



RFS

PSYCHOLOGIST

ROLE DESCRIPTION

Cluster	Stronger Communities
Directorate Business Unit	People & Strategy Mental Health Services
Role Number	Various
Grade	Psychologist
ANZSCO Code PCAT Code	272311 1119192
Date of Approval	25 October 2024
Role Description Reference No.	RDPSY02
Website	www.rfs.nsw.gov.au

About Us

The Rural Fire Service (RFS) protects the community and our environment by minimising the impact of fire and other emergencies. Our shared vision is to provide a world standard of excellence in the provision of a volunteer-based community fire and emergency service.

The RFS is established under the Rural Fires Act 1997 and is responsible for preventing and suppressing fires in rural fire districts, as well as being the lead agency for bush firefighting across the State. The agency also operates under the *State Emergency and Rescue Management Act 1989*. For over 100 years the RFS has been a significant part of the history and landscape of NSW and is widely acknowledged as the largest volunteer fire service in the world.

Fighting fires and protecting the community from emergencies is the most visible aspect of the RFS. The Service also has many responsibilities as the lead agency for bush fire management and mitigation in NSW. Working closely with other agencies, the RFS responds to a range of emergencies including structure fires, motor vehicle accidents and storms that occur within rural fire districts.

Role Purpose

Enhance member wellbeing and reduce the risk of psychological harm in our workplace, through the provision of consistent quality and accessible clinical services that help protect, promote and support better mental health.

This role is area-based and works under the professional supervision of the Senior Psychologist and/or Manager Mental Health Services to support the relevant Area and District leaders in creating a constructive and safe work environment that promotes and supports member mental health and wellbeing.

Key Accountabilities

1. Provide confidential and proficient psychological services to RFS members, including clinical assessment and intervention, and pathway to care referral options for mental health and supplementary support services.
2. Provide Psychological First-Aid (PFA) support in accordance with Service-wide policy to effectively support members exposed to work-related traumatic incidents.
3. Work collaboratively with the Peer Support Officer (PSO) Program to support members experiencing workplace and other stressors.
4. Maintain accurate and confidential clinical records in client information record management system, effectively administer psychological services, support early detection and risk-based decision making, and inform proactive mental health programs.
5. Assist in the provision of psychoeducation and training to members and leaders on preventing and managing mental health issues.
6. Appropriately liaise with the Area and District leaders in accordance with confidentiality and duty of care obligations.
7. Work collaboratively as a part of a team of psychologists and as a member of a multidisciplinary team to ensure consistent and effective professional service provision.
8. Maintain updated knowledge of relevant research and evaluation of psychological programs and instruments, particularly as it relates to the emergency services sector, to better inform evidence-based practice and service provision.
9. Engage in clinical supervision and meet any legislative requirements as mandated by the relevant professional registration body.

Essential Requirements

- Minimum four-year accredited sequence of study (postgraduate degree) in Psychology.
- General Registration with the Psychology Board of Australia (AHPRA).
- Participation in a rotating after-hours on-call roster.
- Obtain and maintain requisite security clearances for the role.
- A current Driver Licence and the willingness and ability to travel.
- During periods of major fire activity, the incumbent may be required to support operational management activities consistent with their skills and background.

Key Knowledge and Experience

- Genuine appreciation and understanding of a volunteer-based community service.

Role Dimensions

Decision Making

- Provision of psychological services in a complex, safety critical environment across a geographically dispersed, large-scale workforce.
- Works under the professional supervision of the Senior Psychologist with oversight from the Manager Mental Health Services, when required.

- Increasingly complex clinical cases will be allocated over time under the supervision of the Senior Psychologist.

Reporting Line

The role reports to the Senior Psychologist and the Manager Mental Health Services, when required.

Direct Reports

Nil.

Budget/Expenditure

Nil.

Key Relationships – Internal





Who	Why
Senior Psychologist and Manager Mental Health Services	<ul style="list-style-type: none"> – Work under the professional supervision of the Senior Psychologist and/or Manager Mental Health Services, as part of a multidisciplinary team, to ensure the proficient and consistent delivery of mental health services.
Area Commander and District Managers	<ul style="list-style-type: none"> – Effective working relationships to collaboratively create a constructive and safe environment where members can be at their best.
NSW RFS Members	<ul style="list-style-type: none"> – Collaborate with and provide psychological services. – Develop and maintain effective working relationships and open channels of communication to effectively contribute to better outcomes for our members and the community.

Key Relationships – External

Who	Why
Universities and other external research groups	<ul style="list-style-type: none"> – Remain connected to academic and research entities to maintain relevant knowledge and evaluation of psychological programs and instruments.
Other emergency services groups and professional bodies	<ul style="list-style-type: none"> – Work collaboratively to communicate relevant research and practice for better sector outcomes.

Capabilities for the Role

The [NSW Public Sector Capability Framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. **Focus capabilities** are considered the most important for effective performance of the role.

Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Adept
	Act with Integrity	Adept
	Manage Self	Intermediate
	Value Diversity and Inclusion	Intermediate
 Relationships	Communicate Effectively	Adept
	Commit to Customer Service	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Intermediate
 Results	Deliver Results	Intermediate
	Plan and Prioritise	Foundational
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Foundational
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Intermediate

For further information regarding this role description, please contact the Recruitment Team or email Recruitment@rfs.nsw.gov.au.

