

Psychology – Subsidiary 6

APS Benchmark Listings

| Sub. | Benchmark No. | Department | Working Title / Job Title | Know-How | | | | Creativity/ Problem Solving | | Responsibility | | Total Points |
|---|---------------|---------------------|---------------------------|--------------|------------|-------------|--------|-----------------------------|--------|----------------|--------|--------------|
| | | | | Prof./ Cont. | Comp. Div. | H.R. Skills | Points | % | Points | Profile | Points | |
| Psychologist 2 (Point Range 519 - 613) | | | | | | | | | | | | |
| 006 | 067PY01 | Children's Services | Psychologist | F | I | 3 | 304 | 38 | 115 | R2 | 152 | 571 |

Note: Work at Psychology 1 and Psychology Assistant levels no longer exist; new benchmarks will be established if work is found at these levels in the future.

Last Reviewed: December 2021

Subsidiary 6

Benchmark Evaluation - 067PY01

Identification Section

| | |
|---------------------------------------|--|
| Working Title: | Psychologist |
| Department: | Children's Services |
| Division, Branch/Unit: | Yellowhead Youth Center (YYC), Edmonton Region |
| Reports To: | Associate Director, YYC |
| Levels to D.M.: | 4 |
| Job Description: | 067PY01 |
| Minimum Recruitment Standards: | See the Minimum Recruitment Standards for Psychologist |
| Pay Grade: | 067PY - Psychologist 2 |

Comments on Role

YYC is a campus-based treatment facility for youth aged 12 through 17 years. Youth who are admitted, have been diagnosed with mental, emotional deregulation and behavioral challenges or symptoms of more complex issues such as neglect, abuse, poverty, experiences of grief and loss, addictions and disconnected relationships.

The position is one of 4 who report to the Associate Director (non-clinical supervision) – They are self/peer managed and their professional clinical/counselling psychological decisions are within the realm of their professional practice, standards, ethics and code of conduct. Position applies specialized psychological knowledge and expertise in the professional analytic and evaluative assessment of a broad spectrum of traumatized children/youth including review of all previous diagnosis, treatments, medication, each presenting with varied and often differing diagnosis, conditions and assessments to formulate current individual diagnosis and trauma informed treatment plan/therapies for each child/youth. The Psychologist makes all decisions on the clinical aspects of the plan.

Evaluation

| Knowledge | Creativity / Problem Solving | Responsibility | Total Job Points |
|-----------|------------------------------|----------------|------------------|
| F I3 304 | 38% 115 | R2 152 | 571 |

Comments on Evaluation

- **Knowledge:**

Professional/Content Knowledge:

The Psychologist requires considerable depth and breadth of specialized professional and clinical knowledge acquired through a Masters Degree in Clinical/Counselling Psychology (PhD)

preferred) and registration with the College of Psychologists, supplemented by significant professional expertise gained through experience working with traumatized children/youth expressing emotional and behavioral challenges, in order to formally assess, interpret results (which includes assessing previous diagnosis/treatments) and diagnose each child/youth with a variety of needs, and to formulate the psychological components of a trauma informed treatment plan and related therapies specific to the youth's needs and reason for being in YYC. This professional knowledge includes how trauma and other adverse childhood experiences impact on child development, neurological impairment, and the use of trauma informed intervention techniques. The Position goes beyond the E+ rating because it requires a broad understanding of human behavior, skills in assessment and interpretation of results, and a deep specialization within the field of clinical/counselling psychology requiring a Masters and/or PhD and significant professional content knowledge as applied to the diversity of diagnosis and needs of trauma affected children/youth living in an open or secured care program at the center, and provides, as a professional expert, consultation on provincial committees in the development of policies and practices.

Complexity and Diversity:

The position works independently within the realm of its profession, subject to ethical and professional practices and standards and code of conduct for Psychologists within the scope of the purpose of the center and its operating policies and procedure. The position as part of a multidisciplinary team must have a good understanding of the roles of the childcare workers and other professionals play in the implementation and monitoring of the treatment plan.

