

Position	Clinical Psychologist
Classification	AHP2
Division	Mental Health Services
Department / Section / Unit / Ward	Marion Psychosis
Role reports to	Operationally: > Team Manager Professionally: > Principal Psychologist, Mental Health
CHRIS 21 Position Number P28155	Role Created / Review Date 01/11/2019
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

- > The Clinical Psychologist is responsible for the delivery of a range of clinical activities, including care coordination, psychology specific assessments and interventions, risk assessments, treatment and care planning, therapeutic interventions, advocacy and liaison with other community service providers.
- > Responsible to the allocated Consultant Psychiatrist or delegate for implementing the Treatment and Care Plan developed by the multidisciplinary team and the consumer.
- > Accountable to the Senior Clinical Psychologist and Principal Clinical Psychologist for their professional practice and to act within their own scope of practice and legal frameworks
- > Applies specialised expertise to the development, delivery and continuous improvement of quality clinical work and provides discipline specific assessments, risk assessments, interventions and a consultancy service to the team
- > Works collaboratively with consumers and families/carers and may liaise closely with a network of government and non-government organisations with the aim of maximising wellbeing, assisting stabilisation of mental health, rehabilitation, and building functional capacity for self-management.

Direct Reports: (List positions reporting directly to this position)

- Nil

Key Relationships / Interactions:

Internal:

- > The Clinical Psychologist works within a multi-disciplinary team and is accountable to the Team Manager or Nurse Unit Manager for operational responsibilities.
- > The Clinical Psychologist is professionally responsible to the Southern Principal Clinical Psychologist. The Clinical Psychologist maintains close collaborative working relationships with the multi-disciplinary team.

- > The Clinical Psychologist accepts direction from the Consultant Psychiatrist in the delivery of evidence-based interventions.

External:

- > The Clinical Psychologist builds and maintains relationships with other mental health teams and services, including primary health care to ensure an integrated service delivery.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Working with individual where there are multiple complexities and diverse cultural backgrounds.
- > Recognising and responding to clinical deterioration or other incidents and escalating appropriately.
- > Working with a client base that requires comprehensive risk assessment of psychiatric risk
- > Providing evidence based care and developing clinical skills while keeping up to date with professional standards of practice and quality management initiatives consistent with organisational policies.
- > Working collaboratively within the multidisciplinary team.

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN 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, Policies, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.

OFFICIAL

- > 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.

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.

Special Conditions

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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.

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Undertaking a clinical case load and providing individual support and care coordination, providing discipline specific assessment, diagnosis and treatment and interventions to enhance consumer's psychological well-being. > Ensuring the provision of specialised psychological treatment programmes for consumers with serious mental disorder or complex psychological problems by: <ul style="list-style-type: none"> > Assuming responsibility for the design, construction and validation of psychological assessment procedures including emotional, cognitive and social aspects of an individual's functioning; > 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. > Drawing on clinical psychology frames of reference, theories, values, ethics, knowledge and research when contributing to clinical review and service planning processes. > Providing health promotion and service and community development interventions to address identified gaps.
Provide professional high quality consumer care	<ul style="list-style-type: none"> > Undertaking care coordination of a caseload of consumers meeting the criteria for the mood stream. > Undertaking high quality, effective, efficient clinical psychological assessment (including bio-psycho-social assessment and risk assessment) and diagnosis and planning recovery focussed services for consumers with complex psychological disorders referred to the service. > Providing high-quality, effective, evidence-based clinical psychological treatment to consumers with complex psychological disorders to assist in recovery. > Evaluating the impact of a range of therapeutic interventions. > Developing and regularly reviewing Care Plans in collaboration with consumers and carers, including clients with complex presentations. > Undertaking individual caseloads including specialised and complex issues. > Developing and maintaining collaborative working relationships with all services within Mental Health and SALHN that supports the provision of an integrated service to consumers, their families and carers. > Delivering non-discriminatory treatment and support that is sensitive to the social and cultural values of the consumer, the consumer's family and carers and the community. > Promoting clinical psychology philosophy, principles, ethics and values in all aspects of professional practice. > Working closely and developing effective partnerships with government and non-government agencies that may be involved in consumer care. > Participating in committees, working groups, and community forums/activities as required. > Utilising sections of Mental Health Act, Guardianship and Administration Act and other legislation as appropriate.
Work as an effective member of a multi-disciplinary team	<ul style="list-style-type: none"> > Participating in matters relating to mental health care coordination, the role and duties of a care coordinator and a Clinical Psychologist. > Acting as a professional consultant for other non-psychology staff members and service providers in relation to clinical psychology matters.

