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SA Health Job Pack

Job Title	CAMHS Clinician - CAMHS Connect
Eligibility	Open to Everyone
Job Number	691586
Applications Closing Date	23/08/2019
Region / Division	Women's and Children's Health Network
Health Service	Child and Adolescent Mental Health Service
Location	North Adelaide
Classification	AHP2
Job Status	Part-time, 30 hours per week, temporary up to 1/11/2019
Salary	\$81,352 - \$94,529

Contact Details

Full name	Lee Marling
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Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- Child Related Employment Screening - **DCSI**
- Vulnerable Person-Related Employment Screening - **NPC**
- Aged Care Sector Employment Screening - **NPC**
- General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category A (direct contact with blood or body substances)

- *This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category A (direct contact with blood or body substances). [Please click here for further information on these requirements.](#)*

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✎ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✎ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



ROLE DESCRIPTION

Role Title:	CAMHS Clinician – Multi-classification (Social Work, Occupational Therapy and Psychology)
Classification Code:	AHP2
LHN/ HN/ SAAS/ DHA:	Women’s and Children’s Health Network (WCHN)
Hospital/ Service/ Cluster	Women’s and Children’s Hospital (WCH)
Division:	Child and Adolescent Mental Health Service (CAMHS)
Department/Section / Unit/ Ward:	CAMHS Connect (Central Triage and Mobile Team)
Role reports to:	Professionally to Level 3 relevant discipline Operationally to the Service Manager.
Role Created/ Reviewed Date:	Reviewed Feb 2019
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
Immunisation Risk Category	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances)

ROLE CONTEXT

Primary Objective(s) of role:

Within the framework of the *National Mental Health Policy* and the *Standards for Mental Health Services* and in a manner consistent with the stated *Vision* and *Values* of the Women’s and Children’s Health Network (WCHN) the CAMHS Clinician provides clinical expertise for children, adolescents and their families with mental health issues.

Provide mental health care within the CAMHS Connect (Central Triage and Mobile Assertive Team)via:

- a comprehensive therapeutic assessment, generating a collaborative future treatment plan for client accessing the CAMHS services .
- providing mobile outreach to young people in the community otherwise unable to access mainstream mental health services and undertake a comprehensive therapeutic assessment and generate a collaborative future treatment plan.

The CAMHS AHP Clinician accepts accountability for the outcomes of clinical practice for children, adolescents and their families with mental health issues and for addressing inconsistencies between practice and policy.

The CAMHS AHP Clinician –is operationally accountable to the Service Manager via the Clinical Services Coordinator, and professionally to the Senior of the same discipline, for delivering specialist child and adolescent mental health care to consumers with complex needs.

The CAMHS AHP Clinician is responsible for ensuring optimal consumer care. This involves consultation and liaison with other professional disciplines and non-governmental organisations. The CAMHS AHP Clinician uses expert clinical knowledge, skills and experience in the application of direction, support, orientation and education to other staff and leads and participates in action research projects, quality improvement activities and policy development within the practice setting

Direct Reports:

> Nil

Key Relationships/ Interactions:Internal

- > Professional discipline specific accountability through the Level 3 of the same discipline
- > Works collaboratively with other members of the CAMHS Connect team, and other staff with in Child and Adolescent Mental Health Services
- > Work collaboratively with an array of services within the Women's and Children's Health network

External

- > Patients/carers/parents/carers who are the service clients
- > Maintains relationships with GPs, other service providers including non-government organisations or other government organisations to meet the needs of the client group.
- > Collaborates with consumers, carers and staff from a range of other community sectors

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Provide high quality mental health services for children, adolescents and their families that are culturally sensitive or safe, flexible and meets the needs of a diverse population.
- > Working in partnership with consumers, carers and external agencies within a developmental context.
- > Effectively balancing the need to be pro-active with the requirement to respond quickly to urgent situations.
- > Providing a range of specialist, evidence based interventions that address the mental health needs of children, young people and their families.
- > Collaborating with other members of the multi-disciplinary team and key stakeholders to identify community needs, plan, implement and evaluate mental health services to address the mental health needs of children, youth and their families.
- > Keeping up to date with professional standards of practice, implementing and monitoring evidence based practice and quality management initiatives consistent with organisational policies.
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practice.

Delegations:

- > Nil

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

***NB Reference to legislation, policies and procedures includes any superseding versions**

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- > Work Health and Safety Act 2012 (SA) and when relevant WHS Defined Officers must meet due diligence requirements.
- > Return to Work Act 2014 (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury/illness.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > Children's Protection Act 1993 (Cth) – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Independent Commissioner Against Corruption Act 2012 (SA)
- > SA Information Privacy Principles
- > Relevant Awards, Enterprise Agreements, Public Sector Act 2009 (SA), Health Care Act 2008 (SA), and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > Health Practitioner Regulation National Law (South Australia) Act 2010
- > Mental Health Act 2009 (SA) and Regulations
- > Controlled Substances Act 1984 (SA) and Regulations
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time.
- > Code of Fair Information Practice.
- > SA Health WCHN policies, procedures and standards.

