



ROLE DESCRIPTION

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|---|--|-----------------|--|
| Role Title: | Senior Clinical Psychologist | | |
| Classification Code: | AHP3 | Position Number | |
| LHN/ HN/ SAAS/ DHW: | Central Adelaide Local Health Network (LHN) | | |
| Hospital/ Service/ Cluster: | Glenside Health Services | | |
| Division: | Mental Health | | |
| Department/Section / Unit/ Ward: | Inpatient Rehabilitation Service | | |
| Role reports to: | Operationally to the Team Manager IRS Professionally to the Principal Clinical Psychologist - CALHN | | |
| Role Created/ Reviewed Date: | Reviewed: July 2020. | | |
| Criminal and Relevant History Screening: | <input type="checkbox"/> Aged (NPC or DHS) <input type="checkbox"/> Working With Children's Check (DHS) <input checked="" type="checkbox"/> National Police Check (NPC) | | |
| Immunisation Risk Category Requirements: | <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) <input type="checkbox"/> Category C (minimal patient contact) | | |

ROLE CONTEXT

Primary Objective(s) of role:

The Senior Clinical Psychologist works within the Inpatient Rehabilitation Services multidisciplinary team providing skilled evidence based clinical psychology services to consumers, their families and carers. The Senior Clinical Psychologist will be expected to complete a range of operational clinical psychology duties such as: conducting complex and comprehensive assessments of client needs, developing case formulations and developing, implementing and monitoring specialised and targeted psychological interventions, as well as providing consultancy within the team.

Within the Inpatient Rehabilitation Services, the Senior Clinical Psychologist will oversee and supervise the appropriate implementation of effective psychological treatment strategies by other staff to ensure the effective management and care of patients within the facility.

As a member of the unit's clinical leadership tea, the Senior Clinical Psychologist will provide clinical leadership, particularly in relation to psychological issues and the team/unit development.

The Senior Clinical Psychologist participates in policy, planning and service development, the evaluation of clinical services, and will undertake appropriate education, consultancy, supervision, quality and research activities.

Direct Reports:

None.

Key Relationships/ Interactions:Internal

- The Senior Clinical Psychologist works within a multi-disciplinary team and is accountable to the Team Manager for functional/operational responsibilities
- The Senior Clinical Psychologist is responsible to the Principal Clinical Psychologist for their professional practice and development.
- Attends the Inpatient Rehabilitation Management Meetings and Clinical Ward Rounds
- The Senior Clinical Psychologist operates as a clinical leader and works in collaboration with other team members.
- The Senior Clinical Psychologist will provide leadership, consultancy, orientation, education, supervision and support to staff, students, postgraduates and volunteers as delegated.

External

- Build and maintain relationships with other mental health teams, services, providers to ensure integrated service delivery to all stakeholders
- Develop and maintain working relationships with Non-Government Organisations.
- Attend regular Clinical Psychology professional meetings for the purpose of peer supervision, networking and role definition and development.
- May be required to attend a range of meetings, committees and working parties for the purpose of reporting, representing and developing Rehabilitation and Mental Health Services.

Challenges associated with Role:

Major challenges currently associated with the role include:

- Developing the role of Clinical Psychology within Inpatient Rehabilitation Services that is consistent with the new emerging model of care and consistent with National and State standards and benchmarks.
- Demonstrating flexibility and creativity in the application and modification of standard clinical psychological treatments for consumers with complex, multi-level difficulties and co-morbid problems.
- Contributing to the provision of rehabilitation services in a manner that enables consumers to progress through the service in a timely manner.
- Contribute to effective and efficient functioning of a multidisciplinary approach toward service provision that reflects a healthy and respectful working environment and promotes a learning culture.

Delegations:

Staff supervised: None, however the incumbent is expected to co-work and collaborate with the other Psychologists in the service employed at the same level, as well as provisional psychologists and trainees across the service. May be required to provide supervision to other Psychologists within CALHN Mental Health as delegated by the Principal Clinical Psychologist.

