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## SA Health Job Pack

<b>Job Title</b>	CAMHS Clinician Journey Home Program
<b>Job Number</b>	674452
<b>Applications Closing Date</b>	25/01/2019
<b>Region / Division</b>	SA Health – Women’s and Children’s Health Network
<b>Health Service</b>	Mental Health
<b>Location</b>	Paradise
<b>Classification</b>	AHP2 / RNM2
<b>Job Status</b>	Full time, temporary up to 30/6/2020
<b>Indicative Total Remuneration*</b>	AHP2: \$88,075 - \$102,504 RNM2: \$85,595 - \$109,183

## Criminal History Assessment

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

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

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

## Contact Details

<b>Full name</b>	Helen van Roekel
<b>Phone number</b>	7321 4500
<b>Email address</b>	<a href="mailto:helen.vanroekel@sa.gov.au">helen.vanroekel@sa.gov.au</a>

# 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>	Clinician Journey Home Program
<b>Classification Code:</b>	AHP2
<b>LHN/ HN/ SAAS/ DHA:</b>	DHA
<b>Hospital/ Service/ Cluster</b>	WCHN
<b>Division:</b>	Mental Health
<b>Department/Section / Unit/ Ward:</b>	Primary and Population Health
<b>Role reports to:</b>	Clinical Coordinator, Forensic CAMHS – Eastern CAMHS
<b>Role Created/ Reviewed Date:</b>	February 2018
<b>Criminal History Clearance Requirements:</b>	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)

## ROLE CONTEXT

### Primary Objective(s) of role:

The Senior Clinician is a person who through knowledge and experience is responsible for the promotion of positive mental health outcomes for young people in the Journey Home Program through the identification, assessment and clinical management of a range of social, emotional, behavioural and psychiatric issues. The Senior Clinician will work collaboratively with Aboriginal young people, their families and communities to support the development of positive contributions/connections by the young person to family and community and through this develop alternatives to offending behaviour and to assist in the improvement of their mental health.

- > The Senior Clinician uses expert clinical knowledge, skills and experience in the application of clinical direction, support, orientation and education to staff and leads and participates in action research projects, quality improvement activities and policy development within the practice setting.

### Key Relationships/ Interactions:

#### Internal

- > Reports to the Clinical Coordinator Forensic CAMHS and is accountable for professional issues to the Chief Clinician of the relevant discipline
- > Works collaboratively with staff within the Women's and Children's Health Service and collaborates with consumers, carers and staff from a range of other community sectors

#### External

- > Works collaboratively with staff of the Adelaide Youth Training Centre and its associated services, including Education and Health services

### Challenges associated with Role:

Major challenges currently associated with the role include:

- > Provide high quality mental health services for children and adolescents in secure care and Journey Home Program that are culturally aware, flexible and meets the needs of a diverse population
- > Work in partnership with consumers, carers and external agencies within a developmental context
- > Effectively balance the need to be pro-active with the requirement to respond quickly to urgent situations
- > Provide a range of specialist, evidence based interventions that address the mental health needs of children, young people in secure care and through transition to the community
- > Collaborate 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
- > Provide support to young people their family and other agencies in the transition to the community.

### 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, Policies and Procedures and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation Guidelines for Health Care Workers in South Australia 2014*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Code of Fair Information Practice.
- > 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:**

- > Appointment is subject to a satisfactory Background Screening and National Criminal History Check obtained through the Screening and Licensing Unit, Department for Communities and Social Inclusion to be renewed every 3 years thereafter from date of issue. Existing employees who have undertaken a Police Check and are cleared and then subsequently charged with an offence are required to inform their Line Manager immediately.
- > As a state-wide service, WCHN employees may be required to undertake work at various locations in metropolitan Adelaide, and provide outreach to other parts of South Australia (the latter in consultation with the incumbent of the role).
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the
- > SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.

