



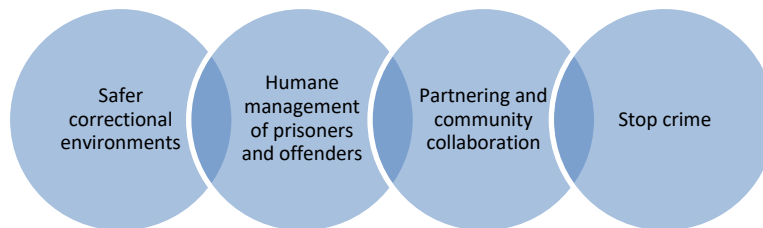
Allied Health Clinician

Position details			
Command	Custodial Operations	Location	Gatton – Southern Queensland Correctional Precinct
Classification	PO3	Salary per fortnight	\$3,670.00 to \$3,997.00
Type of vacancies	Permanent, flexible, fulltime/parttime	Salary per annum	\$95,747 to \$104,278
Reports to	Allied Health Team Leader	No. direct reports	Nil
Contact name	Mordecai Taderera	Contact position title	Project Manager, Psychology and Allied Health Services, SQCP2
Telephone	3231 7002	Closing date	Wednesday, 11 th September 2024
Job Ad Ref	QLD/571208/24		

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 four divisions and the Office of the Commissioner:

- Custodial Operations
- Community Corrections and Specialist Operations
- Organisational Capability
- Workforce Culture, Integrity and 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.

The Lockyer Valley Correctional Centre forms part of a decision by Government to respond to the increasing prisoner numbers in Queensland, by increasing bed capacity for prisoners, whilst also targeting a response to mental health, problematic substance use and to increase the availability of beds for complex prisoner cohorts.

The facility will provide accommodation units from high to low classification, providing accommodation for male sentenced prisoners. In addition, for male prisoners requiring specialised living environments and/or interventions, the following separate accommodations will support specialist management and intervention in an environment specifically designed to respond to and manage complex medical, cognitive, and behavioural needs:

- Complex Behaviour Community
- Close Supervision and Support Unit with capability to accommodate and reintegrate prisoners in a multifunctional unit.
- Safety Unit.

About the Role

The Allied Health Clinician is a member of a multidisciplinary team responsible for the provision of clinical services, including discipline specific assessment, case management and interventions that promote the mental health, well-being and safety of adults accommodated in correctional centres.

In this role you will:

Clinical/Technical

- Provide quality clinical services, including assessment and tailored therapeutic interventions to support health and wellbeing within a multi-disciplinary context.
 - Conduct independent risk assessments of harm to self or others, including acute or chronic risk.
 - Conduct functional assessment of behaviours of concern adversely affecting the adult's quality of life to inform individual management strategies.
 - Administer, score and interpret discipline specific assessments to identify appropriate treatment and support strategies
 - Provide advice regarding the safe management of adults with a heightened risk of suicide or self-harm, including acute or chronic risk.
- Provide of psychoeducation related to mental health conditions, symptoms and treatment options to individuals



- Deliver individual or group-based brief, skill acquisition focused interventions aimed at developing coping skills and building resilience.
- Manage a caseload using effective time management and prioritisation skills, including clinical and non-clinical responsibilities and the maintenance of accurate records and documentation.
- Possess the ability to collaborate and work effectively and sensitively with a diverse range of clients.
- Maintain a high level of knowledge and contemporary understanding of psychopathology, diagnostic classification systems and clinical and psychometric assessment tools.
- Develop clinical practice knowledge and expertise through active learning within the team and by engaging in professional development activities and clinical practice supervision.
- Maintain own level of knowledge of contemporary offender programs research and practices, and legislation, policy and procedures in relation to offender management.

Service Improvement

- Participate in quality improvement activities and workplace education that enhance the delivery of psychology/social work/occupational therapy services and promote patient centred care.

Collaboration and Team Work

- Actively participate in professional and multidisciplinary team meetings including clinical case conferences and case management activities
- Demonstrate sound communication and interpersonal skills including the ability to document accurately, write clearly and succinctly.
- Consult effectively with others and develop collaborative partnerships with a range of stakeholders.
- Actively participate in performance appraisal and development plans in order to develop and maintain professional skills and deliver high quality mental health care.
- Contribute as an effective member within a multidisciplinary allied health team
- Commensurate with the level of experience, provide education/training, direction and supervision for routine tasks to less experienced staff, students and support staff, with the support of senior staff.

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:

- Knowledge, expertise and skill in the provision of [discipline] Services in accordance with ethical standards using evidence-based practice assessment and intervention for adults, experiencing difficulties related to mental health problems, cognitive impairment or developmental disorders
- Experience and understanding of case management in a human services field
- Strong communication skills with the ability to liaise with a range of stakeholders
- Exposure to working with people from diverse cultural backgrounds
- Understanding and application of theories, models and research related to behavioural change techniques
- Knowledge of research and practice specific to effective correctional rehabilitation
- 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

For Psychologists

- Possession of a degree from a registered tertiary institution in psychology or behavioural science
- Hold either general or provisional registration as a Psychologist with AHPRA or be eligible for registration as a Psychologist with Australian Health Practitioner Regulation Agency.
- Completion of an approved Australian Psychological Accreditation Council (APAC) approved Masters or Doctorate Degree and/or an endorsement in clinical or forensic psychology would be highly regarded.

For Social Workers

- It is a mandatory requirement for all Social Work positions that the candidate is eligible for membership of the Australian Association of Social Workers (AASW). Eligibility is dependent on the candidate having completed a University Level Social Work degree accredited by the AASW.
- Overseas qualified Social Work candidates require a "certification of eligibility" letter from the AASW to confirm their eligibility for membership of AASW. Overseas qualified applicants should include such evidence with their application to be considered for short listing in the selection process.

For Occupational Therapists

- Possession of a degree in occupational therapy from a recognised tertiary institution,
- The successful applicant must also hold or be eligible for registration with the Occupational Therapy Board of Australia/AHPRA.

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.