



ROLE DESCRIPTION

Role Title:	Team Manager/Advanced Clinician (Clinical Psychology) (Mental Health)		
Classification Code:	AHP4	Position Number	M47766
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network (LHN)		
Site/Directorate	Mental Health Clinical Program (MHCP)		
Division:	Western Mental Health		
Department/Section / Unit/ Ward:	Centre for Treatment of Anxiety and Depression (CTAD)		
Role reports to:	Operationally reports to the Western Service Manager, CALHN MHCP Professionally reports to the Principal Clinical Psychologist CALHN MHCP		
Role Created/ Reviewed Date:	Reviewed December 2024		
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)		
Immunisation Risk Category:	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)		

ROLE CONTEXT

<p>Primary Objective(s) of role:</p> <p>The Team Manager/Advanced Clinician (Clinical Psychology) is responsible for providing leadership, direction and operational management of the Centre for Treatment of Anxiety and Depression to ensure safe, efficient and effective service delivery to consumers.</p> <p>The Team Manager/Advanced Clinician (Clinical Psychology) is the key position responsible for establishing the direction and functioning of the multi-disciplinary team providing outpatient services to consumers from across the CALHN catchment areas.</p> <p>The position is responsible for the management of service demand and workload allocation to staff, the provision of administrative and clinical support services, monitoring and oversight of service provision, data collection and evaluation.</p> <p>The Team Manager/Advanced Clinician (Clinical Psychology) is responsible for ensuring that psychological practices and supervision practices within CTAD follow best evidence-based practice according to national and international standards of psychological service provision.</p> <p>The Team Manager/Advanced Clinician (Clinical Psychology) will also assume a complex clinical caseload, supervision of provisional psychologists and other CALHN psychologists as required, as well as undertaking clinical research projects and providing strategic direction for CTAD's clinical and research activities.</p> <p>The position is responsible for sustaining positive working relationships with affiliated universities, training institutions within the Sector, across CALHN, other government departments and other external agencies consistent with a collaborative partnership approach.</p>

Direct Reports:

The Team Manager has operational responsibility for the follow staff working at CTAD:

- AHP3 Senior Clinical Psychologists
- AHP2 Clinical Psychologists
- Provisional Psychologists
- Administrative staff

Key Relationships/ Interactions:Internal

- Reports to the Western Service Manager CALHN MHCP for administrative and operational matters.
- Reports professionally to and works collaboratively with the Principal Clinical Psychologist CALHN MHCP.

External

- Works in close collaboration with staff in affiliated university psychology departments including University of Adelaide.
- Maintaining relationships with the universities regarding training and supervision of provisional psychologists.
- Maintains collaborations with staff in affiliated university psychiatry departments including University of Adelaide.
- Builds and maintain relationships within the service organisation including other mental health teams and services, primary health care and acute inpatient services to ensure an integrated service delivery.
- Maintains close collaborative working relationships with other government and non-government agencies in the spirit of partnership, shared responsibility and horizontal accountability for the provision of a coordinated service system response.
- Provides representation as appropriate on relevant CALHN and SA Health committees.
- Contributes as appropriate to the discipline of psychology, providing supervision, mentoring and clinical training across the CALHN MHCP.
- The Team Manager works in collaboration with the Director of Training, South Australian Psychiatry Branch Training Committee (SAPBTC), the SAPBTC Psychotherapy Tutor and CTAD psychotherapy supervisors to support training in Cognitive Behavioural Therapy for psychiatry registrars at CTAD.

Challenges associated with Role:

Major challenges currently associated with the role include:

- Leading and contributing to strategic planning and processes in the context of fiscal pressures and changes in the broader mental health system.
- Leading a multidisciplinary team with mostly part-time senior staff to provide high quality therapeutic interventions to increasingly complex clinical groups.
- Balancing responsibilities of management, clinical, supervisory and training roles.

Delegations:

- As described in the CALHN Financial and Human Resources Instruments of Delegation.
- Required to provide direct operational supervision to staff directly reporting to the Team Manager.

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.
- Hours of duty will be in accordance with provisions of the *SA Public Sector Wages Parity Enterprise Agreement*
- May be required to work within other locations of the Central Adelaide Local Health Network.
- Required to comply with and meet SA Health's credentialing requirements.
- Some out of hours' work may be required.
- Intrastate travel may be required.
- May be required to participate on the on call roster, undertake shift coordination, duty work and rapid response.
- Must have a current, valid and unencumbered South Australian driver's licence and willingness to drive a government plated car.
- On occasions will be required to travel between locations and work in community settings and within the client's own environment within the metropolitan region.
- May be required to undertake a health assessment prior to commencement.
- Undertake discipline specific continuing professional development activities and supervision to maintain registration with the Psychology Board of Australia.
- This position may work over a 5 day, 6 day or 7 day roster.

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.

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 both CALHN and the broader 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.