#### **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 Result Area and Responsibilities

<b>MAJOR RESPONSIBILITY 1 – Provision of high quality, specialist mental health services to children, adolescents in secure care</b>	
<b>Key Result Areas</b>	<b>Major Responsibilities</b>
<b>1.1 Provision of assessment and therapy services to children, young people and families</b>	Responsibility for a direct clinical caseload
<b>1.2 Provision of a range of mental health interventions to individuals, families and identified groups</b>	Demonstrated competency in a range of evidence based approaches Provision of short term therapy to appropriate families Provision of group work Needs analysis and research conducted to determine appropriate intervention
<b>1.3 Demonstrate accountability for practice</b>	Documenting appropriate clinical information Practicing in accordance with relevant standards and guidelines Participation in clinical and managerial supervision Participate in the development and use of relevant information systems
<b>MAJOR RESPONSIBILITY 2 - Provision of high quality mental health services to support young people in secure care to transition to the community</b>	
<b>Key Result Areas</b>	<b>Major Responsibilities</b>
<b>1.1 Collaborate with intersectorial and multi-disciplinary team members to develop appropriate mental health support for transition and release and assist in the smooth transfer to other services</b>	> Participate in case planning with a focus on transition
<b>1.2 Demonstrated involvement in engaging community services in providing support to young people on release</b>	Develop relationships with key stakeholders Identify new partnerships and programs Provide consultation to external services
<b>MAJOR RESPONSIBILITY 3 – Contribute to effective multi-disciplinary service delivery at a local team and broad organisational level</b>	
<b>Key Result Areas</b>	<b>Major Responsibilities</b>
<b>3.1 Contribute to the development and implementation of procedures and documents that enhance the functioning of the team and organisation</b>	Active involvement in business planning and clinical working groups Collaborative working relationships across disciplines Participating in the development, review and achievement of Unit planning documents

<b>3.2 Supports a Unit's structure and climate which promotes team members contribution to positive client outcomes</b>	Enhancing and encouraging communication within the team Fostering positive team relationships which promote job satisfaction Seeking and providing clinical consultation and support at a multi-disciplinary team and organisational level Ensuring a safe working environment
<b>3.3 Engage in integrated Mental Health practice and group work activities</b>	Encourage co working and joint case planning
<b>MAJOR RESPONSIBILITY 4 – Assist in the ongoing development of effective interagency relationships through a collaborative approach to service delivery</b>	
<b>Key Result Areas</b>	<b>Major Responsibilities</b>
<b>4.1 Increasing the knowledge and skills of people who work in secure care with children, adolescents and families in regard to developmental mental health</b>	Participation in interagency meetings and forums Developing local and organisational protocols Sharing expertise and resources Advocating for positive mental health outcomes for children, adolescents and their families Participation in community awareness/development strategies that promote positive mental health
<b>4.2 Providing consultation and education to other agencies involved in the management of child and adolescent mental health issues</b>	Share knowledge and understanding of the systems and mental health services for children, adolescents and families Provide information and consultation to the community in regard to mental health issues Provide child & adolescent mental health education and training Contribute to collaborative service planning

## **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 registration as an Occupational Therapist with the Occupational Therapy Australia, or
- > A Master's Degree or equivalent qualification recognised by the PsyBA and general registration with PsyBA and an endorsed area of practice in Clinical Psychology.

#### **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, resolve conflicts, 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.
- > 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.
- > Experience of working with young people who have been within the juvenile justice system
- > Experience in Health Promotion and Community Development.

#### **Knowledge**

- > Knowledge and understanding of child development and behaviour
- > Knowledge of family and systems theory
- > Knowledge of child and adolescent assessment and intervention strategies
- > Knowledge of child and adolescent mental health and community health services
- > Knowledge of the child protection system in S.A., including an understanding of legislation affecting practice



## **DESIRABLE CHARACTERISTICS**

### **Educational/Vocational Qualifications**

>

### **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 experiences should include:

- > Experience in the design, implementation and evaluation of research projects
- > Experience in a community based setting
- > Experience in a child or youth oriented service
- > Experience in mental health services

### **Knowledge**

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

### Child and Adolescent Mental Health Services (CAMHS)

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, 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.

## 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:**

# Women's and Children's Health Network Strategic Plan 2011–2017



## Vision

Better health for children, young people and women.

## Purpose

To provide quality health services for children, young people and women.

## Values

These values will be demonstrated through everything we do:

- > **Respect** for our clients, patients, colleagues and communities
- > Act with **integrity, honesty** and **accountability**
- > Improve our services and care through **innovation**, learning, experience and research.