Handling of Official Information:

- > By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.
- > SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.
- > SA Health employees will not misuse information gained in their official capacity.
- > SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Special Conditions:

- > Appointment is subject to a satisfactory Background Screening and National Criminal History Check obtained through the Screening and Licensing Unit, Department for Communities and Social Inclusion to be renewed every 3 years thereafter from date of issue. Existing employees who have undertaken a Police Check and are cleared and then subsequently charged with an offence are required to inform their Line Manager immediately.
- > As a state-wide service, WCHN employees may be required to undertake work at various locations in metropolitan Adelaide, and provide outreach to other parts of South Australia (the latter in consultation with the incumbent of the role).
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > Provision of services to outreach locations.
- > Some out of hours work will be required.
- > Preparedness to travel to country areas of South Australia (or interstate / or intrastate) by air or motor vehicle, including overnight stay is essential.
- > Must participate in clinical supervision and orientation program
- > Initially appointed to (Location) but may be required to work within other locations.
- > May be required to temporarily fill a higher position, appropriate to the skills and capacity of the incumbent.
- > Must have current drivers licence and be willing to drive.
- > Required to comply with requirements for Credentialing of Allied Health Professionals and support ongoing implementation.
- > Will be required to travel between locations and work within consumer and carer environments.
- > May be required to oversight the clinical management of other small or single discipline professional groups within CAMHS.
- > This Role Description provides an indication of the type of duties you will be engaged to perform. You may be lawfully directed to perform any duties that a person with your skills and abilities would reasonably be expected to perform.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Provide a Therapeutic/Clinical Assessment and Intervention Service to a client base consisting of children, adolescents and their families by:	<ul style="list-style-type: none"> > Developing a comprehensive therapeutic assessment, generating a collaborative future treatment plan for clients accessing the CAMHS services. > Providing mobile outreach to young people in the community otherwise unable to access mainstream mental health services. > Monitoring client care transitions and plans to ensure appropriate care outcomes are achieved on a daily basis; > Implementing individual, family and/or other group therapies and other specific programs using a range of models and skills as a single practitioner and/or as part of a multidisciplinary approach. > Present at and/or contribute to multidisciplinary reviews to ensure consumers are afforded optimal multidisciplinary care.
Provide Consultancy regarding professional and other matters by:	<ul style="list-style-type: none"> > Acting as a consultant and resource person to CAMHS, other agencies and the community by providing information and education regarding child, adolescent and family mental health. > Participating in the identification of mental health needs in the community and in the planning, execution and evaluation of programs to meet those needs.
Ensure services are delivered in a culturally responsive manner	<ul style="list-style-type: none"> > Promotes access and equity of services for Aboriginal and Torres Strait Islander children and young people and their families > Promotes access and equity of services for people from culturally and linguistically diverse backgrounds. > Provides services that are culturally sensitive to the needs of consumers. > Enables consumers to make decisions concerning their health/mental health.
Providing supervision, training and education by:	<ul style="list-style-type: none"> > Being responsible for the clinical supervision and training of students on placement with the team. > Participating in the education and training of CAMHS staff, professional groups and tertiary students.
Contributing to Research and Evaluation Programs by:	<ul style="list-style-type: none"> > Participating in the evaluation of clinical programs with a view to ensuring their adequacy, as well as identifying opportunities for new and improved services. > Maintaining statistical information of activities for planning research, service delivery and service development.
Contribute to the Administration of the Team by:	<ul style="list-style-type: none"> > Fostering positive team relationships which promote job satisfaction. > Contributing as a member of the multi-disciplinary team to the development of policy and procedures at staff meetings and in other specified venues. > Taking on the role of acting Senior Clinician or Clinical Services Coordinator if required.
Responsible for individual development and education	<ul style="list-style-type: none"> > Maintain a contemporary professional practice portfolio skills to demonstrate continuous professional development. > Successful attainment of professional competencies to a standard agreed at annual performance development review.
Contribute expertise in all aspects of quality management to improve mental health practice and service delivery	<ul style="list-style-type: none"> > Participate in the review of existing practices and policies to reduce inconsistencies. > Provide expert knowledge in evaluation and research activities to contribute to the organisations continuous quality improvements.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Appropriate Degree or equivalent qualification which gives eligibility for full membership of the Australian Association of Social Workers or
- > Appropriate Degree or specific qualification as recognised by the Psychology Board of Australia. Must hold general registration with the Psychology Board of Australia and be endorsed for clinical practice.
- > Appropriate degree or equivalent qualification which entitles registration as an Occupational Therapist with the Occupational Therapy Board of SA (up to July 2012) or Occupational Therapy Board of Australia (post July 2012)

Personal Abilities/Aptitudes/Skills:

- > Communicate and work with other professionals, facilitate group functions and work as a team member.
- > Work with a high degree of responsibility with limited supervision and direction.
- > Communicate clearly in both written and verbal forms.
- > Demonstrate a commitment to the principles of social justice.
- > Supervise students on a two yearly rotational basis.
- > Demonstrate a commitment to the development of personal and professional skills.

