**POSITION DESCRIPTION:**  Psychologist – Child and Youth

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**Position Details**

<table>
<thead>
<tr>
<th>Position Title:</th>
<th>Psychologist</th>
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<tbody>
<tr>
<td>Employment Status:</td>
<td>Full time</td>
</tr>
<tr>
<td>Salary Range:</td>
<td>Pending qualification and years of experience (base salary $79,000 - $95,000), 5 weeks annual leave (17.5% leave loading), professional development allowance, superannuation, salary packaging available</td>
</tr>
<tr>
<td>Reports to:</td>
<td>Allied Health Team Leader – Senior</td>
</tr>
<tr>
<td>Positions supervised:</td>
<td>Nil</td>
</tr>
<tr>
<td>Location:</td>
<td>Mount Isa – will require some travel to other remote communities across the North West and Lower Gulf of Carpentaria region</td>
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**About Gidgee Healing**

Gidgee Healing (‘Gidgee’) is an Aboriginal Community Controlled Health Service, with our strategic direction determined by a Board of Directors comprising Aboriginal people from across the region, as well as two skills-based Directors. Gidgee’s organisational mission and vision statements demonstrate a commitment to providing holistic and culturally appropriate health services, underpinned by a philosophy of community participation, and a strong focus on care coordination.

Gidgee is the only Aboriginal Community Controlled Health Service representing the health needs of the Aboriginal people residing in the Mount Isa, North West and Lower Gulf regions of Queensland, with the primary aim of supporting Aboriginal communities’ own solutions to living long healthy lives; strengthening our culture; and regaining our spirit. Gidgee’s service footprint is now the largest single Aboriginal Community Controlled Health Service provider land area in Queensland, spanning approximately 640,000 km2 and including some 11,000 Indigenous persons. Our service area comprises 20 Native Title group land areas; 12 Local Government Areas; the two Queensland State seats of Mount Isa and Gregory; and two House of Representative Divisions, Kennedy and Maranoa. It also includes two Hospital and Health Service regions (Central West and North West) and shares its boundary with the Western Queensland Primary Health Network (WQPHN).
Gidgee provides a broad range of primary health care services to Aboriginal and Torres Strait Islander people across the region; including GPs, Nursing; Aboriginal Health Workers / Aboriginal Health Practitioners; Allied Health professionals; Maternal and Child Health; and visiting Medical Specialists. Gidgee also provides a range of family-focused Mental Health and Wellbeing services, as the lead agent for both headspace Mount Isa and the Normanton Recovery and Community Wellbeing Service. Gidgee is currently experiencing a period of very strong organisational growth; expanding the scope and frequency of the services it provides across the Mount Isa and Lower Gulf regions. A significant proportion of the Primary Health Care and Maternal and Child Health Services historically provided by mainstream providers across the region are now transitioning to a community-controlled model of care to be delivered by Gidgee Healing.

Position Summary

The position is responsible for working in collaboration with a small multi-disciplinary primary health care team in the delivery of culturally appropriate psychology services to young clients and their families within the serviced Aboriginal and Torres Strait Islander communities.

Based in Mount Isa, the role will entail outreach service delivery from clinic-based and community-based settings in the communities of Mornington Island, Doomadgee and Burketown.

Duty Statement and Key Responsibilities

Provision of Clinical Care

- Provide high quality psychological assessment and intervention for young 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, school-based appointments and home visits
- Work collaboratively as part of the multidisciplinary team to coordinate care for young people, including liaising with internal and external service providers, working with the young person’s family and friends, and actively participate in case review meetings
- Relate to young people 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 young people presenting to the service using evidence based assessment tools
- Conduct risk assessments, including assessment of suicide risk and violence risk and provide follow up support, referrals and treatment
- Monitor patients 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 young people and their families
- Provide timely follow-up, monitoring and care as directed through health assessments and / or GPMP / TCAs
• Deliver psycho-educational sessions and in-service education sessions in areas relevant to child and youth psychology and service provision to organisational staff, community organisations or community groups as appropriate and required
• Incorporate a holistic approach to health care that incorporates health promotion activities according to community and organisational 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 AGPAL standards
• Ensure maintenance of privacy and confidentiality in relation to client information in accordance with organisational policy, cultural protocol and professional ethics and guideline
• Work closely with reception 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