## Strategic Goals

**Goal 1:** Provide quality health care to our patients, clients, and communities.

**Goal 2:** Provide effective systems and processes to support delivery of our health services.

**Goal 3:** Prioritise and allocate resources and infrastructure to best meet health needs.

**Goal 4:** Build and support our people, culture and capability.

## Patients, Clients, Communities

**Goal 1: Provide quality health care to our patients, clients, and communities.**

To achieve our vision, the key outcomes we must deliver are:

- > Contribute to the population's health and wellbeing
- > Improve opportunities to prevent illness and promote health
- > Reduce the gap between Aboriginal and non-Aboriginal health and wellbeing
- > Provide specialist services
- > Improve equity of access to health services

## Systems and Processes

**Goal 2: Provide effective systems and processes to support delivery of our health services.**

To deliver the required community outcomes, we need to achieve:

- > Person-centred care and continuous service review
- > Safe and evidenced based healthcare
- > Illness prevention and health promotion across all service areas
- > Organisational risk management
- > Quality and integrated health care
- > Leadership in specialist services for the state
- > Community engagement
- > Strong partnerships

## Resources and Infrastructure

**Goal 3: Manage resources and infrastructure to best meet health needs.**

To deliver the required community outcomes, we need to:

- > Prioritise and allocate resources and infrastructure
- > Efficiently utilise current resources
- > Effectively manage resources and assets for maximum benefit
- > Plan for future needs based on evidence and best practice

## Our People, Culture and Capability *(Employees, Volunteers and Contracted)*

**Goal 4: Build and support our people, culture and capability.**

To achieve the desired outcomes and sustain our ability to change and improve, we need to:

- > Always demonstrate our shared organisational values and culture of service
- > Attract and retain the required high quality staff
- > Develop competence, capability, individual accountability and performance
- > Ensure a safe working environment
- > Demonstrate innovative healthcare
- > Foster teamwork



## ROLE DESCRIPTION

<b>Role Title:</b>	Clinical Nurse, Journey Home
<b>Classification Code:</b>	Registered Nurse Level 2 – RN2
<b>LHN/ HN/ SAAS/ DHA:</b>	WCHN
<b>Hospital/ Service/ Cluster</b>	Child and Adolescent Mental Health Services
<b>Division:</b>	Child and Adolescent Mental Health Services
<b>Department/Section / Unit/ Ward:</b>	Forensic CAMHS
<b>Role reports to:</b>	Reports to Clinical Coordinator of the Forensic CAMHS team, professionally reports to Nurse Consultant
<b>Role Created/ Reviewed Date:</b>	February 2018
<b>Criminal History Clearance Requirements:</b>	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)

## ROLE CONTEXT

### Primary Objective(s) of role:

The Clinical Nurse, Journey Home Program is responsible for ensuring competent consumer care is provided by utilising the process of nursing to deliver direct and comprehensive care and individual case management to mental health consumers. This involves consultation and liaison with other professional disciplines and non-governmental organisations. The Clinical Nurse, Journey Home Program uses their clinical knowledge, skills and experience in the application of clinical direction, support, orientation and education to staff and participates in action research projects, quality improvement activities and policy development within the practice setting

The Clinical Nurse accepts accountability for their own practice standards, activities delegated to others and the guidance and development of less experienced staff.

### Direct Reports:

Nil

### Key Relationships/ Interactions:

#### Internal

##### The Clinical Nurse:

- Reports to the Clinical Coordinator of the Forensic CAMHS team,
- Professionally reports to Nurse Consultant Forensic team .
- Maintains cooperative and productive working relationships within all members of the Multi-disciplinary Team.
- Supports and works collaboratively with less experienced members of the nursing /multidisciplinary team.

#### External

- Maintains relationships with non-government organisations or other government organisations to meet the needs of the client group.
- Patients/carers/parents/carers who are the service clients.

### Challenges associated with Role:

Major challenges currently associated with the role include:

- > Keeping up to date with, implementing and monitoring evidence based practice and quality management initiatives consistent with organisational policies
- > Dealing appropriately and relevantly with children, young people and their families where there are multiple complexities, diverse cultural backgrounds and expectations
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices.
- > Balancing clinical care and portfolio responsibility.
- > Providing a range of specialist, evidence based interventions that address the health needs of Aboriginal children, young people in secure care and through transition to the community
- > 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

### Delegations:

- > Nil.

