



ROLE DESCRIPTION PSYCHOLOGIST

Cluster	Stronger Communities
Directorate Business Unit	People & Strategy Health & Safety Mental Health Services
Role Number	Various
Band	Psychologist ¹
ANZSCO Code	272311
PCAT Code	1119192
Date of Approval	23 December 2021
Website	www.rfs.nsw.gov.au

About Us

The NSW Rural Fire Service (NSW 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 NSW 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 fire-fighting across the State. The agency also operates under the *State Emergency and Rescue Management Act 1989*. For over 100 years the NSW 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 NSW 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 NSW 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 professional 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 to support the relevant Area Commander and District Managers in creating a constructive and safe work environment for member mental health and wellbeing.

¹ This role description is to be read in conjunction with the relevant conditions, characteristics and criteria included in the [Crown Employees \(Psychologists\) Award C9055](#) of 24 October 2019 (or any replacement Award)

Key Accountabilities

1. Provide confidential and proficient psychological services to NSW RFS members, including generalist assessment and short-term counselling, and pathway to care referral options for mental health and supplementary support services.
2. Provide Critical Incident Stress Management (CISM) and Psychological First-Aid (PFA) support in accordance with Service-wide policy to effectively support members exposed to work-related traumatic incidents.
3. Assist in the coordination and delivery of the Area Peer Support Officer (PSO) Program to support members experiencing workplace and other stressors.
4. Preserve accurate and confidential case management information in organisational records systems to effectively administer psychological services, support early detection and risk-based decision making, and inform proactive mental health programs.
5. Assist in the design, development and delivery of proactive mental health programs.
6. Assist in the provision of education and training to members and leaders on preventing and managing mental health issues.
7. Appropriately liaise with the Area Commander and Districts Managers about the assessment and monitoring, treatment interventions, and workplace rehabilitation of members and workgroups, in accordance with confidentiality and duty of care obligations.
8. 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.
9. Maintain updated knowledge of relevant research and evaluation of psychological programs and instruments, particularly as it relates to the emergency service sector, to better inform evidence-based practices and service provision.
10. Engage in clinical supervision and meet any legislative requirements as mandated by the relevant professional registration boards, allied health boards and professional associations.

Essential Requirements

- Minimum four-year accredited sequence of study (postgraduate degree) in Psychology
- Provisional or General Registration with the Psychology Board of Australia (AHPRA)
- Obtain and maintain requisite security clearances for the role
- Current Driver Licence and the ability to travel
- During periods of major fire activity, the incumbent will 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 generalist psychological services in a complex, safety critical environment across a geographically dispersed, large-scale workforce:

- Works under the professional supervision of the Senior Psychologist
- Increasingly complex problems as allocated and monitored by the Senior Psychologist
- Assists in the formulation of management and case plans

Reporting Line

This role reports to the Senior Psychologist

Direct Reports

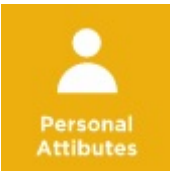

Nil



Key Relationships

Who	Why
Internal	
<ul style="list-style-type: none"> Senior Psychologist 	<ul style="list-style-type: none"> Work under the professional supervision of the Senior Psychologist, as part of a team of psychologists and multi-disciplinary team, to ensure the proficient and consistent delivery of psychological services
<ul style="list-style-type: none"> 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
<ul style="list-style-type: none"> NSW RFS Members 	<ul style="list-style-type: none"> Collaborate with and provide generalist 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
External	
<ul style="list-style-type: none"> 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
<ul style="list-style-type: none"> 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
	Display Resilience and Courage	Adept
	Act with Integrity	Adept
	Manage Self	Intermediate
	Value Diversity and Inclusion	Intermediate
	Communicate Effectively	Adept
	Commit to Customer Service	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Intermediate
	Deliver Results	Intermediate
	Plan and Prioritise	Foundational

Capability Group	Capability Name	Level
 Results	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
 Business Enablers	Finance	Foundational
	Technology	Intermediate
	Procurement and Contract Management	Foundational
	Project Management	Intermediate