Key Result Area and Responsibilities

| Key Result Areas | Major Responsibilities |
|---|---|
| <p>The Senior Clinical Psychologist will provide high quality consumer care by:</p> | <ul style="list-style-type: none"> • Taking responsibility for the provision of Clinical Psychology services to Rehabilitation Inpatients including assessment, formulation, treatment, discharge and the appropriate referral of clients on completion of treatment programs. • Providing expert consultation and advice to the multidisciplinary team in relation to appropriate psychological assessment and treatment methodologies especially with regard to difficult and complex cases. • Planning and providing specialist treatment programs (which include cognitive and behaviour therapies) for complex psychological disorders. • Taking responsibility for the design and execution of new and creative treatment solutions, through the systematic application of scientific principles and conceptual knowledge. • Ensuring appropriate use of outcome measures to evaluate practise. |
| <p>The Senior Clinical Psychologist will ensure the quality of Clinical Psychological service by:</p> | <ul style="list-style-type: none"> • Promoting clinical psychology philosophy, principles, ethics and values in all aspects of professional practice; • Attending professional supervision with the Principal Clinical Psychologist as necessary and in accordance with the AHPRA requirements. • Participating in ongoing professional development. • Participating in peer group supervision as required. • Participating and contributing as a member of the Clinical Psychology professional groups held within the sector. • Providing in-service psychological training programs for the multi-disciplinary unit as required. • Undertaking research pertinent to the improvement in standards of clinical service delivery and on issues relevant to Mental Health. • Assuming responsibility for the supervision of postgraduate Psychology trainees, contributing to training programs within universities and liaising with Psychology departments as required. |
| <p>The Senior Clinical Psychologist working with the Team Manager contributes to clinical leadership within the team by:</p> | <ul style="list-style-type: none"> • Providing clinical leadership to the Inpatient Rehabilitation Services in relation to evidence based clinical psychological practice. • Providing modelling and support to team members to help integrate psychological methods into rehabilitation practice. • Providing clinical psychology expertise to assist the team in the management of consumers with high and complex needs. • Providing and developing clinical psychology staff development and training to multi-disciplinary staff. • Providing consultative services and professional advice within the team. • Providing training to staff, facilitating orientation and induction for new staff members. • Assisting the Team Manager to develop and implement work flow processes, quality assurance processes and ensure work outcomes. • Supporting and enabling multidisciplinary team members to identify service/ structural gaps and undertake new projects/initiatives within the team. |

| Key Result Areas | Major Responsibilities |
|---|--|
| <p>The Senior Clinical Psychologist will work as an effective member of a multidisciplinary team by:</p> | <ul style="list-style-type: none"> • Participating in matters relating to Clinical Psychology and fulfilling the role and duties of the Clinical Psychologist. • Acting as a professional consultant for other non-Psychology staff members and service providers in relation to Clinical Psychology matters and in the management of individual clients. • Developing and maintaining collaborative relationships within the multidisciplinary team to ensure effective care. • Contributing to the formulation and attainment of team goals and objectives. • Working under limited direction, accepting professional responsibility for a high standard of complex, specialised or strategically significant work and drawing on professional knowledge in the application of new evidence-based practice. • Coordinating, participating in, initiating and implementing programs, and projects as negotiated with the team and in consultation with the Principal Clinical Psychologist. |
| <p>The Senior Clinical Psychologist will undertake the collection, monitoring and evaluation of key performance indicators including quality assessment and standards analysis by:</p> | <ul style="list-style-type: none"> • Maintaining accurate clinical documents. • Monitoring and evaluating intervention outcomes. • Contributing to the development of evaluation frameworks for secure rehabilitation. • Participating in continuous quality improvement and other relevant research and evaluation activities to promote service development and quality improvement. • Providing required statistical information within prescribed time frames. • Meeting legal obligations in relation to these matters. • Maintaining KPIs in accordance with organisational requirements. |
| <p>The Senior Clinical Psychologist is responsible to the Principal Clinical Psychologist for professional practice and development by:</p> | <ul style="list-style-type: none"> • Providing professional supervision to other Clinical Psychologists, psychology students, and other designated staff in the team. • Actively participating in professional supervision with the Principal Clinical Psychologist and others in order to meet AHPRA standards. • Maintain own professional development in accordance with the registration requirements. • Supporting professional development needs of supervised staff by developing strategies/programs to meet those needs in conjunction with the Team Manager and Principal Clinical Psychologist. • Working collaboratively with other Clinical Psychologists and the Principal Clinical Psychologist to address regionally specific psychology issues. • Ensuring standards for Clinical Psychological practice are met within the team/s through developing and implementing strategies in partnership with the Team Manager and Principal Clinical Psychologist. • Participating in professional meetings to address professional issues as required. • Undertaking projects or responsibilities as negotiated with the Principal Clinical Psychologist and the Team Manager. • Undertaking higher duties for the Principal Clinical Psychologist, as required. |

