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## SA Health Job Pack

Job Title	CAMHS Country Clinician
Eligibility	Open to Everyone
Job Number	718407
Applications Closing Date	7/6/2020
Region / Division	Women's and Children's Health Network
Health Service	Child and Adolescent Mental Health Services
Location	Pt Pirie
Classification	AHP2 / RNM2
Job Status	Temporary up to 31 Mar 2021
Total Indicative Remuneration	AHP2: \$92,017 - \$106,446 RNM2: \$87,817 - \$112,041

## 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 Human Services Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- Working with Children Check - DHS
- National Police Check (vulnerable unsupervised)
- 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](http://www.sahealth.sa.gov.au/careers) - see Career Information, or by referring to the nominated contact person below.

## Immunisation

### **Risk Category B (indirect 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 B (indirect contact with blood or body substances). [Please click here for further information on these requirements.](#)

## Contact Details

Full name	Dianne van Giesen
Phone number	86325304
Email address	dianne.vangiesen@sa.gov.au

**NOTE: Please refer to the accountability statement at the end of this document.**

## 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

<b>Role Title:</b>	CAMHS Clinician
<b>Classification Code:</b>	AHP2
<b>LHN/ HN/ SAAS/ DHA:</b>	Women's and Children's Health Network (WCHN)
<b>Hospital/ Service/ Cluster</b>	Women's and Children's Hospital (WCH)
<b>Division:</b>	Child and Adolescent Mental Health Services (CAMHS)
<b>Department/Section / Unit/ Ward:</b>	Northern Country
<b>Role reports to:</b>	Manager – Northern Country
<b>Role Created/ Reviewed Date:</b>	26-5-14
<b>Criminal History Clearance Requirements:</b>	Working with Children Check (issued by DHS) National Police Check – Vulnerable Unsupervised
<b>Immunisation Risk Category</b>	<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 Allied Health Professional provide clinical expertise for children, adolescences and their families with mental health issues. AHP's accept accountability for the outcomes of clinical practice for children, adolescences and their families with mental health issues and for addressing inconsistencies between practice and policy. The AHP is accountable to the Clinical Coordinator/Team Manager for delivering specialist child and adolescent mental health care to consumers with complex needs. The AHP is responsible for ensuring optimal consumer care. The provision of assessment, education, counselling and group work is considered essential components of care which is directed towards the attainment of optimum consumer health and recovery. This involves consultation and liaison with other professional disciplines and non-governmental organisations. The AHP 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.

The AHP primarily provides direct expert care for an individual or group of clients and/or providing clinical leadership to multidisciplinary staff.

### Direct Reports:

- > Reports to the Manager, CAMHS Country Service. Accountability for professional issues is through the Clinical Coordinator, CAMHS Country Service
- > Works collaboratively with other members of the CAMHS Country Team, and other staff with in the Division of Mental health
- > Supports and works collaboratively with the less experienced members of the team

### 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 always 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.

**Key Relationships/ Interactions:**Internal

- > Clinical Coordinator (level 3) to whom the role reports, and
- > Operationally reports to Manager (level 4), and
- > Professionally reports to discipline chief (level 4)
- > Wider WCHN community as required

External

- > Patients/carers/parents/carers who are the service clients
- > Relevant government and non-government organisations as required to meet the needs of the client group.

**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 aware, 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:**

- > As per WCHN Delegations

**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:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, 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.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017* (SA) 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012* (SA).
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* 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.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

## Special Conditions:

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided the a satisfactory current Criminal and Relevant History Screening, as required by the SA Health Criminal and Relevant History Screening Policy Directive.
- > For appointment in a Prescribed Position under the Child Safety (Prohibited Persons) Act (2016), a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the Child Safety (Prohibited Persons) Act (2016), the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the Accountability Principles 2014 issued pursuant to the Aged Care Act 1997 (Cth).
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- > 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.
- > 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.
- > Some out of hours work will be required.

- > Intra and interstate travel may be required.
- > Provision of services to outreach locations.
- > Have current drivers license and be willing to drive

**White Ribbon:**

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**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.

## Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<b>1.1 Provision of assessment and therapy services to children, young people and families</b>	<ul style="list-style-type: none"> <li>&gt; The provision of expert clinical knowledge and or interventions in child and adolescent mental health through the application of professional standards and adherence to policies, protocols and procedures and working within a model of client centred care.</li> <li>&gt; The assessment, planning, implementation and co-ordination of care/appropriate service delivery options by the use of significant degree of independent clinical decision making,</li> <li>&gt; Provide expert knowledge in monitoring client care plans and clinical review programmes/audits to ensure quality client outcomes.</li> <li>&gt; Clinical documentation records within the area of responsibility are maintained in accordance with organisational policy.</li> <li>&gt; Partnerships are developed both internal through a multidisciplinary approach and external to use expertise to ensure optimal client needs and outcomes.</li> </ul>
<b>1.2 Provision of a range of mental health interventions to individuals, families and identified groups</b>	<ul style="list-style-type: none"> <li>&gt; Demonstrated competency in a range of evidence based approaches</li> <li>&gt; Provision of short term therapy to appropriate families</li> <li>&gt; Provision of group work</li> <li>&gt; Needs analysis and research conducted to determine appropriate intervention</li> </ul>
<b>1.3 Demonstrate a commitment to consumer participation</b>	<ul style="list-style-type: none"> <li>&gt; Working collaboratively with consumers in the development of individual care/treatment plans using a recovery framework.</li> <li>&gt; In collaboration with the Clinical Service Coordinator/Team Leader where applicable, reviews incidents, accidents and complaints arising within the clinical setting with a focus on reduction of incidents/accidents and complaints.</li> <li>&gt; In consultation with consumers and the Clinical Service Coordinator/Team Leader where applicable identifies opportunities for improvement in consumer care and implements planned strategies designed to promote and establish the Service/Unit as a benchmark for excellence</li> </ul>
<b>2.1 Contribute to the development and implementation of procedures and documents that enhance the functioning of the team and organisation</b>	<ul style="list-style-type: none"> <li>&gt; Supports a Unit's structure and climate which promotes team members contribution to positive client outcome</li> </ul>
<b>2.2 Supports a Unit's structure and climate which promotes team members contribution to positive client outcomes</b>	<ul style="list-style-type: none"> <li>&gt; Enhancing and encouraging communication within the team</li> <li>&gt; Fostering positive team relationships which promote job satisfaction</li> <li>&gt; Seeking and providing clinical consultation and support at a multi-disciplinary team and organisational level</li> <li>&gt; Ensuring a safe working environment</li> </ul>
<b>3.1 Increasing the knowledge and skills of people who work with children, adolescents and families in regard to developmental mental health</b>	<ul style="list-style-type: none"> <li>&gt; Participation in interagency meetings and forums</li> <li>&gt; Developing local and organisational protocols</li> <li>&gt; Sharing expertise and resources</li> <li>&gt; Advocating for positive mental health outcomes for children, adolescents and their families</li> <li>&gt; Participate in community development that promote positive mental health</li> </ul>
<b>3.2 Providing consultation and education to other agencies involved in the management of child and adolescent mental health issues</b>	<ul style="list-style-type: none"> <li>&gt; Share knowledge and understanding of the systems and mental health services for children, adolescents and families</li> <li>&gt; Provide information and consultation to the community in regard to mental health issues</li> <li>&gt; Provide child &amp; adolescent mental health education and training</li> <li>&gt; Contribute to collaborative service planning</li> </ul>





## **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 equivalent qualification which entitles general registration with the Psychology Board of Australia within an Endorsed Area of practice, or
- > Appropriate degree or equivalent qualification which entitles registration as an Occupational Therapist with the Occupational Therapy Board of Australia

#### **Personal Abilities/Aptitudes/Skills:**

- > Demonstrated ability to apply specialist skills in resolving complex clinical problems.
- > Excellent interpersonal communication, liaison and presentation skills.
- > Demonstrated ability to express complex ideas succinctly and logically both verbally and in writing.
- > Ability to negotiate effectively and relate well to people from a wide range of backgrounds and professions.
- > Ability to work well under pressure and meet deadlines.
- > Ability to work in a team environment and demonstrate personal initiative.
- > Excellent conflict resolution skills
- > Demonstrated leadership and motivational skills
- > Demonstrated ability in group-work

#### **Experience**

- > Experience in working within a multidisciplinary team and with a range of agencies.
- > Experience in providing advanced clinical services to children, adolescents and their families experiencing a wide range of emotional and behavioural disturbance.

