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SA Health Job Pack

Job Title	Senior Psychologist – Adult Community Mental Health
Eligibility	Open to Everyone
Job Number	713681
Applications Closing Date	28 February 2020
Region / Division	NALHN – Northern Mental Health Service
Health Service	Adult Community Mental Health
Location	Modbury
Classification	AHP3
Job Status	Permanent Full-Time
Salary/Total Indicative Remuneration	\$108,448 - \$116,253 p.a.

Contact Details

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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:

- Working with Children Screening - **DHS**
- 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 - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category C (minimal patient contact)

- This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category C (minimal patient contact). [Please click here for further information on these requirements.](#)

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

Role Title:	Senior Clinical Psychologist
Classification Code:	AHP3
LHN/ HN/ SAAS/ DHA:	Northern Adelaide Local Health Network
Hospital/ Service/ Cluster	
Division:	Mental Health
Department/Section / Unit/ Ward:	Adult Community Mental Health
Role reports to:	Team Manager
Role Created/ Reviewed Date:	
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input type="checkbox"/> Child- Prescribed (DCSI) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
Immunisation Risk Category	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input checked="" type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

- > The Senior Clinical Psychologist (AHP3) is accountable to the Team Manager for the provision of assessment and treatment services for consumers of NALHN which aims to optimise health outcomes. The incumbent may rotate through a series of clinical services.
- > The Senior Clinical Psychologist applies clinical experience, increasing clinical knowledge and professional competence to plan, implement and evaluate comprehensive and integrated services to the needs of consumers of NALHN. The Senior Clinical Psychologist (AHP3) works under limited direct supervision and clinical supervision and may provide direction and support to less experienced Psychologists and students (both psychology students and students from other disciplines).
- > The Senior Clinical Psychologist works collaboratively with the Allied Health multi-disciplinary team and liaises directly with medical and nursing staff of NALHN, and with other community agencies.

Direct Reports:

- > The incumbent is operationally responsible to the Team Manager and is professionally responsible to the Principal Psychologist for their professional practice and development.

Key Relationships/ Interactions:

Internal

- > The Senior Clinical Psychologist works collaboratively within the multi-disciplinary team
- > Receives professional supervision through the Principal Psychologist Northern Mental Health

External

- > liaises with providers of NALHN and other community agencies

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Maintaining a balance between performing a lead facilitator role in the group DBT program and ongoing clinical responsibilities.
- >

Delegations:

- > HR Delegations: Nil
- > Finance Delegations: Nil

Cultural Commitment:

NALHN 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, NALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Contributes to patient safety and quality.	<ul style="list-style-type: none"> > By adhering to the Australian Charter of Health Care Rights, > Through understanding the intent of the Australian National Safety & Quality Health Service Standards > By understanding the intent of the Australian National Safety & Quality Health Service Standards and participating in quality improvement activities as necessary.
Maintaining accurate records	<ul style="list-style-type: none"> > All employees are responsible and accountable for keeping accurate, legible and complete records of their activities.
Ensure the provision of high quality Psychology services as part of the multidisciplinary team that maximises consumer health outcomes by:	<ul style="list-style-type: none"> > Using increasing professional knowledge and skills to provide evidence-based assessment and intervention services (planning, implementation and evaluation), undertaken in conjunction with the consumers, carers and other health professionals > Providing advice and direction to team members in relation to the suitability of consumers for psychological assessment and intervention services (within the team and identifying suitable referral pathways within the community more broadly) > Managing with reduced supervision, non-routine clinical situations when more complex problem solving, professional decision making and practice skills are required > Ensuring documentation is consistent with service policy and practice. > Undertaking comprehensive discharge planning in conjunction with other team members. > Maintaining and developing clinical and professional knowledge and skills

Provide effective coordinated Inter-Disciplinary care by:	<ul style="list-style-type: none"> > Working collaboratively with members of other disciplines within NALHN. > Participating actively in Multi-Disciplinary service teams and projects
Maintain and develop clinical and professional skills by:	<ul style="list-style-type: none"> > Participating in Service and LHN professional development programs. > Contributing to team and Service administration through staff meetings. > Contributing to the development of Service and LHN procedures and policies. > Participating in quality improvement activities, research and performance enhancement. > Maintaining Continued Professional Development as per AHPRA guidelines
Participate in the development of high quality Psychology services by:	<ul style="list-style-type: none"> > Participation in team and Service meetings. > Providing clinical psychology supervision for other psychologists in the service as allocated > Participation in the development of resources and new information > Participation in research and evaluation of the Psychology as part of the service. > Undertaking data input, and participating in reviewing and evaluating data produced by clinical information management system.
Provision of training and supervision of clinical Psychology students by:	<ul style="list-style-type: none"> > Providing support to post-graduate students. > Providing a role model, by demonstrating professional behaviour, and clinical reasoning.
Contribute to the delivery and management of efficient work practices and a culture of continued quality improvement, including:	<ul style="list-style-type: none"> > Participating in, and facilitating the delivery of, collaborative team work and effective continuous learning and professional development. > Actively participating in continuous Quality Improvement activities, including the identification of performance standards and increased efficiencies.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > An appropriate degree or equivalent qualification and general registration with the Psychology Board of Australia with an endorsed area of practice in Clinical Psychology

