

# Psychologist – Staff Wellbeing

## STATEMENT OF DUTIES

DECEMBER 2025

Number	980317
Portfolio	People and Culture
Branch	Organisational Safety and Wellbeing
Section/Unit/School	Staff Wellbeing – Ashley Youth Detention Centre (AYDC)
Supervisor	Manager Workforce Wellbeing Inclusion and Engagement (Line Management); with clinical/professional reporting via the Chief Allied Health Advisor
Agreement	Schedule 1 - Allied Health Professionals Public Sector Union Wages Agreement No. 2 of 2022
Award	Health and Human Services (Tasmanian State Service) Award
Classification	Allied Health Professional, Level 4
Employment Conditions	Permanent, Full-time/Part-time 76 hours per fortnight, 52 weeks per year including four weeks annual leave
Location	Statewide
Check Type	Schedule 1
Check Frequency	Pre-employment

## Context

The People and Culture Portfolio provide strategic and operational human resource services to support the Department's workforce. The Staff Wellbeing Unit delivers initiatives and clinical services aimed at promoting psychological safety, resilience, and wellbeing for employees working in high-demand environments.

The Psychologist – Staff Wellbeing is based at Ashley Youth Detention Centre and plays a critical role in supporting staff exposed to challenging and complex situations, ensuring their wellbeing and capacity to deliver safe and effective services to young people in custody.

## Primary Purpose

The Psychologist – Staff Wellbeing is responsible for delivering specialised clinical services to staff working within Ashley Youth Detention Centre. The role focuses on proactive and responsive strategies to promote psychological wellbeing, resilience, and recovery from workplace stressors, including exposure to critical incidents. The role also provides return to work support and counselling for staff who are off work due to psychological or physical injury.

The position will implement evidence-based frameworks to provide individual and group interventions, wellbeing planning, and coaching. It will also contribute to the development of systemic approaches to staff wellbeing, ensuring alignment with organisational priorities and best practice standards.

## Level of Responsibility/Direction and Supervision

The role operates with a high level of professional autonomy and accountability, applying advanced clinical judgement to complex psychological issues affecting staff wellbeing. The incumbent will work independently to deliver interventions, while maintaining collaborative relationships with operational managers, peer support workers, and the broader People and Culture team.

The position reports to the Manager Workforce Wellbeing, Inclusion and Engagement for operational matters and receives clinical/professional guidance from the Chief Allied Health Advisor. Regular clinical supervision is a requirement of the role. The incumbent is expected to exercise initiative, provide expert advice, and contribute to strategic improvements in staff wellbeing practices.

It is the responsibility of the occupant to actively participate, promote and model behaviours which are consistent with the Department's commitment to the safety and wellbeing of children and young people. This includes the prevention, identification and reporting of child abuse and behaviours which are not consistent with the Department's values.

The occupant is responsible for complying with all Agency policies and procedures, including those relating to fraud and corruption control, record management, confidentiality, conduct and behaviour, mandatory reporting, education, training and assessment.

The Department has a range of delegations across the operational portfolio's which include Finance, People and Culture (P&C) and Facilities. The occupant is responsible for ascertaining the delegations that are assigned to these duties and is expected to exercise any applicable delegations prudently and in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements.

In the delivery of the department's activities, the occupant must ensure that:

- Within the occupant's area of organisational responsibility, appropriate strategies are in place to minimise the risk of fraud; and
- Decisions and actions are made ethically and with integrity, on the basis that such is lawful and reasonable, based on an objective standard; and
- Decisions and actions promote a culture that upholds the rights of children and young people, to keep them at the centre of the Department's work and protect them from harm.

## Primary Duties

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1. Implement the delivery of the AYDC Staff Wellbeing Program in conjunction with the Manager Workforce Wellbeing, using evidence-based clinical frameworks.
2. Undertake holistic wellbeing planning sessions with individual staff and provide tailored strategies to promote resilience and psychological health.
3. Provide critical incident responses and individual therapeutic intervention as required, including referral to internal or external support services, which may involve occasional out-of-hours work.
4. Make evidence-based and sound clinical assessments, which may include recommending appropriate interventions or referrals, including group sessions and alerting relevant operational management where appropriate and as necessary.
5. Deliver coaching, advice, and support to staff and on-site peer support workers to promote proactive wellbeing strategies and mechanisms for peer support.
6. Develop and maintain accurate records, monitoring and reporting mechanisms for issues raised and solutions provided, ensuring compliance with legislative and departmental requirements.
7. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.
8. In accordance with the *Work Health and Safety Act 2012* the incumbent will actively participate in and contribute to the maintenance of safe working conditions and practices, including the development and implementation of improvement initiatives, safeguarding practices and all mandatory training requirements.

