

***RIGHTS Project: Inclusion, Accessibility & Opportunities for the
Differently Abled in Tamil Nadu***

**TERMS OF REFERENCE FOR ENGAGEMENT OF
*Psychologist - - One Stop Social Care Service Centre***

1.	BASIC DETAILS	
	Duty Station	: TENKASI –I) KADAYANALLUR II) M.N. NALLUR CHENNAI- I) SHOLINGANALLUR II) TEYNAMPET
	No of Engagements	: TENKASI –2 (Two) CHENNAI- 2 (Two)
	Language Required/preferred	: English & Tamil
	Duration of Contract	: 24 months (Renewable subject to performance)
	Reporting Officer	: Centre Manager-OSC
2.	BACKGROUND	
	i.	As per the Census (2011), Tamil Nadu is the sixth most populous state in India with a population of 72 million, which includes a proportion (1.63 per cent) of Differently Abled Persons (DAPs) with disabilities compared to the national average of 2.21 per cent. A study that used pooled data from the District Level Household Survey-4 (2012-13) and Annual Health Survey 2 nd updating round (201213) reveals that there are 4550 differently abled persons amongst every 100,000 population in Tamil Nadu, thereby indicating a much higher prevalence of disability in comparison to the census data. Therefore, if one goes by the estimates of this recent study, about 3.2 million people in Tamil Nadu would live with some form of disability. Moreover, even these estimations appear on the lower side, significantly since the definition and type of disabilities have changed to include a larger population group since the promulgation of the Rights of Persons with Disabilities Act, 2016

<p>ii.</p>	<p>Differently Abled Persons face multiple socio-economic constraints, including poorer health outcomes, lower education levels, limited economic participation, and higher poverty rates than persons without disabilities. They often experience exclusion and barriers in accessing health services, education, employment, transportation, information, care, and rehabilitation services. Furthermore, households with disabled members are more likely to experience material hardships—food insecurity, poor housing, lack of access to safe water and sanitation, and inadequate access to healthcare. Thus, these limitations and barriers hinder their full and effective participation in society and affect the country’s productive potential, the human capital. To increase human capital and reduce the achievement gap among people with disabilities, a coordinated and comprehensive package of interventions appears warranted for addressing the individual and community contexts at multiple and systemic levels.</p>
<p>iii.</p>	<p>Tamil Nadu has always been a pioneer in the implementation of welfare schemes for all sections of socially disadvantaged groups. Through its various initiatives and schemes, the Department for the Welfare of the Differently Abled (DWDAP) has extended full support to the differently abled people in their pursuit of full and equal involvement in every aspect of society. The DWDAP is mainly responsible for all administrative, statutory and service delivery functions, which are implemented through its well-experienced workforce at the state, district and local levels. The thrust areas of the DWDAP are prevention and early interventions, special education, employment & vocational training, social security (maintenance allowance, travel concession, assistance to NGOs), aids & appliances, and barrier-free structure. Recently, DWDAP conducted a pilot project in a few blocks of the state and has identified a need for a multi-sectoral, whole-government, and capacity-building approach to care and rehabilitation of the differently abled.</p>
<p>iv.</p>	<p>The RIGHTS Project focuses on three pillars: first, promote <u>inclusion</u> of all by ensuring that persons with disabilities participate equally with others in any activity and service intended for the general public, such as education, health,</p>

	<p>employment, and social services; second, improve the access of specialised programs by investing in specific measures for quality care, rehabilitation and support services; and third, provide opportunities for persons with disabilities for completion of education, skills training and market-linked employment opportunities. However, to manage the project at the proposed scale, substantial efforts would be required to build the current institutional capacity of the DWDAP at all levels in terms of field units for administration, service delivery, supervision and monitoring, along with the autonomous capacity.</p>
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	v.	The project would be managed through the Directorate for Welfare of the Differently Abled (DWDA), led by the Project Director (PD) RIGHTS project cum Director DWDA, in the future also referred to as PD, and would have a team of consultants. District Project Implementation Unit in each district will oversee the activities at the district level headed by District Differently Abled Welfare Officer (DDAWO). It will have a team of District Project Officers.
	vi.	To provide the overall process coordination of successful delivery of the RIGHTS project, the DWDA for its RIGHTS PROJECT is seeking an interested and qualified person to be engaged as a Psychologist in the One Stop Social Care Service centre in each sub-division during the project implementation.
3	i	<p>OBJECTIVES AND SCOPE</p> <ul style="list-style-type: none"> • Under the supervision of the Centre Manager- OSC, the incumbent will be responsible for the well-being of DAPs related to psychological issues. • Psychologists can help people learn to cope with stressful situations, overcome addictions, manage their chronic illnesses, and tests and assessments that can help diagnose a condition or tell more about the way a person thinks, feels, and behaves
	ii	<p>The roles and responsibilities of the Psychologist are as follows.</p> <ul style="list-style-type: none"> • Interact closely with identified DAPs and their family members to assess their individual concerned as well as to develop insight into themselves and their relationships.