Data Administration
• Maximise Medicare billings / claims through effective and timely clinic and patient records processes
• Maintain accurate client records, including the collection and collation of statistical information in order to forecast demand for services and allocation of budgets
• Provide periodic performance and evaluation reports to the Allied Health Team Leader as required

Self-Management and Team Contribution
• Maintain confidentiality in line with Code of Conduct and comply with all Gidgee Healing Policies and Procedures
• Work as part of a multi-disciplinary team including GPs, Aboriginal Health Workers and Allied Health staff
• Provide supervision as appropriate to less experienced staff, Aboriginal Health Workers, Allied Health Assistants and students and provide in-service education in areas relevant to psychology service provision as required
• 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 with 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 Gidgee Healing 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 Gidgee Healing’s Workplace Health and Safety policies and procedures
Foster Linkages

- Work to foster productive relationships with all clinic, program and support staff, relevant partner organisations within the communities and appropriate cultural connections within the communities.
- Work to foster productive working relationships with relevant government departments, schools, hospitals, key providers and other specialist providers including network with other Psychologists within the region.

Please note that the duties outlined in this position description are not exhaustive, and only an indication of the work of the role. The organisation can direct you to carry out duties which it considers are within your level of skill, competence, training and scope of practice.

Key Performance Indicators

This position has Key Performance Indicators (KPIs) aligned to it and are a requirement of the position. These will be determined by the line manager.

Performance evaluation will be undertaken prior to completion of any specified probationary period, then annually. Performance appraisal will include but not be limited to the Key Performance Indicators identified for this position.

Selection Criteria

Below are the essential (unless otherwise indicated) qualifications and experience a person requires in order to successfully fulfill the responsibilities of this position. An applicant must provide specific information and examples of how you can meet each of these criteria in your application in order to be considered for this position.

1. A comprehensive understanding of the health issues impacting the lives of Aboriginal and Torres Strait Islander people and a strong commitment to improving health outcomes.
2. Demonstrated understanding and commitment to the philosophy and practice of an Aboriginal Community Controlled Health Service and the ability to work sensitively and effectively with Aboriginal and Torres Strait Islander people.
3. Demonstrated skill in working in a primary care setting, in particular the ability to work as part of a multidisciplinary team with a sound understanding of your role as Psychologist delivering services for young people and their families in this context.
4. Demonstrated experience in the provision of clinical, evidence based assessment and interventions with young people and their families that present with mild to moderate mental health conditions or complex presentations related to, for example; trauma, substance misuse, grief and loss, or family relationships.
5. Demonstrated ability to work with minimal supervision and/or in as a sole professional in this environment.
6. Demonstrated ability to engage in mentoring and supervision of other Allied Health / Aboriginal Health Workers / less experienced staff and providing education/training in psychology related areas within this primary health care context

7. Demonstrated effective verbal and written skills with particular emphasis on interpersonal communication skills, establishing trust and rapport, maintaining confidentiality and record keeping

8. Demonstrated competence in use of information technology, internet and desktop applications; e.g. electronic client record systems, Outlook, Word, Excel and database packages

Qualifications / Experience

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 young people is highly desirable

Practical Requirements

- Current C Class Drivers Licence (QLD) – essential
- Immunisation requirements – It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases: measles, mumps, rubella, varicella, hepatitis B, hepatitis A and pertussis (whooping cough) during their employment
- Current CPR and First Aid Certificate
- Current Blue Card (Working with Children and young people) or willingness to apply for a Blue Card
- Satisfactory Police Check
- Current Medicare Provider Number or capacity to obtain
- Willingness to work flexible hours as required, including the requirement to travel, work and stay overnight for up to several days at a time in remote areas
- Willingness to travel by road and small planes

Endorsement and Approval