cancellations, must be immediately reported to their Senior Psychologist / Line Manager.

Psychologist registration with the Australian Health Practitioner Regulation Agency is a mandatory requirement and must be obtained within two months of commencement.

Professional Indemnity Insurance/Secondary Employment

Psychologists employed with QCS must also ensure they seek advice regarding Professional Indemnity Insurance if they are engaged in secondary employment or volunteer roles outside of QCS and also submit a Declaration of Secondary Employment form to your Manager.

How to apply

To be considered for this role, please provide the following information to the selection panel for assessment of your suitability:

- A **cover letter** (1-2 pages maximum) outlining how your knowledge, skills and experiences make you a competitive candidate against the [Leadership competencies for Queensland \(Individual contributor\)](#): Vision, Results and Accountability within the context of the essential requirements 'role fit' and responsibilities described under 'about the role'.
- Your **current curriculum vitae/resume**, including two referees who can attest to your performance and conduct in the workplace. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.

People from diverse backgrounds including non-English speaking backgrounds, people with a disability, women, Aboriginal people and Torres Strait Islander people are encouraged to apply.

Applying online through the Smart Jobs and Careers website www.smartjobs.qld.gov.au is the preferred means to submit an application. To do this, access the 'apply online' facility on the Smart jobs and careers website. You will need to create a 'My SmartJob' account before submitting your online application.

By applying online you can track your application through the process, maintain your personal details through registration and withdraw your application if required.

If you experience any technical difficulties when accessing www.smartjobs.qld.gov.au please contact 13 QGOV (13 74 68). All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description.

If you do not have internet access and are unable to submit your application online please contact the QSS Customer Support Team on 1300 146 370, between 9am to 5pm Monday to Friday, to enquire about alternative arrangements.

Late applications cannot be submitted via the Smart jobs and careers website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the QSS Customer Support Team on the number above to arrange this.

Hand delivered applications will not be accepted.

Respect in the workplace

Queensland Corrective Services values and respects the diversity of its workforce and believes that all its employees should be treated fairly and with dignity and respect. All employees of Queensland Corrective Services must show respect for each other, visitors, the general public and contractors by treating them fairly and objectively, ensuring freedom from discrimination, sexual harassment, racial or religious vilification, victimisation and bullying. Queensland Corrective Services is an employer of choice and an equal opportunity employer.

Human Rights Act 2019

Queensland Corrective Services is committed to respecting, protecting and promoting human rights. Under the *Human Rights Act 2019*, Queensland Corrective Services has an obligation to act and make decisions in a way that is compatible with human rights and,

when making a decision, to give proper consideration to human rights. When making a decision about recruitment and selection, decision-makers must comply with that obligation.

Further information about the Human Rights Act 2019 is available at:

<https://www.qhrc.qld.gov.au/your-rights/human-rights-law>

<https://www.forgov.qld.gov.au/humanrights>

Criminal history checks

Criminal history checks will be undertaken by Queensland Corrective Services on preferred applicant(s). Applicants seeking appointment in Queensland Corrective Services are required to disclose any criminal histories and/or charges (including convictions which are not recorded), usually at time of interview, as per the provisions of the *Criminal Law (Rehabilitation of Offenders) Act 1986*, section 9A(1). A criminal conviction or charge will not automatically exclude an applicant from consideration for appointment with the Department. Queensland Corrective Services will obtain information from the Queensland Police Service on whether an applicant is under investigation for a serious offence and, if necessary, information can be obtained concerning the person.

Pre-employment checks

Pre-employment checking may be conducted on preferred applicants before placement. They are used to verify that the information provided by the applicant in the selection processes is true and accurate. Queensland Corrective Services pre-employment check includes an Integrity check of past performance or previous discipline history to ascertain suitability of employment.

Employee obligations

Occupational Health and Safety

Queensland Corrective Services aims to maintain a safe, health and secure environment for all employees, visitors and contractors. Achieving this aim is the responsibility of all.

Disclosure of any pre-existing injury or medical condition

Applicants may be required to disclose any pre-existing injury or medical condition of which they suspect would be aggravated by performing the role. Details are available in sections 571(b) of the *Workers' Compensation and Rehabilitation Act 2003* (<https://www.legislation.qld.gov.au/view/html/inforce/current/act-2003-027#ch.14-pt.1-div.1>). Please refer to the Applicant Information pack for the further information.

Additional Information

Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment.

There may be instances where the incumbent will be required to work hours outside the normal work hours.

A minimum probation period of 3 months may apply.

The role description provides the minimum requirements for the role. The incumbent may be required to undertake other duties as required.

A non-smoking policy is effective in Queensland Government buildings, offices and motor vehicle.

Where a subsequent or recurring vacancy arises, either from the same centre/location or different centre/location from the advertised position, the vacancy may be filled from the order of merit used to fill the original position. Applications will remain current for up to 12 months after the closing date.