

Role Description

Psychologist



Cluster	Stronger Communities
Agency	NSW Police Force
Command/Business Unit	Workforce Safety Command, Health & Wellbeing
Location	Various Locations
Classification/Grade/Band	Psychologist
ANZSCO Code	272311
PCAT Code	1119192
NSWPF Role Number	
Date of Approval	11 / 07 / 2018
Agency Website	www.police.nsw.gov.au

Agency overview

The NSW Police Force (NSWPF) vision is for a *Safe and Secure 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 16,000 sworn 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.

The NSW Police Force is a proud employer of a diverse range of people. This includes, but is not limited to, people who identify as Aboriginal or Torres Strait Islander, LGBTIQ, people, with disability, people who come from a variety of cultural, religious or ethnic backgrounds, and workers of all ages. The NSWPF is committed to reflecting the diverse community we serve and creating an inclusive and respectful workplace for all employees, where difference is embraced, contributions are valued, and everyone has a sense of connection and belonging. This enables the growth and development of a talented and diverse workforce across the state, in a wide range of roles, at all levels.

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

This position is responsible for providing psychological fitness for duty assessment and monitoring of NSW Police Force personnel. The psychologist will be part of a dynamic team comprising Police Psychology and will work with the team to deliver evidence based assessment and psychological advice to NSW Police. The

psychologist will provide programs which monitor officers exposure to potentially traumatic incidents with an provide early detection and psychological resilience

Key accountabilities

- Maintain and support the monitoring and assessment processes and programs for NSW Police Force employees.
- Provide direct and online psychological services and programs to NSWPF officers.
- Preserving sound, accurate and confidential information and record systems with timely retrieval capability.
- Able to work independently, as part of a team of psychologists and/or as a member of a multidisciplinary team.
- Maintain knowledge of relevant research in the assessment of police, including e – assessment, and actively seek expertise to assist assessment programs.
- Participate in consultation with Manager and colleagues regarding e - assessment program methods and outcomes.
- Establish and maintain effective working relationships and liaison with relevant external organisations.

Key challenges

- Ensuring the efficient and effective delivery of psychological services.
- Maintaining awareness of service outcomes and possible indicators to health and safety risks.
- Preserving sensitivities and high levels of discretion within the broader organisational context with often conflicting demands.

Key relationships

Who	Why
Internal	
General Manager/Manager	<ul style="list-style-type: none"> • Receive guidance and provide regular updates on key projects, issues, priorities and business objectives • Provide feedback regarding psychological assessment processes and outcomes • Identify emerging issues/risks and propose evaluation advice
Commander/Workforce Safety staff	<ul style="list-style-type: none"> • Provide advice, discuss issues/risks and propose solutions
Team	<ul style="list-style-type: none"> • Work collaboratively to contribute to the service delivery and to ensure consistency of service provision
External	
Universities and external research groups	<ul style="list-style-type: none"> • Work with specific research units to maintain relevant knowledge and evaluation of assessment programs and instruments

Role dimensions

Decision making

- Exercises independent clinical judgement.
- High level of ability in psychological evaluation and assessment.
- High level of ability in provision of appropriate advice and support.

Reporting line

- Manager - Police Psychology - Chief Psychologist

Direct reports

- Nil

Budget/Expenditure

- Nil

Essential requirements




- Full registration as a psychologist with AHPRA, and a minimum 3 years practice.
- Post graduate degree, or equivalent education, training and experience; as per the Crown Employees (Psychologists) Award.
- Demonstrated analytical skills and experience in psychological assessment (clinical, actuarial and psychometric).
- Demonstrated knowledge and understanding of current research and practice in psychological techniques.
- High level written and verbal communication skills, including experience in the provision of assessment reports.
- High level of personal integrity and ethical practice.
- Obtain and maintain the requisite security clearances for this position.

Capabilities for the role


The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available at www.psc.nsw.gov.au/capabilityframework

Capability summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework		
Capability Group	Capability Name	Level
 Personal Attributes	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	Manage Self	Intermediate
	Value Diversity	Foundational
 Relationships	Communicate Effectively	Intermediate
	Commit to Customer Service	Foundational
	Work Collaboratively	Intermediate
	Influence and Negotiate	Foundational
 Results	Deliver Results	Intermediate
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Adept
	Demonstrate Accountability	Adept

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
	Finance	Foundational
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Foundational

Focus capabilities

The focus capabilities for the role are the capabilities in which occupants must demonstrate immediate competence. The behavioural indicators provide examples of the types of behaviours that would be expected at that level and should be reviewed in conjunction with the role's key accountabilities.

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Display Resilience and Courage	Intermediate	<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 in a reasonable way Work through challenges Stay calm and focused in the face of challenging situations
Personal Attributes Act with Integrity	Intermediate	<ul style="list-style-type: none"> Represent the organisation in an honest, ethical and professional way Support a culture of integrity and professionalism Understand and follow legislation, rules, policies, guidelines and codes of conduct Help others to understand their obligations to comply with legislation, rules, policies, guidelines and codes of conduct Recognise and report misconduct, illegal or inappropriate behaviour Report and manage apparent conflicts of interest
Relationships Communicate Effectively	Intermediate	<ul style="list-style-type: none"> Tailor communication to the audience Clearly explain complex concepts and arguments to individuals and groups Monitor own and others' non-verbal cues and adapt where necessary Create opportunities for others to be heard Actively listen to others and clarify own understanding Write fluently in a range of styles and formats
Relationships Work Collaboratively	Intermediate	<ul style="list-style-type: none"> Build a supportive and co-operative team environment Share information and learning across teams Acknowledge outcomes which were achieved by effective collaboration Engage other teams/units to share information and solve issues and problems jointly Support others in challenging situations
Results	Intermediate	<ul style="list-style-type: none"> Complete work tasks to agreed budgets, timeframes and standards Take the initiative to progress and deliver own and team/unit work

NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Deliver Results		<ul style="list-style-type: none"> Contribute to allocation of responsibilities and resources to ensure achievement of team/unit goals Seek and apply specialist advice when required
Results Think and Solve Problems	Adept	<ul style="list-style-type: none"> Research and analyse information, identify interrelationships and make recommendations based on relevant evidence Anticipate, identify and address issues and potential problems and select the most effective solutions from a range of options Participate in and contribute to team/unit initiatives to resolve common issues or barriers to effectiveness Identify and share business process improvements to enhance effectiveness
Business Enablers Technology	Intermediate	<ul style="list-style-type: none"> Apply computer applications that enable performance of more complex tasks Apply practical skills in the use of relevant technology Make effective use of records, information and knowledge management functions and systems Understand and comply with information and communications security and acceptable use policies Support the implementation of systems improvement initiatives and the introduction and roll-out of new technologies

Version Control

Version	Summary of Changes	Date
V1.0	Position Description translated into Role Description template	11.07.2018
V1.1	Revisions made to role description	17.08.2018
V1.2	Location Field changed from Surry Hills to various, cluster changes and minor changes	16.08.2019

Roles attached

Position Number	Region	Position Number	Region	Position Number	Region	Position Number	Region
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