## Selection Criteria

The following specific selection criteria must be addressed by candidates. The nominated position objective and duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.

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1. Demonstrated ability to apply advanced psychological knowledge and evidence-based frameworks to design and deliver wellbeing interventions for staff in high-demand environments.
2. Demonstrated experience in delivering evidence-based psychological interventions, including critical incident responses and wellbeing planning, preferably in high-demand or correctional environments.
3. Advanced clinical assessment and decision-making skills, with the ability to manage complex psychological issues and provide appropriate referrals.
4. Advanced communication, negotiation, and stakeholder engagement skills, with the ability to influence and coach staff and managers on wellbeing strategies.
5. Proven ability to work independently and as part of a multidisciplinary team, maintaining professional standards and contributing to systemic improvements in staff wellbeing.
6. A demonstrated capacity to commit to the Department's values, with the ability to apply them through individual behaviours and actions.

## Requirements

Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed and the status of these may be checked at any time during employment. It is the employee's responsibility to advise the Department if there is any change to the status of a registration/licence. This includes notifying the Department of any new criminal charges or convictions and/or if a registration/licence is revoked, cancelled or has conditions applied.

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### **Essential**

- Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment);
- Tertiary qualification/program of study approved by the Psychology Board of Australia;
- Registered with the Psychology Board of Australia;
- The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check

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before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

- 1 Conviction checks in the following areas:
  - a) crimes of violence
  - b) sex related offences
  - c) serious drug offences
  - d) crimes involving dishonesty
  - e) serious traffic offences
- 2 Identification check
- 3 Disciplinary actions in previous employment check

**Desirable**

- Holds area of practice endorsement in Organisational Psychology, Counselling Psychology and/or Clinical Psychology.
- Previous experience working in a Youth Justice Facility.

## Working within the Department for Education, Children and Young People



Connection



Courage



Growth



Respect



Responsibility

Our values of **Connection, Courage, Growth, Respect, Responsibility** represent the foundation of our Department's culture and guide us in all that we do to ensure **Bright lives. Positive futures** for every child and young person in Tasmania.

We bring our values to life through our everyday behaviours and actions. We want to attract, recruit and retain people who uphold these values and are committed to building a strong values-based culture.

Our Department is committed to building inclusive workplaces and a workforce that reflects the diversity of the community we serve. We do this through a culture that ensures everyone is respected, and has equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education, and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence, including child abuse and harm. The Department is a smoke-free

work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

Employment within the Department is governed by the *State Service Act 2000*. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the *State Service Act 2000* and can be found on the State Service Management Office website at <http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 *State Service Principles*. All employees must read these and ensure they understand their responsibilities.

All employees are expected to utilise information management systems in a responsible manner in line with the DECYP Condition of Use policy statement located at [Department for Education, Children And Young People: Information technology policies](#)

## Commitment to Children and Young People

This is a Department built entirely for children, young people and their communities. Our ultimate goal is to work together to ensure that every child and young person in Tasmania is known, safe, well and learning. The child is at the centre of everything we do, and the way we do it.

The Department is committed to providing a culturally safe environment which upholds the safety and wellbeing of all children and young people in Tasmania. The Department's Safeguarding Framework, *Safe. Secure. Supported.* underpins this commitment.

All employees must demonstrate and model behaviours which value and respect children and young people, show a commitment to child safety and wellbeing, and display an understanding of the developmental needs of children and culturally safe practices relevant to their position.

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**APPROVED BY P&C DELEGATE:** 520040, Manager – Recruitment Operations – 12/25 SA

Request: 7040145

Date Duties and Selection Criteria Last Reviewed: 12/25 DN

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