



ROLE DESCRIPTION

| | | | |
|---|--|-----------------|--|
| Role Title: | Clinical Psychologist (Mental Health) | | |
| Classification Code: | AHP2 | Position Number | |
| LHN/ HN/ SAAS/ DHA: | Central Adelaide Local Health Network (CALHN) | | |
| Site/Directorate | Mental Health Directorate (MHD) | | |
| Division: | | | |
| Department/Section / Unit/ Ward: | Eastern Acute inpatient unit | | |
| Role reports to: | Professionally to the Principal Clinical Psychologist MHD Operationally to the Senior Clinical Psychologist, RAH MHU | | |
| Role Created/ Reviewed Date: | | | |
| Criminal History Clearance Requirements: | <input type="checkbox"/> Aged (NPC) <input 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 checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact) | | |

ROLE CONTEXT

| |
|--|
| Primary Objective(s) of role: |
| <p>Working as a part of the integrated multi-disciplinary team within the Mental Health Unit (MHU) of the inpatient unit the Clinical Psychologist is responsible for the delivery of evidence based discipline-specific assessment, case conceptualisation, consultation, therapy and treatment. They work collaboratively with consumers, carers, and other staff within the MHU and the Community in order to develop and implement clinical plans to maximise outcomes for consumers and support successful community tenure. The Clinical Psychologist participates in educational, supervision, quality improvement and planning activities.</p> |

| |
|--|
| Key Relationships/ Interactions: |
| <p><u>Internal</u></p> <ul style="list-style-type: none"> • The Clinical Psychologist works within a multi-disciplinary team and is accountable to the Senior Clinical Psychologist for functional/operational responsibilities • The Clinical Psychologist is responsible to the Principal Clinical Psychologist for their professional practice and development. • Accepts direction from the Nursing Unit Manager (NUM) and the Clinical Consultant / Head of Units as appropriate. • Attends team Meetings and Clinical Ward Rounds as required. <p><u>External</u></p> <ul style="list-style-type: none"> • Build and maintain relationships with other mental health teams, service providers within the hospital and the community to ensure integrated service delivery to all stakeholders |

- Attend regular Clinical Psychology professional meetings for the purpose of peer supervision, networking and role definition and development.

Challenges associated with Role:

Major challenges currently associated with the role include:

- Providing a high quality clinical psychology service in a large inpatient mental health unit with regular turnover of patients.
- Contributing to the provision of services in a manner that enables consumers to progress through the service into the community in a timely manner.

Delegations:

None.

Special Conditions:

- It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided the a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- *For appointment in a Prescribed Position* under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- For *'Prescribed Positions'* under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for *'Approved Aged Care Provider Positions'* every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- Appointment is subject to immunisation risk category requirements. 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.
- The position works Monday to Friday over a 5 day roster.
- 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.
- Must have a current South Australian driver's license and be willing to drive.
- 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 professional development activities and supervision to maintain registration with the Psychology Board of Australia.
-

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 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.

Resilience:

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

Key Result Area and Responsibilities

| Key Result Areas | Major Responsibilities |
|---|--|
| <p>The Clinical Psychologist will provide high quality consumer care by:</p> | <ul style="list-style-type: none"> • Taking responsibility for the provision of evidence based Clinical Psychology services to patients including assessment, formulation, treatment, and the appropriate referral of clients if required. • Providing consultation and advice to the multi-disciplinary team in relation to appropriate psychological assessment and treatment methodologies. • Planning and providing specialist clinical plans (which include cognitive and behaviour therapies) for clients with psychological disorders. • Developing and delivering group therapy programs as appropriate. • Ensuring appropriate use of outcome measures to evaluate practise. |
| <p>The Clinical Psychologist will ensure the quality of Clinical Psychological service by:</p> | <ul style="list-style-type: none"> • Promoting clinical psychology philosophy, principles, ethics and values in all aspects of professional practice • Attending professional supervision with the Principal Clinical Psychologist as necessary and in accordance with the AHPRA and CALHN requirements. • Participating in ongoing professional development consistent with AHPRA requirements. • Participating in peer group supervision as required. • Participating and contributing as a member of the Clinical Psychology professional groups held within the sector. • Undertaking research pertinent to the improvement in standards of clinical service delivery and on issues relevant to Mental Health. |
| <p>The Clinical Psychologist provides consultancy to other designated staff and functional units by:</p> | <ul style="list-style-type: none"> • Providing their clinical psychological expertise as appropriate and in accordance with Model of Care, policies and practices. |
| <p>The Clinical Psychologist will work as an effective member of a multidisciplinary team by:</p> | <ul style="list-style-type: none"> • Participating in matters relating to Clinical Psychology and fulfilling the role and duties of the Clinical Psychologist. • Acting as a professional consultant for other non-Psychology staff members and service providers in relation to Clinical Psychology matters and in the management of individual clients. • Developing and maintaining collaborative relationships within the multidisciplinary team to ensure effective care. • Contributing to the formulation and attainment of team goals and objectives. • Assist with the supervision of psychology students on clinical placement and provide input to trainees of other disciplines as required |

| | |
|--|--|
| <p>The Clinical Psychologist will undertake the collection, monitoring and evaluation of key performance indicators including quality assessment and standards analysis by:</p> | <ul style="list-style-type: none">• Maintaining accurate clinical documents• Monitoring and evaluating intervention outcomes• Participating in continuous quality improvement and other relevant research and evaluation activities to promote service development and quality improvement• Providing required statistical information within prescribed time frame• Meeting legal obligations in relation to these matters.• Maintaining KPIs in accordance with organisational requirements |
|--|--|

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Must hold an appropriate Master's degree in Clinical Psychology or equivalent qualification as recognised by the Psychology Board of Australia (PsyBA)
- Must hold general registration with the PsyBA

Personal Abilities/Aptitudes/Skills:

- Comprehensive bio-psychosocial 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 to individuals, families and groups.
- Competent in evaluating the outcome of psychological interventions.
- Skilled at developing individualised psychologically informed mental health clinical plans and coordinating their implementation.
- Ability to provide psychological consultancy services to other staff.
- Ability to work collaboratively with consumers, carers, staff, other agencies, community services and the multi-disciplinary team.
- Effective written and verbal communication skills and ability to express complex ideas succinctly and logically.
- Ability to understand the value systems and cultural differences of people from diverse backgrounds.
- Ability to effectively and efficiently manage time and other resources.
- Ability to critically evaluate own work and work collaboratively with supervisors.

Experience

- Experience with individuals with mental health conditions.
- Experience in the development and maintenance of therapeutic working relationships working as a psychologist.
- Experience in the development and implementation of group therapy programs based upon evidence-based practice.

Knowledge

- Understanding of current theoretical concepts, therapies and research strategies within the science of psychology and their application to mental health issues and problems.
- A general knowledge of the comprehensive individualised needs of consumers within Mental Health Services.
- A general knowledge of relevant Acts and legislation pertaining to mental health.
- Knowledge of the Psychology Code of Ethics and the PsyBA Competency Standards for Clinical Psychology.
- Knowledge of Occupational Health, Safety and Welfare policies and procedures and their application in the workplace.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Endorsement in the area of Clinical Psychology as recognised by PsyBA, or eligible and willing to participate in a registrar program for endorsement in clinical psychology as recognised by PsyBA.
- Relevant additional undergraduate or post-graduate qualifications specific to clinical practice.

Personal Abilities/Aptitudes/Skills:

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

Experience

- Experience in the collaborative development, implementation and monitoring of clinical treatment plans for Mental Health consumers.
- Experience working within Adult Mental Health services.
- Experience in working within an inpatient team setting
- Successful participation in a multi-disciplinary team environment whilst maintaining a clear professional role and identity.

Knowledge

- Knowledge of community resources, formal and informal, relevant to people with enduring mental health problems.
- Knowledge of major medication groups, side effects and drugs of abuse.
- Knowledge of current psychiatric diagnostic and classification assessment tools.

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 Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

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

SA Health Challenges:

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

Central Adelaide Local Health Network:

CALHN is one of five Local Health Networks (LHNs) in South Australia established in July 2011. 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 Imaging, Pathology and Pharmacy, 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, we face a significant challenge in achieving financial sustainability. A quality-assured financial recovery plan has been developed to meet these challenges. Through effective leadership and change management, the plan which is applicable to all Directorates and departments, will be implemented over the next three years.

Mental Health Clinical Program:

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

Central Adelaide Local Health Network Values

Our shared values confirm our common mission by promoting an organisational climate where the patient's needs are put first and where the teamwork and professionalism of our workforce help us to attract and retain the best staff. These values guide our decisions and actions.

| | |
|-------------------------|---|
| Patient Centred: | Our patients are the reason we are here and we will provide the best service to our patients and customers |
| Team Work: | We value each other and work as a team to provide the best care for our patients |
| Respect: | We respect each other, our patients and their families by recognising different backgrounds and choices, and acknowledging that they have the right to our services |
| Professionalism: | We recognise that staff come from varied professional and work backgrounds and that our desire to care for patients unites our professional approach to practice |

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:** _____