Experience

- > Extensive clinical experience in the treatment and management of complex child and adolescent mental health issues.
- > Demonstrated ability to implement clinical assessments and interventions of a complex nature in relation to children and adolescents experiencing mental health issues, and their families using a range of theoretical models.
- > Developing, designing, implementing and evaluating preventative and/or therapeutic programs.
- > Working in a multi-disciplinary team.
- > Liaising with other agencies and professional groups.

Knowledge

- > Demonstrated knowledge of the theory and practice of clinical work with discipline, including group work.
- > Knowledge of developmental theory.
- > Knowledge of a variety of assessment and intervention models for working with children, adolescent and families.
- > Knowledge of the wider system and the relationship between social contexts and mental health.
- > Knowledge of the impact of government policy affecting the area of child, adolescent and family health and welfare services.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Experience providing clinical services to vulnerable populations
- > Experience co working with cultural consultants
- > Active involvement in professional organisations.
- > Experience of qualitative/quantitative evaluation outcome measures or programs
- > Group work experience

Personal Abilities/Aptitudes/Skills

Experience

- > Further clinical training relevant to the goals of the organisation e.g. family therapy, group therapy.
- > Further professionally relevant post graduate qualifications.

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

The Women's and Children's Health Network (WCHN) was established to promote, maintain and restore the health of women, children and young people in South Australia. The Service plans, develops and coordinates health services as part of an integrated health system.

The Women's and Children's Health Network efficiently conducts and manages, within its identified resources, health services for children, young people and women, including:

- > Specialist hospital services
- > Primary health care and population health programs
- > Integrated community care service
- > Services to address the health and wellbeing of particular populations, including Aboriginal Health programs
- > Education and training programs
- > Research

Division/Branch

Child Adolescent Mental Health Service (CAMHS) is the state-wide child and adolescent mental health service auspiced by the WCHN. CAMHS provides specialist mental health services for infants, children, young people predominantly up to the age of 16 years and their families, and women (and their children up to 3 years), who are experiencing mental health problems or severe emotional and behavioural disturbance.

The aim of CAMHS is to reduce the extent and severity of mental health problems in this client group in our community and inpatient services whilst promoting good mental health and delivering early intervention mental health programs to identified population groups.

Assessment and treatment services are provided by a range of clinicians who are specialised in child and adolescent mental health. These include mental health nurses, mental health nurse practitioners, psychiatrists, psychologists, social workers, occupational therapists, speech therapists, paediatricians, and psychotherapists.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Domestic and Family Violence

The WCHN recognises violence against women as a human rights issue that must be addressed in the workplace, and is committed to a zero tolerance policy towards violence against women in the workplace. Accordingly employees must appropriately report and respond to any such acts in the workplace, and make available appropriate support to employees who may be experiencing violence in the community.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Code of Ethics

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date:



Strategic Management Plan 2018-2020

Our Purpose: Improving the health and wellbeing of our community

Lead

Imagining the future

- Care for our staff so that we can care for our community
- Continue to strengthen person and family centred care
- Enable an innovative and productive culture to ensure we are delivering excellent care
- Ensure women, youth and children's safety
- Improve health outcomes for Aboriginal women, children and families
- Improve wellbeing and resilience of our young people
- Plan for the new Women's and Children's Hospital
- Work towards embedding a focus on the first 1000 days of life

Partner

Together we do better

Build a caring, innovative, productive and safe workplace culture that enables an engaged, skilled workforce

Create a climate to foster research excellence and translation into practice

Embed collaboration, teamwork and partnership to lead quality service delivery for a range of complex needs

Encourage consumer and community engagement at all levels

Envision what excellence in care and continuous learning means

Deliver

Improving the experience

Achieve ongoing accreditation under the National Safety and Quality Health Service Standards

Capitalise on service delivery benefits of modernised ICT infrastructure

Deliver greater efficiencies across outpatient services

Key goals

Develop resourceful strategies for sustainment of current WCH site

Ensure that all of our services are financially sustainable

Implement recommendations from the Child Protection Systems Royal Commission

Implement successful CAMHS and CaFHS service model improvements



Government of South Australia
SA Health