	<ul style="list-style-type: none">• Help DAPs and their family members to engage in purposeful activities or occupations to promote, regain or maintain health and well-being.• Help DAPs and their family members cope with their decline in overall health and assist them with specific disorders like depression/stress, as well as changes in ability or lifestyle, family struggles and other stressors.• Develop treatment plans based on individual needs to increase ability of beneficiaries to carry out activities or occupations independently, and with more confidence.• Collect information about DAPs and their family members through informal interviews, observations, and appropriate tests.• Communicate with the DAPs and their family members to retrieve information with a motive to get hold of the root cause of the problem.• Train the caregiver/Family members on counselling and positive mental health.• Ask about events and situations in the life of the DAPs to read the state of their mind.• Organize mental exercises/ games/ tasks to know the mental status of DAPs.• Listen to the issues of DAPs with patience.• Treat DAPs and their family members with dignity and respect• Counsel/ advise/ mentor DAPs and their family members on creating and maintaining coping mechanisms for late life stress.• Responsible for progression of mental health and mental wellbeing of DAPs in the centre• Conduct workshops/ activities in consultation with Subdivision Officer for Differently Abled to enable them to mingle with the surroundings and help them restore their comfort.• Need to travel in mobile unit for psychological assessment of DAPs and their family members and provide counselling as when needed.• Need to deliver tele consultation for DAPs as per schedule.• Any other relevant task/ activity as assigned by the Subdivision Officer for Differently Abled.
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4	REPORTING AND REVIEW	
	The Psychologist will report to Centre Manager -OSC.	
5	EDUCATIONAL QUALIFICATION AND EXPERIENCE	
	The Psychologist requires dynamic, experienced, and analytical professionals with demonstrated experience in programs related to disability.	
	i)	Psychologists should possess a valid full-time master's degree in Psychology (Counselling/Behavioural/Clinical) from UGC recognized University. Experience candidates who worked with DAPs will get preference.
	ii)	Minimum 3 years post-qualification experience in areas relating to service delivery for persons with disabilities, particularly in care, support, and rehabilitation services is preferred
	iii)	Demonstrated understanding of centre-based rehabilitation activities related to counselling and psychology
	iv)	Candidate having certification from Rehabilitation Council of India would be given preference

* Preference will be given to Differently Abled Person and their family members

6.	Skills Required	
		<ul style="list-style-type: none"> • Technically sound on knowledge about human behaviour & performance, individual differences in ability, personality, and interests, learning and motivation, psychological research methods and the assessment and treatment of behavioural and affective disorders • Well verse with principles, methods and procedures for diagnosis, treatment, counselling, and guidance. • Candidate with knowledge of group behaviour and dynamics, societal trends and influences, human migrations, ethnicity, and cultures would be desirable. • Be able to combine pieces of information to form general rules or conclusions. • Must be a good listener and capable to identify and understand the ideas being presented by DAPs and their families. • Excellent verbal and written communication in Tamil and English is required.

		<ul style="list-style-type: none"> • Computer proficiency and good knowledge of MS-office, or equivalent computer applications are required.
	ii)	Good computer skills in MS Office: Word, Excel, and PPT
	iii)	Good written and verbal communication skills and report writing skills in English and Tamil.
	iv)	Ability to work in teams and liaise well with others.
7.	Remuneration	
	i)	The remuneration for the Psychologist - OSC would be Rs.35,000 per month. The project will cover the travel expenses additionally as per actuals. The Psychologist will be located at Subdivision level OSC during the contract period. The Psychologist may require travel as per Project requirements.
	ii)	Psychologists must attend OSC on all working days unless on an official tour approved by Centre Manger – OSC. The Psychologist may also be required to attend office or travel in mobile unit for assessments on holidays as and when desired by PD/DPIU/SPIU/other higher officials for disposal of urgent matters. However, no extra remuneration for attending the office on holidays will be paid.