The role also requires a good understanding of relevant legislation pertaining to the children/youth in the center such as Child, Youth and Family Enhancement Act(CYFEA); Mental Health Act, Protection of Sexual Exploitation of Children Act (PSECA) as well as government legislation such as FOIP and code of ethics for employees.

Human Relations Skills:

The position requires the highest level of human relations skills as it has significant influence on long term outcomes for the youth (wellbeing, safety, competence, responsibility, meaningful) when assessing, diagnosing and developing psychological therapies and strategies to address the trauma impact and needs of the individual children and youth. The position requires exceptional interpersonal skills necessary to adapt to the varied and diverse consulting with individuals, families and groups and the manner and style of approach. The Psychologist interacts with youth and staff when providing guidance and instruction of the psychological components of the treatment plan and strategies, and when communicating with external and internal professional colleagues.

The position has significant long-term impact through the provision of professional psychological expertise to individual, group and family counselling, assessment/analysis and diagnosis of children/youth and development of psychological strategies, therapies/treatments specific to addressing the assessed trauma and needs of the individual child/youth.

- **Creativity/Problem Solving:**

Position has latitude to develop creative/innovative options and solutions to address diagnosis/needs and monitor and evaluate progress (adjust/alter psychological components of the plan) towards achieving the goals that are in the best interest of the child/youth towards long term outcomes for youth in the facility. Management may consult with the Psychologist on programs and policies but the position is not a member of the management team, which limits its strategic responsibilities.

The position is guided by professional standards, practice, ethics and code of conduct. Also the overall purpose and intent of YYC and its operational policies, procedures and programs; and government legislation – CYFEA; PSECA: FOIP: Code of Conduct; Mental Health.

Rating of 38% is appropriate, recognizing the significant level of professional expertise, knowledge and experience required to analyze, evaluate and interpret the varied and diverse matters presenting, in order to diagnosis and develop treatment plan and related therapies specific to the youth's needs and reason for being in YYC.

- **Responsibility:**

The R2 rating recognizes the position's latitude to make all professional clinical decisions on the psychological component of the treatment plan and related strategies and approaches. Others implement the plan, but the Psychologist has the final decision making authority on clinical/treatment issues and over clinical aspects of the work in the house/program.

Last Reviewed: December 2021

Subsidiary 6 Benchmark

Job Description - 067PY01

Purpose

(Brief summary of the job, covering the main responsibilities, the framework within which the job has to operate and the main contribution to the organization.)

Reporting to the Associate Director the Psychologist 2 is responsible to provide clinical assessment, psychological testing, and psychotherapies to youth with complex trauma, extreme emotional and/or behavioral disorders, and/or in the formulation and implementation of treatment plans, providing direction to residential treatment staff members regarding the application of different facets of the treatment plan. The psychologist also ensures that treatment plans include evidence-based psychotherapies and practices to address disorders and/or mental illness when identified in the youth, and ensures that proper monitoring mechanisms are in place regarding the implementation and evaluation of treatment plans. The psychologist may also participate in clinical program development, evaluation and research, and provide training to other staff members.

Responsibilities and Activities

(The purpose of the job can be broken down in different responsibilities and end results. Each end result shows what the job is accountable for, within what framework and what the added value is. Normally a job has 4-8 core end results. For each end result, approximately 3 major activities should be described.)

Each Intensive Treatment setting at Yellowhead Youth Centre (YYC) has an assigned Registered Psychologist who plays an integral role as a member of the multi-disciplinary team. Depending on the individual youth needs, services may include:

- Conduct psychological assessment on youth newly admitted to YYC programs. This assessment may include: psychological interviews with youth; collecting and reviewing all background and family information; psychological testing, clinical interpretations and diagnosis, assessments of risk, including suicidality, and supporting responses to youth in crisis (including assessment to remove from High Risk Monitoring); and recommendations for further assessment and/or trauma-informed treatment. This may also include the need for referrals to outside services such as occupational or speech language therapy.
- Provides psychological assessment reports as required/determined by above assessments.
- Provide individual, family, and group psychotherapy as per the trauma-informed treatment plans, and based on the psychologist's assessment of the needs of the youth and their family, the psychologist's theoretical orientation and expertise, time and resources, best clinical practices, and ethical standards.
- Conduct Secure Services forensic risk assessments as required.
- Make referrals to psychiatric services based on above assessments and/or treatment team recommendations.

As a member of the multi-disciplinary team, the Registered Psychologists:

- Participates in the consultation and collaboration in the development of trauma-informed treatment plans and effective treatment strategies.
- Attends case conferences and service team meetings.
- Directs the implementation of the psychological components of the treatment plan and

- contributes to the monitoring of progress made by the youth.
- Participates in discharge planning and follow up.
 - Participates in staff training as participant or trainer where training on psychological issues is required.
 - Attends regular psychological meetings to review treatment strategies and outcomes of services provided or needed to youth and their families.
 - Connects/consults with and/or attends youth psychiatric/psychological appointments to facilitate the sharing of information, clinical perspective and progress with community based professional, including support workers, psychologists, and psychiatrists. This includes consulting and coordinating clinical services with community based supports, where appropriate.
 - Participates in YYC treatment program development.
 - Participates in the development, research and evaluation of the psychological services program.
 - Supervises university practicum students and provisional psychologists as required.
 - Other related duties as assigned.

In addition the setting Psychologist:

- Keeps setting staff updated by documenting any contact with the youth, family or outside professionals
- Liaise with contracted professionals to ensure continuity of psychological services.
- Forwards psychological and/or psychiatric reports for filing on youth's file.
- YYC Psychologists are required to comply accordingly to ensure that original or source notes are retained as per GOA requirements and Standards of Practice for Psychologists. See Psychologist Notes directive.
- YYC Registered Psychologists provide services in accordance with all codes of conduct, standards of practice, practice guidelines and alerts, and any other legislation applicable to Registered Psychologists in the Province of Alberta

Scope

(List specific information that illustrates what internal or external areas the job impacts, and the diversity, complexity, and creativity of the job.)

Ability to work within a multi-disciplinary setting. The position includes identifying and addressing the psychological needs of youth from diverse backgrounds and presenting with complex needs including histories of trauma and adverse childhood experiences. The regular work is to be done quite independently, although specific instruction may be provided for specific tasks. All day to day clinical decisions/recommendations are made by the psychologist and may include treatment plans, emergency interventions, etc. Issues which are clinically/politically sensitive should be brought to the supervisor's attention, such as use of aversive therapies, hypnosis, or situations which may result in the public and/or politicians becoming involved in a case. Works with Children's Services to provide expertise in the area of psychological services.

Knowledge, Skills and Abilities

(Provide a list of the most important knowledge factors, skills and abilities including knowledge about practical procedures, specialized techniques, etc.; analytical and conceptual skills and abilities; and skills needed for direct interaction with others not only diplomas and degrees. Specific training if it is an occupational certification/registration required for the job.)

Qualifications:

- M.A. in Clinical/Counselling Psychology (PhD preferred) or equivalent graduate psychology degree with 5 years' experience working in a clinical/counselling setting with children and families.
- Registration with the College of Alberta Psychologists to independently practice in the field of clinical/counselling psychology, including completing formalized assessment, in accordance with the Standards of Practice. Training in clinical supervision is preferred.