	<ul style="list-style-type: none"> > Liaising with other team members in the management of individual clients. > Contributing to the formulation and attainment of team goals and objectives. > Identifying and facilitating strategies to address identified service gaps. > Participating and facilitating staff development sessions and programs and when appropriate provide education, induction and orientation. > Developing and maintaining collaborative relationships within the multidisciplinary team to ensure effective care. > Working under limited direction, accepting professional responsibility for a high standard of complex, specialised or strategically significant work and drawing on professional direction in the application of new evidence based practice. > Coordinating, participating in, initiating and implementing programs, methodologies, projects and assignments as negotiated with the team and other appropriate senior staff. > Contributing to the development and review of procedures and guidelines. > Participating in the review of the effectiveness of internal and contracted service providers, and in the organisational response to address identified issues. > Participating in the analysis and interpretation of legislation, regulations and other guidelines to enable their operationalisation within the service. > Coordinating and/or contributing to mental health social policy and research.
<p>Provide continuity of care and support for the consumer through mental health and wider health and social systems</p>	<ul style="list-style-type: none"> > Providing services to consumers which promote and facilitate the use of supports available at the local community level and which take into account social and cultural diversities. > Linking and co-ordinating an appropriate range of resources and specialist and general services within and across Sectors. > Advocating for and negotiating on behalf of the consumer with relevant groups/organisations. >
<p>Participate in community development and educational</p>	<ul style="list-style-type: none"> > Responding to requests to provide mental health consultation/information. > Initiating educational activities within the local community which raise awareness of the needs, treatment and other issues associated with mental illness. > Liaising and collaborating with other agencies, health care professionals and service providers to determine how to best meet the needs of people who have a mental health problem and ensure best outcomes for consumers.
<p>Participate in continuous quality improvement programs and activities, linked to the organisation's strategic and corporate directions and targets</p>	<ul style="list-style-type: none"> > Assisting with the development and establishment of key performance indicators for all critical activities relevant to area of responsibility in accordance with the quality evaluation program. > Assisting in the identification, establishment and review of corporate and departmental performance standards and outcomes.
<p>Promote cooperation, teamwork and consumer involvement</p>	<ul style="list-style-type: none"> > Delivering non-discriminatory treatment and support that is sensitive to the social and cultural values of the consumer, the consumer's family and carers and the community. > Participating in communication forums with staff, consumers, their families and carers. > Being aware of own communication style and behaviours and modifying these to achieve positive outcomes and relationships; > Providing honest and sensitive feedback, whilst being receptive to and encouraging constructive critical feedback.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Appropriate Degree or equivalent qualification recognised by the Psychology Board of Australia (PsyBA) and general registration with the PsyBA
- > Endorsement as a clinical psychologist, or eligibility to participate in the registrar program

Personal Abilities/Aptitudes/Skills

- > Comprehensive assessment skills (including risk) to inform a psychological case conceptualisation and a treatment plan.
- > Competent in applying cognitive, behavioural and other evidence-based treatment methodologies.
- > Eligible and willing to participate in AHPRA registrar program for endorsement in clinical psychology.
- > Ability to implement and evaluate psychological interventions.
- > Ability to work collaboratively with all key stake holder to design individual service plans and coordinate comprehensive service provision including rehabilitation programs from a psychosocial perspective, for consumers who have enduring and complex needs
- > Ability to understand the value systems and cultural differences of people from diverse backgrounds.
- > Ability to work collaboratively and cohesively with consumers, carers, other agencies, community services and the multi-disciplinary team.
- > Ability to effectively and efficiently manage time and other resources.
- > Effective written and verbal communication skills and ability to express complex ideas succinctly and logically.
- > Commitment to engage in supervision and ongoing professional development in accordance with AHPRA registration requirements
- > With experience, ability to work without direct supervision and exercise more autonomy.
 - > **EEO, Ethical Conduct, diversity and WHS;**
 - > **Quality management and client oriented service;**
 - > **Risk management.**

Experience

- > Competence in applying cognitive, behaviour and other evidence-based psychological treatment methodologies.
- > Experience in delivery of care coordination to mental health consumers.
- > Experience in the administration and interpretation of Clinical Psychology assessment tools.
- > Experience in the development and maintenance of therapeutic working relationships.
- > Experience in designing Treatment and Care Plans for consumers.
- > Successful participation in a multi-disciplinary team environment.
- > Clinical experience within a mental health service setting.
- > Proven experience in basic computing skills, including email and word processing
- > Experience in the development of group therapy programs based on evidence-based practice.

Knowledge

- > Understanding of current theoretical concepts and research strategies within the science of psychology and their application to mental health issues and problems.
- > Knowledge of relevant Acts and legislation pertaining to own profession.
- > Knowledge of the South Australian Mental Health Act and the Guardianship and Administration Act and how these are applied in practice.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Awareness of National Safety and Quality Health Service Standards.

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Ability to/or willingness to work towards being able to provide supervision to provisional psychologists (clinical psychology) and/or other staff.
- > Negotiation skills in collaborative planning, implementation, and evaluation of treatment programs.
- > A strong commitment to research and evaluation

Experience

- > Experience working with people who have a mental illness, their families and/or carers.
- > Experience in accessing, liaising with, monitoring and evaluation community resources and community projects.
- > Experience with quality improvement methodologies for clinical activities.

Knowledge

- > Familiarity with cognitive assessment tools and practices.
- > Knowledge of current developments and practices in mental health pertaining to Clinical Psychology.
- > Knowledge of current psychiatric medications and management, including medication side effects and drugs of abuse.
- > Knowledge of community resources, formal and informal, relevant to those having enduring and severe mental disorder and disability.
- > Working knowledge of the South Australian Mental Health Act and the Guardianship and Administration Act
- > Awareness of the Charter of Health and Community Services rights.

Educational/Vocational Qualifications

- > Clinical endorsement with AHPRA.
- > Registered or willing to work towards AHPRA 'board-approved' supervision status at all levels.
- > Relevant undergraduate or postgraduate qualifications specific to human services, clinical care or leadership.
- > Additional clinical skills achieved by completion of a recognised psychological training course.
- >

Other Details

- >

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.

SA Health Challenges

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

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.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network
	> Southern Adelaide Local Health Network
	> Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network
	> Yorke and Northern Local Health Network
	> Flinders and Upper North Local Health Network
	> Riverland Mallee Coorong Local Health Network
	> Eyre and Far North Local Health Network
	> South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)

OFFICIAL



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; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

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

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

OFFICIAL

Role Acceptance

I have read and understand the responsibilities associated with the Provisional Psychologist in the Mental Health Service (SEDS) and organisational context and the values of SA Health as described within this document.

Name

Signature

Date