Cultural Commitment:

CALHN welcomes and respects Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. In acknowledgement of this, CALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce. Our Reconciliation Action Plan guides, supports and holds us accountable as we uphold our values and focus on making reconciliation a reality. The plan can be found at centraladelaide.health.sa.gov.au.

Resilience:

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

Integrity Statement:

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

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<p>Ensure the provision of effective and efficient management of the Centre for Treatment of Anxiety and Depression:</p>	<ul style="list-style-type: none"> • Lead, develop and foster a positive work culture which is based on SA Health’s values and promotes customer service, learning and development, safety and welfare of employees, acknowledges differences, and encourages creativity and innovation. • Managing the team’s human resources, including undertaking workforce planning, leave planning and reporting, recruitment and selection, conducting Performance Review and Development process, in consultation/collaboration with, the Service Manager and Principal Clinical Psychologist, and managing conflict and complaints. • Promoting effective clinical and managerial supervision structures to enhance the team’s individual support / development and performance. • Effectively manage financial resources and equipment assets, contributing to budget planning, monitoring and reporting and adherence to resources allocations. • Ensure the effective management of human, financial and physical assets within the unit through appropriate planning and allocation of resources to achieve agreed business and strategic plans • Regularly reviewing the effectiveness of team operations and service outcomes via data collection and reporting. • Developing, initiating, participating in and evaluating Quality Improvement activities within the team • Ensuring staff are aware of new policies and practices and practice is delivered in accordance within professionals codes of practice. • Maintaining knowledge of current trends in service provision and innovation in mental health service delivery models, promulgating findings where appropriate. • Identifying and analysing service needs and interfaces, to enhance access to mental health services by consumers, carers, agencies and the broader community. • Chairing team meetings to address key clinic processes and issues.
<p>Contributes to the provision of professional high quality psychological services:</p>	<ul style="list-style-type: none"> • Ensure that service provision and the activities of CTAD are consumer focussed and clinically effective by directing an integrated team that is highly responsive to the needs of consumers and the broader CALHN Mental Health services. • Delivering and modelling high-quality evidence-based psychological service provision and maintaining a caseload, being available to be observed by provisional psychologist and psychiatric registrars providing assessments and treatment. • Providing best-practice clinical supervision of provisional psychologists and other CALHN psychologists. • Developing and leading high quality clinical review structures,

	<p>data collection and service evaluation to pursue the achievement of world class psychological service outcomes.</p> <ul style="list-style-type: none"> • Developing and monitoring clinical pathways within CTAD to enhance the consumer and carer’s experience of its service. • Coordination of the referral management process including allocation, supervision of ongoing involvement and discharge planning. • Liaising with all mental health teams with regards to specific cases and caseloads and provide inter-service support and consultation • Consulting with the Principal Clinical Psychologist and appropriate Clinical Leads in the management of especially difficult and complex cases. • Provide specialist assessment and treatment services for complex cases, where services in other CALHN are not sufficiently specialised to deliver appropriate evidence-based treatment. • Actively engaging with external agencies and forums enhancing community competence in mental health awareness and promoting timely mental health service intervention • Participating in regional professional and operational activities and meetings as required. • Ensure the delivery of high-quality group programs
<p>Train and supervise provisional psychologists to a standard of excellence by:</p>	<ul style="list-style-type: none"> • Contributing to training programs within Universities. • Liaising with psychology and psychiatry departments as required. • Developing, implementing and managing systematic training programs for post graduate clinical psychology and psychiatry trainees on placement. • Contributing to the selection of M.Psych (Clinical) program applicants. • Undertaking research supervision/co-supervision of students.
<p>Provide significant contribution to the training and supervision of psychiatrists to a standard of excellence by:</p>	<ul style="list-style-type: none"> • Provide clinical rotations to psychiatric registrars to develop skills in cognitive behavioural and associated therapies • Maintaining relationship with the South Australian Psychiatry Branch Training Committee • Ensuring that the psychiatric registrars are receive regular high-quality supervision • Teaching into psychiatry training programs as required
<p>Contributions to the CALHN Mental Health Clinical Program psychology workforce</p>	<ul style="list-style-type: none"> • Maintaining close relationships with other clinical psychologists and mental health teams in the service • Provision of support, co-work, supervision and training to psychology registrars and clinical psychologists within SA Health • Contribution to specific psychology meetings within and across LHNs to assist in ensuring a service wide collaboration within the discipline of psychology • Advocacy for the role of clinical psychologists in SA Health

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Must have a Master's Degree Clinical Psychology or recognised equivalent with the Psychology Board of Australia (PsyBA).
- Must be a registered Psychologist with the PsyBA, with an Endorsed Area of Practice in Clinical Psychology.
- Must have Psychology Board of Australia approval as a Clinical Supervisor at all relevant levels.