### Resilience:

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

### Performance Development

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

## General Requirements:

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

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

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

## Handling of Official Information:

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



**White Ribbon:**

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

**Special Conditions:**

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

- > Meet immunisation requirements as outlined by the Immunisation Guidelines for Health Care Workers in South Australia 2014 specific to the role.
- > 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 Criminal and Relevant History Screening.
- > *Prescribed Positions* under the *Children's Protection Act (1993)* must obtain a satisfactory Criminal and Relevant History 'child-related' employment screening through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- > Criminal and Relevant History Screening Assessment must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993* (Cth) or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* made in pursuant to the *Aged Care Act 2007* (Cth).
- > 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.
- > Nurses are required to have the capacity to undertake the physical and psychological demands of the role.
- > As a state-wide service, CAMHS employees may be required to undertake work at various locations in metropolitan Adelaide, and provide outreach to other parts of South Australia.
- > 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 WCHN and CAMHS orientation program
- > Must be prepared to relocate within the metropolitan area of the Division of CAMHS .
- > 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.
- > Some out of hours work will be required.
- > Work across all or any of the Monday to Friday working week.

## Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect client care	<ul style="list-style-type: none"> <li>&gt; Provide proficient, person centred, clinical mental health nursing care and/or individual case management to clients within services of Child and Adolescent Mental Health ;</li> <li>&gt; Monitoring client care plans to ensure appropriate care outcomes are achieved.;</li> <li>&gt; Required to, within pre-determined guidelines, and in a multi-disciplinary primary health care setting, assess clients, formulate care plans, select and implement different therapeutic interventions, and/or support programs and evaluate progress.</li> <li>&gt; Demonstrates a commitment to consumer participation through collaboration and the systematic review of care plans.</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; Participate in case planning with a focus on transition, involving young people, families, significant others and engaging ongoing supports in the community.</li> </ul>
Support of health service systems	<ul style="list-style-type: none"> <li>&gt; Assists and supports the Nurse Consultant or equivalent in management, clinical, and education activities;</li> <li>&gt; Act to resolve local and/or immediate nursing care or service delivery problems;</li> <li>&gt; Foster 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; Ensure that services are planned and co-ordinated with other disciplines or agencies to meet mental health care needs.</li> <li>&gt; Support change management processes.</li> <li>&gt; Required to contribute to a wider or external team working on complex or organisation wide projects such as clinical protocols, guidelines and/or process mapping.</li> <li>&gt; In consultation with the Clinical Coordinator/Service Manager, 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> </ul>
Education	<ul style="list-style-type: none"> <li>&gt; Participate in clinical teaching, overseeing learning experience, and goal setting for students, new staff and staff with less experience;</li> <li>&gt; Assist the Nurse Consultant/Principal Mental Health Nurse lead and Nurse Educators to maintain a learning culture by being a resource person, encouraging reflection and professional development, and assisting others to maintain portfolios/records of learning.</li> <li>&gt; Ensure nursing staff and other health professionals are provided with opportunities for learning and education which is based on evidence based practice.</li> <li>&gt; Maintenance of individual professional development activities and portfolio, and competencies within current role.</li> <li>&gt; Required to participate in and/or provide clinical teaching and/or research.</li> </ul>

Research	<ul style="list-style-type: none"> <li>&gt; Participate in clinical auditing, clinical trials and/or evaluative research;</li> <li>&gt; Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed patient/client care outcomes;</li> <li>&gt; Keeping professionally up to date with research and nursing/ technological advances.</li> <li>&gt; Assist the Nurse Consultant or equivalent to maintain and record monitoring and evaluative research activities in the unit.</li> </ul>
Professional leadership	<ul style="list-style-type: none"> <li>&gt; Promote continuity and consistency of care in collaboration with the Nurse Consultant or equivalent of the ward/unit/service;</li> <li>&gt; Contribute to the development and implementation of practice guidelines, protocols/audits and quality indicators.</li> <li>&gt; Provide leadership in the provision of nursing care within a team or unit and facilitate patient flow;</li> <li>&gt; Act as a resource person within an area based on knowledge, experience and skills.</li> <li>&gt; Required to undertake specific activity and/or portfolio responsibility.</li> </ul>