| Key Result Areas | Major Responsibilities |
|--|---|
| | <ul style="list-style-type: none"> • Deputise for the Principal Clinical Psychologist as required. |
| <p>The Senior Clinical Psychologist will promote the delivery of services which are culturally and linguistically sensitive by:</p> | <ul style="list-style-type: none"> • Promoting access to and equity of services for people of diverse cultural and linguistic backgrounds. • Providing services that are culturally and linguistically sensitive to the mental health needs of people. |
| <p>The Senior Clinical Psychologist will contribute to local work instructions, planning and service development by:</p> | <ul style="list-style-type: none"> • Participating in organisational groups to address identified service gaps, and coordinate strategies to address them. • Coordinating, participating in, initiating and implementing the development of programs, methodologies, projects and assignments as negotiated with the team and other appropriate senior staff. • Contributing to the development and review of local work instructions and guidelines. • Providing consultative services and professional advice within the organisation, to other human service agencies, and the community. • Participating in the analysis and interpretation of legislation, regulations and other guidelines to enable their proper utilisation within the service. • Coordinating and/or contributing to mental health policy and research. • Participating in the review of the effectiveness of internal and contracted service providers, and in the organisational response to address identified issues. |

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- Appropriate degree or equivalent qualification and general registration with the Psychology Board of Australia with an endorsed Area of Practice in Clinical Psychology.
- Must hold approved supervisor status with the PsyBA at all levels of supervision (primary and secondary)

Personal Abilities/Aptitudes/Skills:

- Advanced skills in undertaking a comprehensive bio-psychosocial assessment including risk assessments of consumers presenting with high or complex needs.
- Advanced skills in individualised rehabilitation care planning and coordinating comprehensive service provision and crisis intervention with people who have high or complex needs.
- High level of competence in designing and implementing evidence-based psychological interventions including individual and group work.
- Ability to express complex ideas succinctly and logically.
- Ability to work collaboratively with consumers, carers, other agencies and community services.
- Ability to effectively and efficiently manage time and other resources.
- Ability to provide clinical leadership within a multidisciplinary team and offer professional development and consultancy as needed to staff and other affiliated services.
- Ability to be flexible, adaptable and innovative in a changing workplace.

- Ability to interpret legislation, regulations and other guidelines relevant to the profession and Mental Health.
- Ability to plan and provide culturally and linguistically appropriate services to consumers, family and/or carers.

Experience:

- A broad range of experience within community and rehabilitation focused mental health services.
- In a senior clinical role within mental health services.
- Experience in collaborative development, implementation and monitoring of planned interventions for clients with complex needs.
- Successful participation in a multidisciplinary team environment whilst maintaining a clear professional role and identity.

Knowledge:

- Sound knowledge of the Psychology Code of Ethics, Competency Standards for Clinical Psychology, AHPRA requirements and supervision standards.
- Understanding of current theoretical concepts and research strategies within the science of Psychology and their application to mental health issues and problems.
- Knowledge and understanding of state mental health service structures, the National and State Mental Health Plans and Strategic directions.
- Knowledge of relevant legislation pertaining to mental health services.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- Relevant undergraduate or postgraduate qualifications specific to clinical leadership, clinical practice, rehabilitation and community development.

Personal Abilities/Aptitudes/Skills:

- Evidence of advanced skills in a specialised area of Clinical Psychology or rehabilitation practice.

Experience:

- Experience in health promotion, community development and community education relating to mental health.
- Experience in evaluation of services and research.
- Extensive experience in working with people who have a severe mental illness, their families and other Government and Non-Government service providers.
- Experience in providing clinical psychology supervision in accordance with the AHPRA regulations and standards.

Knowledge:

- Knowledge of current psychiatric diagnostic and classification systems and rehabilitation assessment and evaluation tools.
- Knowledge of current psychiatric medications and management, including medication side effects and drugs of abuse.

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 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. There may be ongoing immunisation requirements that must be met.
- 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.

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)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, 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 create an inclusive and responsive environment where Aboriginal and Torres Strait Islander consumers are welcomed, valued and respected for their cultural knowledge and lived experiences. Our commitment extends to enhancing culturally safe workplaces by investing in our Aboriginal and Torres Strait Islander workforce, aligning with the SA Health Aboriginal Workforce Framework.
- To elevate the cultural capability of our non-Aboriginal staff, ensuring they can drive meaningful improvements in the health system, policies, planning and practices. This ensures our services are responsive to the cultural needs identified by Aboriginal and Torres Strait Islander people.
- Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

General Requirements:

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.