Personal Abilities/Aptitudes/Skills

- Demonstrated leadership ability within a multidisciplinary team, with evidence of being self-motivated, resourceful and innovative.
- Expertise in a wide range of evidence-based therapeutic interventions for consumers with complex/chronic psychological disorders.
- Demonstrated interest and aptitude in delivery high quality clinical supervision and teaching.
- Demonstrated ability to train and teach psychotherapy skills.
- Demonstrated high level of communication and interpersonal skills.
- Proven ability to effectively manage conflict situations.
- Demonstrated ability to analyse problems, devise and implement creative and effective strategies with the ability to evaluate outcomes in an effective and efficient manner.
- An understanding of and ability to manage a team/service within an allocated budget.
- Demonstrated ability to maintain and enhance a range of relevant partnerships, networks and relationships with key stakeholders within and external to the organisation
- Demonstrate the ability to work respectfully with consumers and their families.
- An ability to manage to the spirit and principles of the premier's safety commitment and the legislative requirements of the *Work Health Safety Act 2012* and the *Return to Work Act 2014*, and apply a risk management approach that aligns to *AS/NZS 31000:2009 Risk Management – Principles and Guidelines* or to an equivalent set of standards.

Experience

- Experience in a senior clinical psychology role within a mental health service, implementing evidence-based therapies addressing anxiety and depressive disorders, and a wide range of other psychological comorbidities.
- Significant past experience, training and competency in clinical supervision.
- Experience developing and providing clinical workshops/teaching to both post-graduate students and experienced clinicians.
- Demonstrated success in working within a multidisciplinary environment.
- Demonstrated experience in working with mental health consumers and carers.
- Experience engaging with a range of government and non-government agencies.
- Proven experience in basic computing skills, including email, word processing and excel.

Knowledge

- Specialist knowledge of anxiety and mood disorders.
- A sound knowledge of health services operations, especially mental health services.
- Understanding of current theoretical concepts and research strategies within the science of psychology and their application to mental health issues and problems.
- Competence in psychological research methodology, including single case designs and multivariate statistical techniques.
- Sound knowledge of supervision frameworks and competencies.
- Knowledge of relevant legislation pertaining to mental health services.
- Sound knowledge of Health, Safety & Welfare
- Quality Management principles and procedures.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Undergraduate or post-graduate qualifications in management.
- Additional qualification in a specialist area of psychology relevant to the service.

Personal Abilities/Aptitudes/Skills:

- Ability to work in a higher-level leadership position.
- Expertise and experience in successfully implementing a range of evidence-based therapies including (but not limited to) Cognitive Behaviour Therapy, Metacognitive Therapy, Schema Therapy, Acceptance and Commitment Therapy, Cognitive Processing Therapy, Interpersonal Psychotherapy, Dialectical Behaviour Therapy, and Mindfulness based therapies.
- Accredited skills in one or more evidence-based therapies from an internationally renowned institute.
- Demonstrated ability to evaluate psychological interventions with sufficient rigour to publish in peer-reviewed journals.
- Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation.
- Ability to prioritise and efficiently manage a high complexity workload and meet set timelines, whilst working under minimal supervision.
- Demonstrated ability to foster staff engagement and staff potential in a workplace environment.
- Substantial experience in managing and triaging complex referrals for therapeutic services.
- Advanced skills and experience in database management and using data to demonstrate service outcomes and effectiveness.
- Ability to forward plan and develop critical pathways.
- A demonstrated ability to introduce new ideas/ concepts/research findings and to initiate, lead and manage complex service change and practitioner behaviour.
- Advanced ability to analyse complex problems, devise and implement creative and effective strategies and to evaluate the outcomes.
- Ability to work within a team framework, and collaboratively engage senior clinical staff.
- Ability to undertake operational responsibilities in relation to HR and resource management.
- Demonstrated ability to learn and utilise computerised rostering, HR and finance systems.

Experience

- Experience delivering workshops or seminars within university postgraduate psychology or psychiatry courses.
- Involvement in a published evaluation of a psychological approach, therapy or intervention.
- Experience in a senior clinical and management position.
- Demonstrated achievements in policy development.

Knowledge

- Knowledge of project management, research methods and quality assurance mechanisms
- Extensive knowledge of HR and resource management standards and processes

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 Strategic 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).

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.

Division/ Department:

The CALHN Mental Health Clinical Program (MHCP) provides comprehensive inpatient and community based mental health care to people living within the CALHN catchment area. Services are located in the two general hospitals, at Glenside Health Services and at a range of community sites. Services are available for people from 16 years. The MHCP partners with multiple government and non-government services in the coordination of treatment and support services. The service is multidisciplinary and employs a range of medical, nursing, allied health, administration and lived experience workers. The service is committed to the genuine engagement of consumers and carers as partners in service delivery.

Values and behaviours

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.

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 CALHN as described within this document.

Name:

Signature:

Date: