

Role Description

Forensic/Clinical Psychologist



Cluster	Stronger Communities
Agency	NSW Police Force
Command/Business Unit	Capability, Performance & Youth Command, Domestic & Family Violence Registry
Location	Parramatta
Classification/Grade/Band	Specialist Psychologist
ANZSCO Code	272311
PCAT Code	1224592
NSWPF Role Number	RD 1004
Date of Approval	10/11/2023
Agency Website	www.police.nsw.gov.au

Agency overview

The NSW Police Force (NSWPF) vision is for *A Safer New South Wales*, which is achieved by police working with the community to reduce violence, crime and fear.

It is one of the largest police forces in the western world, with more than 20,000 NSW Police Force employees, including more than 18,000 police officers providing a range of law and order services 24 hours a day, seven days a week to the socially, geographically and culturally diverse community of NSW.

The organisation has four function lines, based across a number of locations. Metropolitan Field Operations and Regional NSW Field Operations provide frontline services directly to the community. Investigations & Counter Terrorism provides investigative, technical and counter terrorism expertise. Corporate Services, provides business support services such as technology and communication, education and training and corporate human resources functions.

We are a proud employer of a diverse range of people that reflects the community of NSW, all who are committed to building a workplace that creates a sense of belonging and inclusion for all. The work is challenging and rewarding, and our employees meet and work alongside inspirational people sharing unique experiences and perspectives, all whilst making a difference to people's lives. From frontline policing to corporate careers, roles requiring specialist expertise and leadership roles, there are over 60 different career pathways to choose from and there are jobs for all capabilities, skills, goals, and interests.

The NSWPF serves our people and the community by modelling behaviours of respect, pride and trust in all that we do. The NSWPF *Statement of Values* and *Code of Conduct & Ethics* outlines appropriate behaviour for all NSW Police Force staff. All employees of NSWPF are expected to ensure ethics are incorporated into all aspects of their work making ethical behaviour, practices and decision making a part of daily routine. This further extends to ensuring confidentiality and information security is maintained at all times.

Work, Health and Safety legislation requires all employees to have specific responsibilities. This role is responsible for following all NSWPF health and safety policies, and taking all reasonable care that their actions or omissions do not impact on the health and safety of others.

Primary purpose of the role

The role will allow for the qualitative determination of an offender’s likely static, stable & dynamic risk factors in the assessment of an escalating domestic violence threat and will form a core component of the intervention of recidivist high threat offenders by the NSWPF. The role is responsible for providing guidance to NSWPF Domestic & Family Violence Registry in the development of effective case management strategies which inform police targeting and monitoring of high-risk offenders.

Key accountabilities

- Provide validated psychometric assessment of an offender’s Domestic Violence (DV) History, alongside their likely attitudes to offending
- Assist in comprehensive development of threat mitigation plans, including Serious Crime Prevention Orders (SCPO) or nominating subjects for Extended Supervision Orders (ESO)
- Provide support and work alongside the DFVR with development of adept predictive assessments and management strategies, tailored towards an offender’s dangerousness and to develop a model of “DV Prediction & Escalation” (similar to CPR Static 99R)
- Participate in case discussions / briefings regarding DV Dangerous Offenders and High Risk DV Offenders and provide expert psychological advice and develop products in written and oral form
- Maintain case files and records, prepare administrative reports, and provide casework briefings as required
- Provide expert certificates/statements, when necessary, in relation to psychological products and services provided
- Maintain knowledge of relevant research findings in the assessment and management of offenders and actively seek material to assist this work.
- Develop and conduct training packages for police in relation to High Risk and Dangerous DV offenders

Key challenges

- Comprehensive knowledge of relevant DV research material from a psychologist perspective.
- Create a psychologically derived predictive assessment tool to determine likely escalation of DVs and manage competing priorities whilst working autonomously within a team environment
- Exposure to and working with information detailing sexual and violent crimes.

Key relationships

Who	Why
Internal*	
Manager	<ul style="list-style-type: none"> • Receive guidance and provide regular updates on key priorities, projects, issues, and business objectives • Provide advice and contribute to decision making • Identify issues/risks and their implications and propose solutions • Escalate sensitive issues
Work Team	<ul style="list-style-type: none"> • Provide guidance and direction for DFVR staff • Work collaboratively to contribute to service delivery
External	
Clients / Identified Stakeholders	<ul style="list-style-type: none"> • Resolve and provide solutions to issues and escalate where necessary • Provide an exchange of information

Role dimensions

Decision making

The role has the autonomy to exercise independent clinical judgement and high level diagnostic ability in relation to psychological disorders and their relationship with DV offending. The role will conduct high level structured assessments according to scientific literature.

Reporting line

- Manager – Domestic & Family Violence Registry – Detective Inspector
- Clinical Supervision – NSWPF Chief Psychologist

Direct reports

- Nil

Budget/Expenditure

- Nil

Key knowledge and experience

- Demonstrated analytical skills and experience in psychological treatment and assessment (clinical actuarial and psychometric) of offenders and/or other forensic populations in relation to domestic violence offending
- Demonstrated knowledge and understanding of current research and practice in psychological risk assessment of offenders
- High level written and verbal communication skills, including experience in the provision of psychological assessment reports and experience in the development and provision of adult education and training

Essential requirements

- Obtain and maintain the requisite security clearances for this position.
- Full registration as a psychologist with Australian Health Practitioner Regulation Agency (AHPRA) and minimum 3 years full-time practice with broad, expert relevant specialist knowledge.
- Post Graduate degree at masters level or higher, or equivalent education, training and experience; in a relevant specialist area as per the Crown Employee (Psychologists) Award.
- High level of personal integrity and strict ethical practices including confidentiality of case materials and information.

Capabilities for the role

The [NSW public sector capability framework](#) describes the capabilities (knowledge, skills and abilities) needed to perform a role. There are four main groups of capabilities: personal attributes, relationships, results and business enablers, with a fifth people management group of capabilities for roles with managerial responsibilities. These groups, combined with capabilities drawn from occupation-specific capability sets where relevant, work together to provide an understanding of the capabilities needed for the role.

The capabilities are separated into **focus capabilities** and **complementary capabilities**.

Focus capabilities

Focus capabilities are the capabilities considered the most important for effective performance of the role. These capabilities will be assessed at recruitment.

The focus capabilities for this role are shown below with a brief explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.

Complementary capabilities

Complementary capabilities are also identified from the Capability Framework. They are important to identifying performance required for the role and development opportunities.

The complimentary capabilities for this role are shown on the following pages with an explanation of what each capability covers and the indicators describing the types of behaviours expected at each level.





Occupation specific capabilities (Focus & Complementary)

Occupation specific capabilities exist for Human Resources, Finance, Procurement, Legal and IT (SFIA) role types. They show a progressive increase in complexity and do not necessarily correspond to grades.




These can be found on the [HR Intranet > Careers and deployment > Workforce planning > Role Description Library > Related documents > Capability Framework](#)

Capabilities Summary


The focus capabilities in all tables below (including Occupation Specific/SFIA) are in **bold**.

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

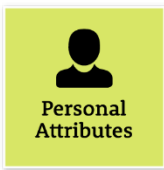
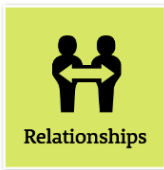


FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
 <p>Personal Attributes</p>	<p>Display Resilience and Courage</p> <p>Be open and honest, prepared to express your views, and willing to accept and commit to change</p>	<ul style="list-style-type: none"> • Be flexible and adaptable and respond quickly when situations change • Offer own opinion and raise challenging issues • Listen when ideas are challenged and respond appropriately • Work through challenges • Remain calm and focused in challenging situations 	Intermediate
 <p>Relationships</p>	<p>Communicate Effectively</p> <p>Communicate clearly, actively listen to others, and respond with understanding and respect</p>	<ul style="list-style-type: none"> • Tailor communication to diverse audiences • Clearly explain complex concepts and arguments to individuals and groups • Create opportunities for others to be heard, listen attentively and encourage them to express their views • Share information across teams and units to enable informed decision making • Write fluently in plain English and in a range of styles and formats • Use contemporary communication channels to share information, engage and interact with diverse audiences 	Adept
 <p>Results</p>	<p>Deliver Results</p> <p>Achieve results through the efficient use of resources and a commitment to quality outcomes</p>	<ul style="list-style-type: none"> • Use own and others' expertise to achieve outcomes, and take responsibility for delivering intended outcomes • Make sure staff understand expected goals and acknowledge staff success in achieving these • Identify resource needs and ensure goals are achieved within set budgets and deadlines • Use business data to evaluate outcomes and inform continuous improvement • Identify priorities that need to change and ensure the allocation of resources meets new business needs • Ensure that the financial implications of changed priorities are explicit and budgeted for 	Adept

FOCUS CAPABILITIES

Capability group/sets	Capability name	Behavioural indicators	Level
	<p>Think and Solve Problems</p> <p>Think, analyse and consider the broader context to develop practical solutions</p>	<ul style="list-style-type: none"> • Research and apply critical-thinking techniques in analysing information, identify interrelationships and make recommendations based on relevant evidence • Anticipate, identify and address issues and potential problems that may have an impact on organisational objectives and the user experience • Apply creative-thinking techniques to generate new ideas and options to address issues and improve the user experience • Seek contributions and ideas from people with diverse backgrounds and experience • Participate in and contribute to team or unit initiatives to resolve common issues or barriers to effectiveness • Identify and share business process improvements to enhance effectiveness 	Adept
 <p>Business Enablers</p>	<p>Project Management</p> <p>Understand and apply effective planning, coordination and control methods</p>	<ul style="list-style-type: none"> • Perform basic research and analysis to inform and support the achievement of project deliverables • Contribute to developing project documentation and resource estimates • Contribute to reviews of progress, outcomes and future improvements • Identify and escalate possible variances from project plans 	Intermediate

COMPLEMENTARY CAPABILITIES

Capability group/sets	Capability name	Description	Level
 Personal Attributes	Act with Integrity	Be ethical and professional, and uphold and promote the public sector values	Intermediate
	Manage Self	Show drive and motivation, an ability to self-reflect and a commitment to learning	Adept
	Value Diversity and Inclusion	Demonstrate inclusive behaviour and show respect for diverse backgrounds, experiences and perspectives	Adept
 Relationships	Commit to Customer Service	Provide customer-focused services in line with public sector and organisational objectives	Intermediate
	Work Collaboratively	Collaborate with others and value their contribution	Intermediate
	Influence and Negotiate	Gain consensus and commitment from others, and resolve issues and conflicts	Adept
 Results	Plan and Prioritise	Plan to achieve priority outcomes and respond flexibly to changing circumstances	Adept
	Demonstrate Accountability	Be proactive and responsible for own actions, and adhere to legislation, policy and guidelines	Intermediate
 Business Enablers	Finance	Understand and apply financial processes to achieve value for money and minimise financial risk	Foundational
	Technology	Understand and use available technologies to maximise efficiencies and effectiveness	Intermediate
	Procurement and Contract Management	Understand and apply procurement processes to ensure effective purchasing and contract performance	Foundational

Version Control

Version	Summary of Changes	Date
V1.0	New Role Description created for new role (Benchmark from RD 239 Specialist Psychologist)	05.09.2023

Roles attached

Position Number	Region	Position Number	Region	Position Number	Region	Position Number	Region
51299941	CPYC						