Performance Development:

The incumbent will be required to participate in the organisation's Performance Review and 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.

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.

Resilience:

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

Organisational Context

Organisational Overview:

At CALHN we are shaping the future of health with world-class care and world-class research. This is fundamental in assisting us to achieve our vision of becoming one of the top five performing health services in Australia and one of the top 50 performing health services in the world within five years.

We are part of SA Health, which is the brand name for the public health system. As a system SA Health's mission 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 Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and Far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

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.

Central Adelaide Local Health Network:

Established in July 2011, CALHN is one of five Local Health Networks (LHNs) in South Australia and we are accountable to the Central Adelaide Local Health Network Governing Board. Our board has oversight of our strategy, risk management, governance and performance, and works with our Chief Executive Officer to provide strategic direction for our network.

CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- St Margaret's Rehabilitation Hospital (SMRH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit, Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH)
- Brain and Spinal Cord Injury Services located at the Repat Health Precinct

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including SA Medical Imaging (SAMI), SA Pathology SA Pharmacy and BreastScreenSA, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high-quality patient care is our number one priority, underpinning our goals is good governance, improved patient experience, business operations, efficiency and financial performance and more accountable and contemporary ways of working.

To find out more about CALHN, visit centraladelaide.health.sa.gov.au

Values

Central Adelaide Local Health Network Values

Our values, together with our vision and ambitions provide direction for everything that happens across our network. They outline who we are, what we stand for, what our consumers and their families can expect from us and what we can expect from each other. They guide our decisions and actions.

| Values | Behaviours |
|-------------------------|---|
| <i>People first</i> | <ul style="list-style-type: none">- I am there for my patients and colleagues when they need me most.- I put myself in my patients and colleagues shoes to understand their needs.- I go out of my way to make sure my patients and colleagues achieve the best outcome and have a great experience.- I respect uniqueness in my colleagues, our patients and their families. |
| <i>Ideas driven</i> | <ul style="list-style-type: none">- I look and listen to ensure I fully understand the problem and find a solution.- I look for ways to break-down barriers and silos to hear new perspectives and solve complex problems.- I invest in my own learning and look for opportunities to explore and introduce new ideas.- I am interested in critical research and how it informs creative thinking. |
| <i>Future focussed</i> | <ul style="list-style-type: none">- I embrace leading practices and use them to evolve our ways of working.- I lead and support change to improve patient and organisational outcomes.- I am constantly on the look-out for opportunities to improve. |
| <i>Community minded</i> | <ul style="list-style-type: none">- I put my hand up to lead work that matters.- I am accountable and focused on value.- I value and champion diversity.- I embrace collaboration and constructive partnerships. |

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.

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.

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

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

Role Acceptance

Employee Acceptance

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

Name:

Signature:

Date:

Approvals

Role Description Delegate Approval

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

Name:

Role Title:

Signature:

Date:

Version control and change history

| Version | Date from | Date to | Amendment |
|---------|------------|------------|---|
| V1 | 10/02/17 | 09/04/17 | Original version. |
| V2 | 10/04/17 | 04/07/17 | Safety & Quality statement in General Requirements. |
| V3 | 04/07/17 | 10/07/18 | Minor formatting with order of information amended. |
| V4 | 11/07/18 | 26/03/19 | Updated legal entities for Minister and Department title on Page 7. Updated Immunisation Guidelines to Policy Directive under general requirements. |
| V5 | 27/03/19 | 04/06/19 | Added categories for immunisation requirements on front page. |
| V6 | 05/06/19 | 25/06/19 | Updated changes to the Criminal Relevant History and Screening. |
| V7 | 26/09/19 | 09/06/20 | Updated legal entities to include new regional LHN's. |
| V8 | 10/06/2020 | 03/05/2021 | Update Risk Management Statement |
| V9 | 04/05/21 | | Inclusion of integrity statement under Code of Ethics on Page 6 |
| V10 | 08/12/2023 | 03/12/2024 | Updated wording for Approvals section |
| V11 | 04/12/2024 | | Strengthened General Requirement statement and the inclusion of a cultural statement/commitment |