#### **Knowledge**

- > Of and understanding of child development and behaviour
- > of family and systems theory
- > of child and adolescent assessment and intervention strategies
- > of child and adolescent mental health and community health services
- > Obligations relating to:
  - o Mandatory notification
  - o Consumer rights and responsibilities
  - o Workers Compensation and Rehabilitation
- > Knowledge of the principles and practice of OHSW, Equal Opportunity, the Public Sector Act 2009 Code of Ethics and diversity appropriate to the requirements of the position.

### **DESIRABLE CHARACTERISTICS**

#### **Personal Abilities/Aptitudes/Skills:**

- > Computer Literacy
- > An understanding of the principles and issues of Community Health
- > Knowledge and understanding of information systems, evaluation methodologies and data collection

#### **Experience:**

A minimum of two years post graduate experience. Such experience should include:

- > Experience in the design, implementation and evaluation of research projects
- > Experience in a community based setting
- > Experience in a child or youth orientated service
- > Experience in mental health services
- > Experience in Health Promotion and Community Development.

## 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:

Health Network

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 services
- Services to address the health and well being of particular populations, including Aboriginal Health Programs
- Education and training programs
- Research.

### Division/Branch

The Primary and Population Health Directorate provides statewide services and programs and comprises the following 6 Divisions: Child and Family Health, Aboriginal Health, Disability, Rehabilitation and Allied Health, Child and Adolescent Mental Health, Integrated Nutrition and Food Services and Community Health.

**Child & Adolescent Mental Health Service** including Community Teams (Metropolitan and Country), Inpatient Services (Boylan Ward and Helen Mayo House), State-wide Services (Behavioural Intervention Service, Adolescent Services – Enfield Campus, Mary Street – Adolescent Sexual Assault Prevention Program) and Specialist Programs.

### Unit/Team

CAMHS Northern County Team provides mental health assessment and therapy services to children, young people and their families.