Personal Abilities/Aptitudes/Skills:

- > An ability to manage to the spirit and principles of the premier's safety Commitment and the legislative requirements of the Work Health and Safety Act 2012 (SA), utilising AS/NZS ISO 31000:2009 Risk Management- Principles and Guidelines, or to an equivalent set of standards
- > Demonstrated competency and knowledge in Psychology assessment and treatment techniques.
- > Endorsed area of practice in a relevant field
- > AHPRA Approved supervisor
- > Demonstrated commitment to improve personal and professional skills through self-directed learning and evaluation in line with NALHN objectives.
- > Demonstrated ability to communicate effectively both verbally and written.
- > Demonstrated time management skills to effectively manage a caseload.
- > Demonstrated commitment and ability to work effectively in inter-disciplinary teams.
- > Demonstrated ability to undertake the physical demands of the job.

Experience

- > Demonstrated competency in the clinical management and treatment of a broad range of conditions.
- > Demonstrated experience in the use of Microsoft Office (including Word and Excel) and database packages.

Knowledge

- > Understanding of Work Health and Safety principles and procedures.
- > Understanding of the Australian National Safety & Quality Health Service Standards.
- > Demonstrated broad knowledge of Psychology professional standards.
- > Knowledge of continuous quality improvement principles and methods
- > Demonstrated knowledge in the development, implementation and evaluation of departmental policies and procedures relevant in a hospital setting.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

Personal Abilities/Aptitudes/Skills:

- > Demonstrated commitment to excellence and innovation in work practices.
- > Demonstrated flexibility and ability to adapt to changing service provision needs.

Experience

- > Experience in providing clinical psychology supervision
- > Experience with quality improvement activities.
- > Experience in a broad range of mental health clinical setting
- > Experience in basic methods of social research and evaluate Psychology interventions
- > Experience in facilitating and leading therapeutic groups
- > Experience in accessing and negotiating with community services.
- > Experience in student supervision and peer mentoring

Knowledge

- > Knowledge of the South Australian Public Health System.
- > Knowledge of contemporary professional issues.
- > Knowledge of research methodology and aspects of community oriented care.
- > Knowledge and understanding of performance development systems.
- > Breadth and depth of knowledge base is sufficient to enable person to act in senior role as required
- > Knowledge of the South Australian Public Health System.
- > Knowledge of contemporary professional issues.
- > Knowledge of research methodology and aspects of community oriented care.
- > Knowledge and understanding of performance development systems.
- > Breadth and depth of knowledge base is sufficient to enable person to act in senior role as required

Special Conditions:

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Criminal and Relevant History Screening.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met
- > *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 must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* 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.
- > Appointment subject to being satisfactorily credentialed in accordance with SA Health's Authenticating Allied Health Professionals Credentials Policy.
- > Must have a current SA driver's licence and willingness to drive a Government vehicle is essential.

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 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.*
- > *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.

Resilience:

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

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, the Minister for Ageing, and the Minister for Mental Health and Substance Abuse. The Department for Health and Ageing 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., Country Health SA 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.

Health Network/ Division/ Department:

The implementation of the National Health Reform in 2011 saw the establishment of five Local Health Networks across SA intended to promote, maintain and restore the health of the communities they serve.

The Northern Adelaide Local Health Network (LHN) provides care for around 341,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. More than 3,800 skilled staff provide high quality patient care, education, research and health promoting services.

The Northern Adelaide Local Health Network (NALHN) provides a range of acute and sub acute health services for people of all ages and covers 16 Statistical Local Areas and four Local Government Areas (one of which crosses the Central Adelaide Local Health Network) and includes the following:

- Lyell McEwin Hospital
- Modbury Hospital
- Sub-Acute
- GP Plus Health Care Centres and Super Clinics
- Aboriginal Health Care Services
- Mental Health Services (including two statewide services – Forensics and Older Persons)

NALHN offers a range of primary health care services across the northern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition and hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Clinical leadership of care systems is central to the current national and state wide health reforms. NALHN care delivery is configured within clinical divisions that are patient-focused, clinically led groupings of services. Clinical Divisions are responsible for managing service delivery activities across NALHN campuses and units, bringing together empowered experts to directly make relevant decisions.

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.

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

Name:

Signature:

Date:

Version control and change history

Version	Date from	Date to	Amendment
V1	10/02/17	09/04/17	Original version.
V2	10/04/17	04/07/17	Safety & Quality statement in General Requirements.
V3	04/07/17		Minor formatting with order of information amended.