

**POSITION DESCRIPTION (NON SMT)**

<b>Position Title</b>	<b>Clinician</b>
<b>Reference Number</b>	RPPD408
<b>Department</b>	Rehabilitation and Reintegration Services
<b>Position reports to</b>	Senior Clinician
<b>Positions reporting to this role</b>	
<b>Work Location and Travel</b>	<p>This position is located at <b>Ravenhall Correctional Centre</b> on 101-201, Riding Boundary Rd, Ravenhall, VIC 3023.</p> <p>This position will provide services at GEO's Community Reintegration Centre in Melbourne on a needs basis.</p> <p>Interstate travel may be required.</p>
<b>Organisational Overview</b>	<p>Our goal is to deliver better corrections, and in doing so, create safer communities.</p> <p>We measure our success in delivering 'better corrections' in two ways: against our objective of being Australia's best provider of correctional services, as well as our ability to make these services better over time through innovation and continual improvement.</p> <p>We measure our success in delivering 'safer communities' through our ability to successfully reintegrate the prisoners we release, with corresponding reductions in their rate of reoffending.</p> <p>To reduce reoffending we apply the GEO Continuum of Care:</p> <ul style="list-style-type: none"> <li>• We work not only in our correctional centres but continue our services out into the community to support our prisoners after release</li> <li>• We work not only with our prisoners but also with those critical to their rehabilitation and reintegration such as families, social networks and other service providers</li> <li>• We work not only during our prisoners' sentences but also afterwards as they leave the correctional system and return fully to their communities.</li> </ul> <p>Our five values which deliver Better Corrections, Safer Communities are that we Partner, we Lead, we Deliver, we Measure and we Respond.</p>

<p><b>Operating Environment</b></p>	<p><b>Ravenhall Correctional Centre</b> is located in Ravenhall, Victoria, 25 kilometres from Melbourne.</p> <p>Ravenhall is a 1000 (built for 1300) bed medium security prison for adult sentenced males. Its contemporary campus-style design reflects four accommodation communities with varying profiles: 1) induction and transition, 2) youth and indigenous, 3) remand and 4) protection. Community accommodation is complimented by a further 75-bed Forensic Mental Health Unit, 25-bed Unit for prisoners with significant challenging behaviours, and a 25-bed Mission-Based Unit designed to respond intensively and therapeutically to current community issues. In recognition of the importance of Continuum of Care, Ravenhall extends its presence into the community by providing ex-prisoners with access to post-release support at GEO's Community Reintegration Centre.</p> <p>Through investment in opportunities for prisoners to engage in work, education and programs, prisoners are not only held safely and securely but given every chance to turn their lives around. Issues behind much of the crime in our communities – such as violent attitudes, anti-social behaviours and the abuse of drugs and alcohol – are addressed through innovative programs and interventions. At the same time helping prisoners with day-to-day challenges such as gaining and holding down employment and finding a suitable place to live also help prevent a return to crime.</p> <p>Ravenhall's unprecedented emphasis on offender rehabilitation and reintegration is evidenced by a significantly sized team of clinicians, working in concert with a number of Victoria's most respected organisations including Forensicare, Correct Care, YMCA, Melbourne City Mission and The Bendigo Kangan Institute. Together, Ravenhall provides an integrated service system that collaboratively brings about lasting positive change in the lives of prisoners pre- and post-release. Through these partnerships the objective of Safer Victorian Communities is achieved.</p>
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<p><b>Position Summary</b></p>	<p>Clinicians work within an integrated practice framework, utilising the Risk Need Responsivity (RNR) Model, the Good Lives Model (GLM) and Therapeutic Jurisprudence (TJ), to guide assessment, treatment and case-management recommendations.</p> <p>Clinicians are allocated to one of five teams: a community team providing services to a particular cohort or the complex needs team providing services to specialist units (e.g. the Close Supervision Unit, Forensic Mental Health Unit, Mission Based Unit and Management Unit). Teams are multi-disciplinary consisting of psychologists, social workers, counsellors and occupational therapists, and are managed by a Senior Clinician.</p> <p>Clinicians undertake clinical interviews and risk assessments, identify dynamic risk factors and develop comprehensive case formulations</p>
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	<p>and individualised treatment plans. Intervention may be individual or group-based and focuses on criminogenic needs such as treatment readiness, violence, family violence, substance abuse, antisocial thinking and attitudes, problem solving and consequential thinking. Clinicians also provide interventions related to wellness, trauma, self-management, and healthy relationships. Uniquely, clinicians at Ravenhall also facilitate programs with prisoners' families to increase successful prisoner reintegration and continue to provide necessary support to ex-prisoners post-release to reduce their risk of reoffending.</p>
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## Job Profile