## 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.

## 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:**

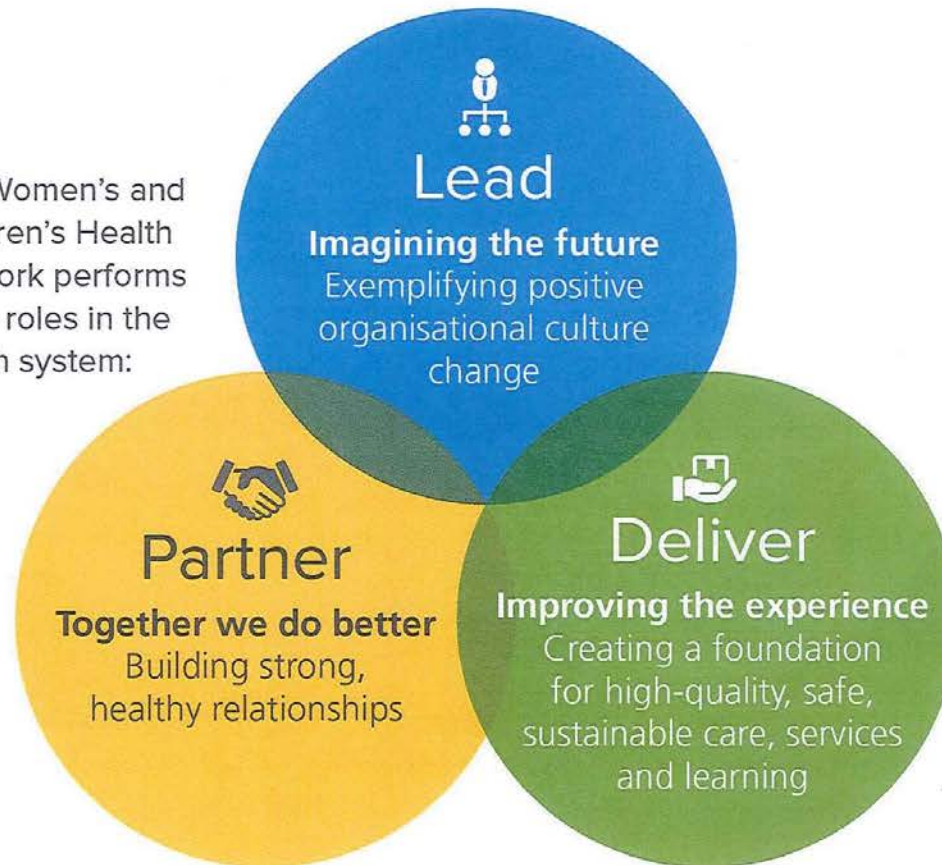
**Signature:**

**Date:**

# Our Vision

Improving the health and wellbeing of our community

The Women's and Children's Health Network performs three roles in the health system:



# 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
- Enable a caring, innovative and productive culture to ensure we are delivering excellent care
- Ensure women, youth and children's safety
- Focus on the first 1000 days of life
- 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
- Provide person and family centred care

## Partner

Together we do better

Build a caring, innovative, productive, 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

### Key goals

Achieve ongoing accreditation under national safety and quality standards

Capitalise on service delivery benefits of modernised ICT infrastructure

Deliver greater efficiencies across outpatient services

Develop resourceful strategies for sustainment of current WCH site

Implement recommendations from the Child Protection Systems Royal Commission

Implement successful CAMHS and CaFHS service model improvements



Government of South Australia

SA Health



## ROLE DESCRIPTION

<b>Role Title:</b>	CAMHS Clinician – Mental Health Clinical Nurse
<b>Classification Code:</b>	RN2
<b>LHN/ HN/ SAAS/ DHA:</b>	Women’s and Children’s Health Network (WCHN)
<b>Hospital/ Service/ Cluster</b>	Women’s and Children’s Hospital (WCH)
<b>Division:</b>	Child and Adolescent Mental Health Service (CAMHS)
<b>Department/Section / Unit/ Ward:</b>	Northern Country
<b>Role reports to:</b>	Professionally to Clinical Practice Consultant Operationally to the Clinical Services Coordinator
<b>Role Created/ Reviewed Date:</b>	November 2017
<b>Criminal History Clearance Requirements:</b>	Working with Children Check (issued by DHS) National Police Check – Vulnerable Unsupervised
<b>Immunisation Risk Category</b>	<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 – Mental Health Clinical Nurse, is operationally accountable to the Clinical Services Coordinator, and professionally to the Clinical Practice Consultant, for delivering direct child and adolescent mental health care to consumers with complex needs.

The CAMHS Clinician – Clinical Mental Health Nurse 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 Clinician - Clinical Mental Health Nurse is responsible and accountable for their own practice standards and activities they delegate to others. The provision of assessment, education, counselling and group work is considered essential components of care which is directed towards the attainment of optimum consumer health and recovery. This involves consultation and liaison with other professional disciplines and nongovernmental organisations. The CAMHS Clinician– Clinical Mental Health Nurse uses 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

- > Accountable to CAMHS Nursing Director for own professional practice through the Clinical Practice Consultant
- > Maintains a cooperative and productive working relationship with all members of the health care team
- > Contributes to the day to day operations of the CAMHS service and will provide professional guidance to Nursing staff, particularly less experienced members of the nursing team
- > Work collaboratively with an array of services within the Women’s and Children’s Health network

#### External

- > Collaborates with consumers, carers and staff from a range of other community sectors
- > Relevant government and non-government organisations as required to meet the needs of the client group

### Challenges associated with Role:

Major challenges currently associated with the role include:

- > Providing 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
- > Balancing clinical care and portfolio responsibility

### 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:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, 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.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017* (SA) 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012* (SA).
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* 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.
- > All employees required to complete timesheets must forward their timesheet to their manager, within two weeks from the period worked, to enable their manager to authorise that this is a true and accurate record of hours worked by the employee.
- > CAMHS Clinicians are required to work in accordance with the legislative and professional requirements including:
  - o Children's Protection Act 1993.
  - o Government of South Australia-Interagency Code of Practice 2001.
  - o Professional Practice Standards consistent with the area of practice.
  - o Health Practitioner Regulation National Law.
  - o Mental Health Act 2009.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

#### **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:**

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

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided the a satisfactory current Criminal and Relevant History Screening, as required by the SA Health Criminal and Relevant History Screening Policy Directive.
- > For appointment in a Prescribed Position under the Child Safety (Prohibited Persons) Act (2016), a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the Child Safety (Prohibited Persons) Act (2016), the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider



Positions' every 3 years from date of issue as required by the Accountability Principles 2014 issued pursuant to the Aged Care Act 1997 (Cth).

- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met
- > 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.

## Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<p><b>Direct delivery of proficient mental health nursing clinical care to clients and their families using evidence based practice</b></p>	<ul style="list-style-type: none"> <li>&gt; Promotes and works within a nursing model of client centred care</li> <li>&gt; The provision of a high standard of advanced clinical mental health nursing practice through the application of professional standards and adherence to policies, protocols and procedures and working within a model of client centred care.</li> <li>&gt; The assessment, planning, implementation and co-ordination of care/appropriate service delivery options by the use of advance knowledge, evidences and own experience to achieve agreed patient care outcomes.</li> <li>&gt; Active participation in monitoring client care plans and participates in clinical review programmes/audits to ensure quality patient outcomes.</li> <li>&gt; The provision of health education, therapeutic interventions, counselling and rehabilitation programs to improve mental health outcomes.</li> <li>&gt; Patient care outcomes are achieved and devised through the application of advanced theoretical knowledge and experience.</li> <li>&gt; Clinical documentation records are maintained in accordance with organisational policy.</li> <li>&gt; Development of partnerships both internal and external to support quality patient needs and outcomes.</li> </ul>
<p><b>Demonstrate a commitment to consumer participation</b></p>	<ul style="list-style-type: none"> <li>&gt; Working collaboratively with consumers in the development of individual care/treatment plans using a recovery framework.</li> <li>&gt; In consultation with the CAMHS Clinical Practice Consultant/Clinical Services Coordinator, participates, in the review of incidents, accidents and complaints arising within the clinical setting with a focus on reduction of incidents/accidents and complaints.</li> <li>&gt; In consultation with consumers and the Clinical Practice Consultant /Clinical Service Coordinator, identifies opportunities for improvement in consumer care and implements planned strategies designed to promote and establish the Service and Unit as a benchmark for excellence.</li> </ul>
<p><b>Ensure services are delivered in a culturally responsive manner</b></p>	<ul style="list-style-type: none"> <li>&gt; Promotes access and equity of services for Aboriginal and Torres Strait Islander children and young people and their families</li> <li>&gt; Promotes access and equity of services for people from culturally and linguistically diverse backgrounds.</li> <li>&gt; Provides services that are culturally sensitive to the needs of consumers.</li> <li>&gt; Enables consumers to make decisions concerning their health/mental health.</li> </ul>
<p><b>Contribute to the clinical leadership of nursing &amp; multidisciplinary services for CAMHS to attain consistency of practice standards and local service outcomes</b></p>	<ul style="list-style-type: none"> <li>&gt; Participates in and oversee the provision of quality mental health nursing care.</li> <li>&gt; Services are planned and co-ordinated with other disciplines or agencies to meet mental health care needs.</li> <li>&gt; A risk minimisation approach is demonstrated and promoted and support the implementation and maintenance of systems to protect patients and staff.</li> <li>&gt; The team has trained and skilled nurses to provide quality mental health clinical services.</li> <li>&gt; Nurses are inducted, trained and clear on their daily roles and responsibilities.</li> <li>&gt; Participates in reviewing and updating and ensures consistency of nursing practice standards and local service outcomes.</li> </ul>