Knowledge

- The impact of trauma and other adverse childhood experiences on child development, including neurological impairment, and use of trauma informed intervention techniques.
- Expertise in working with traumatized children expressing emotional and behavioural challenges.
- Knowledge in the fields of developmental psychology, clinical intervention, clinical assessment/psychometrics, health psychology, forensic psychology, cognitive/behavioral psychology, family systems, addictions, trauma , and psychopathology, and the ability to apply that knowledge to case conceptualization, diagnoses , and treatment.
- DSM diagnoses.
- Knowledge of the role of psychotropic medication and commonly prescribed medications to treat various psychological symptoms /diagnoses.
- Knowledge of health issues affecting youth such as sexually transmitted infections including HIV and AIDS, pregnancy prevention , drug and alcohol use, eating disorders, and congenital disorders.
- Expertise in psychological assessment, including the use of psychometric tests and clinical report writing.
- Knowledge of trauma informed and evidence-based psychotherapies such as, but not limited to, person-centered
- Therapy, cognitive-behavioral therapy, play therapy, narrative therapy etc. and the ability to use restricted therapy psychosocial interventions (psychotherapy) in treatment of a variety of presenting concerns/diagnose with youth.
- Knowledge of cultural differences and how they impact assessment and treatment with youth.
- Development of appropriate treatment plans.
- Able to provide direction effectively to a multi-disciplinary team.
- Ability to assess clients for Secure Services under the Child, Youth, and Family Enhancement Act.
- Knowledge of YYC program policies and procedures, and code of ethics as a GOA employee.
- Knowledge of the Alberta Standards of Practice for Psychologists, Canadian Code of Ethics for Psychologists, and other applicable practice alerts.
- Knowledge of related acts including, but not limited to: the Child, Youth, and Family Enhancement Act, FSCD legislation, Mental Health Act, Education Act, Freedom of Information and Privacy Act , Youth Criminal Justice Act, and Protection of Sexually Exploited Children Act.
- Familiar with the Canadian Accreditation Council standards.

Skills and Abilities

- Expertise in quickly sizing up a clinical situation and providing direction for handling the situation
- Ability to assess, intervene, and deescalate crisis situations (for example with highly volatile youth)
- Clinical assessment including psychometric testing
- Trauma informed case conceptualization including making DSM 5 diagnoses when appropriate
- Conduct psychotherapy based on best/informed practice
- Provide recommendations and diagnostic formulations to school officials that may be utilized to evaluate the need for specialized services
- Ability to build a rapport with youth
- Excellent report writing ability
- Strong organizational and communication skills.
- Excellent interpersonal skills
- Ability to work flex hours based on client's needs, family support and emergency after hour's consultations
- Ability to work independently
- Ability to provide clinical supervision
- Ability to practice independently within the ethical code and Standards of Practice for Psychologists

Mandatory Training Includes:

- Training required to maintain good standing with professional psychological organizations and regulatory bodies such as the College of Alberta Psychologists. Other trainings deemed mandatory by Ministry, Region, or worksite.

Contacts

(The main contacts of this position and the purpose of those contacts.)

Purpose: To provide consultation, identify treatment strategies and testing recommendations for clients and families within Region 6 with all individuals involved in the client care.

Internal:

- Associate Director/Manager/Program Coordinator
- Team Leads/Child and Youth Care Counsellors
- Other Psychologists on site at YYC
- Teachers
- YYC intake/discharge Coordinator
- Nurse
- Consulting Pediatrician and Psychiatrist
- Program Facilitators
- Aboriginal Resource Consultant
- Transition Support Staff External:
- Families/guardians
- Caseworkers/Neighborhood centers
- Community agencies
- Police and probation officers
- Aboriginal community members
- Lawyers
- Child and Youth Advocate

- Alberta Health Services
- Educators
- Outcome Based Service Delivery workers
- Psychiatrists

Supervision Exercised

(List position numbers, class titles, and working titles of positions directly supervised.)

Psychologist 2 reports or consults as follows:

- Report to the Associate Director at Yellowhead Youth Centre for all things other than direct clinical consultation. This includes scheduling, workload, personal matters, issues that are clinically/politically sensitive that may require risk management involvement, and/or aversive therapies. Direct treatment consultation is done as group supervision. The Associate Director will refer any questionable practices/therapies to the psychological body.
- Any new program development and adherence to standards as outlined by Yellowhead Youth Centre's accrediting body (Canadian Accreditation Council of Human Services) will be supervised and reviewed by the Associate Director.
- The psychologist is expected to practice independently. It is also expected that clinical consultation/peer supervision with other psychologists will occur in accordance with the Standards of Practice for Psychologists and Code of Ethics for Psychologists.