### Key Role Accountabilities:

- Undertake various assessments including functional behaviour assessment, structured clinical interviews, risk assessments and psychometric testing.
- Develop forensic case formulations and treatment plans, write case-notes and outcome reports.
- Provide individual cognitive-behavioural interventions to support program participation, address distress, treatment readiness, offending behaviour and other treatment needs as well as reintegration.
- Facilitate group interventions targeting criminogenic needs such as treatment readiness, violence, family violence, substance abuse, antisocial attitudes, problem solving and impulsivity in addition to programs targeting wellness, healthy relationships, trauma and reintegration.
- Periodically facilitate programs with prisoners' families at GEO's Community Reintegration Centre.
- Periodically provide post-release support to ex-prisoners who you have identified would benefit from continued post-release support to reduce recidivism risk.
- Contribute to case-management planning and case reviews, behaviour support plans and community reintegration plans.
- Collaborate with custodial and non-custodial staff, Forensicare, Correct Care, Alliance Partners and other providers, to develop effective working relationships.
- Participate in community activities and relevant cultural and religious celebrations.
- Facilitate Identified Drug User (IDU) reviews and recommend treatment strategies for minimising risk and relapse.
- Effectively, efficiently and accurately manage clinical data entry into identified systems and clinical files.
- Participate in clinical supervision and professional development opportunities consistent with the clinician role.
- Participate in peer supervision with colleagues and support new or provisionally registered clinicians to observe your practice.
- Facilitate training as required for custodial and non-custodial staff.

### General Responsibilities as a GEO Non Senior Management Team Member:

- Ensure GEO's primary goal of reducing reoffending is at the core of everything you do.
- Inspire and motivate others, communicating professionally and assertively, working harmoniously as part of a multi-disciplinary team. Build and maintain effective professional

relationships with internal and external stakeholders.

- Complete work in a timely and consistent manner and to a high quality standard in line with local and/or corporate policies, procedures and operating manuals.
- Have clear understanding of day to day deliverables.
- Complete all required training requirements within designated timeframes.
- Maintain a satisfactory attendance record.
- Understand and ensure that the integrated management system described in the Governance, Risk and Compliance Manual (GRC) and Quality, Environmental, Safety (including Food Safety) Policies is complied with; and ensure any operational, quality, environmental, workplace safety or food safety non-conformance, incident or accident is immediately reported through the appropriate channels.
- Display high levels of integrity and honesty and adhere to GEO's HR2.01 Code of Conduct and Ethical Behaviour, as well as all other applicable policies and procedures.
- Invest in continuous self-development and the development of others.

**Position requirements:**

**Key Selection Criteria**

**Essential:**

- Clinicians will be psychologists with full registration with the Psychology Board of Australia (PBA); social workers with registration with the Australian Association of Social Work (AASW); occupational therapists registered with the Occupational Therapy Board of Australia, or counsellors with Level 4 registration with the Australian Register of Counsellors and Psychotherapists (ARCAP).
- Demonstrated knowledge of the Victorian Criminal Justice System including the role of the Courts, prisons, parole and community corrections.
- Demonstrated knowledge of the “What works” literature in offender rehabilitation, in addition to the application of the Good Lives Model (GLM) and principles of Risk Need Responsivity (RNR) in reducing recidivism in offender populations.
- Demonstrated experience in Cognitive Behavioural Therapy (CBT) and other best-practice therapeutic frameworks for working with offenders.
- Experience in clinical and/or risk assessments, individual and group intervention, in a correctional, clinical or other relevant setting.
- Demonstrated ability to work collaboratively with others both cross-agency and as part of a multidisciplinary team of professionals.
- Excellent verbal and written communication skills, including the ability to effectively and efficiently prepare clinical formulations and reports.

**Desirable:**

- Post-graduate qualifications in your chosen discipline.
- PBA practice endorsement in a specialist field such Clinical, Forensic or Neuropsychology.

	<ul style="list-style-type: none"> <li>• Recognised PBA Supervisor status for Higher Degree students, 4+2 and 5+1 supervision programs (Psychologists only).</li> <li>• Membership of relevant Professional Bodies or organisations.</li> </ul>
<p><b>Other Requirements of the Role</b></p>	<ul style="list-style-type: none"> <li>• Ability to work within a correctional setting, which will involve direct contact with prisoners.</li> <li>• Valid and current full Australian driver’s licence</li> <li>• Satisfactory completion of a National Criminal History Check.</li> <li>• Ability to obtain and maintain a security clearance.</li> <li>• Work outside of ordinary business hours may be required on occasion.</li> </ul>

APPROVED BY	SIGNATURE	DATE
General Manager		
Relevant Director		
Director Employee and Industrial Relations		
Managing Director		

### Employee Acceptance

I acknowledge that:

- Statements included in this position description are intended to reflect duties and responsibilities that I may be required to undertake and are not to be interpreted as being all inclusive.
- I have read, understood and accepted the above position description and associated attachments.

NAME	SIGNATURE	DATE

Master copy lodged with HO (SMT only)

Master copy lodged with department monitor