<p><b>Encourage and foster a positive culture and safe work environment</b></p>	<ul style="list-style-type: none"> <li>&gt; A team environment, which promotes positivity, learning and development, safety and welfare of employees, acknowledges cultural and personal differences, and encourages creativity, innovation and honesty.</li> <li>&gt; Resolves local and/or immediate nurse care /service delivery problems</li> <li>&gt; Effectively deal with challenging behaviours and the resolution of conflicts</li> <li>&gt; Team members demonstrate a positive approach and commitment to client centred service</li> <li>&gt; Change management processes are supported and implemented.</li> </ul>
<p><b>Actively participate in undergraduate and postgraduate training within the field of mental health nursing</b></p>	<ul style="list-style-type: none"> <li>&gt; Facilitation and co-ordination of continuing education programmes including the provision of in-service training, goal setting for students, new staff and staff with less experience</li> <li>&gt; Students and new staff have a preceptor and are supported by a resource person based on knowledge, experience and skills</li> <li>&gt; Nursing staff and other health professionals staff are provided with opportunities for learning and education which is based on evidence based practice</li> </ul>
<p><b>Responsible for individual development and education</b></p>	<ul style="list-style-type: none"> <li>&gt; Maintenance of individual professional development activities and portfolio, and competencies within current role.</li> <li>&gt; Successful attainment of professional competencies to a standard agreed at annual performance development review and as designated by the unit/ward/service</li> </ul>
<p><b>Actively participate in quality management, quality assurance and risk management activities and ongoing improvement of services</b></p>	<ul style="list-style-type: none"> <li>&gt; Continuously reviewing existing practices and implementing change where required.</li> <li>&gt; Contribute to the development and implementation of practice guidelines, protocols/audits and quality indicators.</li> </ul>

# Knowledge, Skills and Experience

## ESSENTIAL MINIMUM REQUIREMENTS

### **Educational/Vocational Qualifications**

- > Registered or eligible for registration as a nurse by the Nursing and Midwifery Board of Australia and who holds, or is eligible to hold, a current practicing certificate. Must be enrolled in an approved mental health course or hold a qualification in mental health practice.

### **Personal Abilities/Aptitudes/Skills:**

- > Demonstrated ability to relate to people from a diverse range of cultural and social backgrounds
- > Well-developed interpersonal and communication skills including the ability to work with individuals and families for positive mental health outcomes and to foster productive working relationships across disciplines
- > Demonstrated ability to work and contribute positively in a team environment
- > Demonstrated initiative, flexibility and creativity
- > Demonstrated commitment to providing a quality client centred service to the patient
- > Ability to lead and motivate staff to achieve positive outcomes
- > Ability to prioritise workload and meet set timelines, whilst working under minimal supervision

### **Experience**

- > Registered Nurse with at least 3 years, full time equivalent, post registration experience
- > Demonstrated ability to conduct mental health assessment and therapeutic interventions of a complex nature with children, adolescents with emotional and behavioural difficulties,
- > The development of appropriate mental health care plans, in collaboration with colleagues, consumers and families.
- > In problem solving, negotiation and conflict management
- > In leadership and direction of student Nurses, and less experienced staff.
- > In developing and implementing Nursing practice standards/policies

### **Knowledge**

- > Of Work, Health and Safety and continuous improvement practices.
- > Of Contemporary Nursing and health care issues

## DESIRABLE CHARACTERISTICS

### **Educational/Vocational Qualifications**

- > Additional relevant tertiary qualifications
- > Certificate appropriate to the area
- > Qualifications in Mental Health Practice

### **Personal Abilities/Aptitudes/Skills**

- > Ability to use personal computers and associated packages relevant to area of practice
- > Ability to critically analyse and respond to changing needs of the patients/organisation

### **Experience**

- > Experience providing clinical services to vulnerable populations
- > Previous experience working with children, young people, women and their families
- > Experience working in a multi-disciplinary team
- > Experience in mental health practice
- > Experience co working with cultural consultants
- > Active involvement in professional organisations.
- > Experience of qualitative/quantitative evaluation outcome measures or programs.
- > Group work experience

## 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
- Enable a caring, innovative and productive culture to ensure we are delivering excellent care
- Ensure women, youth and children's safety
- Focus on the first 1000 days of life
- 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
- Provide person and family centred care

## Partner

Together we do better

Build a caring, innovative, productive, 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

### Key goals

Achieve ongoing accreditation under national safety and quality standards

Capitalise on service delivery benefits of modernised ICT infrastructure

Deliver greater efficiencies across outpatient services

Develop resourceful strategies for sustainment of current WCH site

Implement recommendations from the Child Protection Systems Royal Commission

Implement successful CAMHS and CaFHS service model improvements