## **Knowledge, Skills and Experience**

### **ESSENTIAL MINIMUM REQUIREMENTS**

#### **Educational/Vocational Qualifications**

- > Registered or eligible for registration as a Nurse by the Nursing/Midwifery Board of Australia (NMBA) and who holds 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:**

- > Effective communication, problem solving, conflict resolution and negotiation skills.
- > Ability to work effectively within a multidisciplinary team.
- > Ability to prioritise workload and meet set timelines, whilst working under minimal supervision.
- > Ability to be creative, innovative and flexible when approaching issues within the clinical setting.
- > Demonstrated ability to engage and work with Aboriginal families and communities

#### **Experience**

- > Registered Nurse with at least 3 years, full time equivalent, post registration experience.
- > Demonstrated competence in the mental health nursing practice in accordance with the appropriate standards of practice.
- > Experience in the leadership and direction of student nurses, enrolled nurses and less experienced registered nurses.
- > Experience in working as part of culturally diverse teams.

#### **Knowledge**

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- > Knowledge of Quality Improvement Systems as applied to a healthcare setting.
- > Knowledge of contemporary nursing and health care issues.

## **DESIRABLE CHARACTERISTICS**

### **Educational/Vocational Qualifications**

- > Where applicable, qualifications relevant to practice setting.
- > Tertiary qualifications in nursing or human services related discipline.

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

- > Ability to work within a team framework that fosters an environment that develops staff potential.
- > Skills in using computers and software relevant to the area of practice.

### **Experience**

- >
- > Clinical experience with children and adolescents with complex mental health issues,
- > Experience with quality improvement activities.
- > Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing practice.

### **Knowledge**

- > Knowledge of the South Australian Public Health System.
- > Knowledge of contemporary professional nursing issues.

## 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

### Child and Adolescent Mental Health Services (CAMHS)

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, 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.

## 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:**

# Women's and Children's Health Network Strategic Plan 2011–2017



## Vision

Better health for children, young people and women.

## Purpose

To provide quality health services for children, young people and women.

## Values

These values will be demonstrated through everything we do:

- > **Respect** for our clients, patients, colleagues and communities
- > Act with **integrity, honesty** and **accountability**
- > Improve our services and care through **innovation**, learning, experience and research.

## Strategic Goals

**Goal 1:** Provide quality health care to our patients, clients, and communities.

**Goal 2:** Provide effective systems and processes to support delivery of our health services.

**Goal 3:** Prioritise and allocate resources and infrastructure to best meet health needs.

**Goal 4:** Build and support our people, culture and capability.

## Patients, Clients, Communities

**Goal 1: Provide quality health care to our patients, clients, and communities.**

To achieve our vision, the key outcomes we must deliver are:

- > Contribute to the population's health and wellbeing
- > Improve opportunities to prevent illness and promote health
- > Reduce the gap between Aboriginal and non-Aboriginal health and wellbeing
- > Provide specialist services
- > Improve equity of access to health services

## Systems and Processes

**Goal 2: Provide effective systems and processes to support delivery of our health services.**

To deliver the required community outcomes, we need to achieve:

- > Person-centred care and continuous service review
- > Safe and evidenced based healthcare
- > Illness prevention and health promotion across all service areas
- > Organisational risk management
- > Quality and integrated health care
- > Leadership in specialist services for the state
- > Community engagement
- > Strong partnerships

## Resources and Infrastructure

**Goal 3: Manage resources and infrastructure to best meet health needs.**

To deliver the required community outcomes, we need to:

- > Prioritise and allocate resources and infrastructure
- > Efficiently utilise current resources
- > Effectively manage resources and assets for maximum benefit
- > Plan for future needs based on evidence and best practice

## Our People, Culture and Capability *(Employees, Volunteers and Contracted)*

**Goal 4: Build and support our people, culture and capability.**

To achieve the desired outcomes and sustain our ability to change and improve, we need to:

- > Always demonstrate our shared organisational values and culture of service
- > Attract and retain the required high quality staff
- > Develop competence, capability, individual accountability and performance
- > Ensure a safe working environment
- > Demonstrate innovative healthcare
- > Foster teamwork