

Position	Senior Clinical Psychologist
Classification	AHP3
Division	Mental Health Services (MHS)
Department / Section / Unit / Ward	Repat Neuro-Behavioural Unit (RNBU)
Role reports to	Operationally: > Allied Health Manager Professionally: > Principal Clinical Psychologist, Mental Health
CHRIS 21 Position Number P35474	Role Created / Review Date 01/10/2020
Criminal History Clearance Requirements <input type="checkbox"/> Aged (Screening Unit, DHS) <input type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category B (indirect contact with blood or body substances)

JOB SPECIFICATION

Repat Neuro-Behavioural Unit (RNBU):

The RNBU will provide high quality, compassionate, relationship-centred care to consumers living with dementia who experience associated behavioural and psychological symptoms at very severe to extreme levels. These consumers will have specialised needs that make them initially not able to be supported in mainstream aged care environments, with a goal of the unit being successful transfer to a less specialised long term setting. The care model places the person at the centre of individualised care including strong engagement with carers and loved ones both upon entry into the Unit and throughout the consumer journey.

Care is to be provided in a way that is respectful of, and responsive to, the preferences, needs and values of people and those who care for them.

The RNBU will place strong emphasis on ensuring team members' individual personal values align with a culture of relationship centred care. The team will be supported by intensive on-boarding and ongoing professional development.

Repat Neuro-Behavioural Unit (NBU) Values & Care Principles:

- Passion for quality and dignity in the care of older people
- Develop relationships with each other that are based on connecting emotionally, sensitivity, genuineness, compassion, dignity, respect, humility and openness
- Have the courage to approach challenging situations with patience, tactfulness and a genuine desire to achieve the best outcome for all
- Being part of a supportive and collaborative team
- Respect for consumers, their carers and colleagues
- Ability to apply a holistic approach to assessment and care
- Ability to connect emotionally and deliver dignified and compassionate experiences for all
- Developing positive relationships
- Understanding and application of least restrictive practices
- Resilience in working with complex situations
- Ability to value different perspectives, to seek & act on guidance

Primary Objective(s) of role:

Provide caring and compassionate nursing services to consumers living with very severe and extreme behavioural and psychological symptoms of dementia (BPSD) (Brodaty tier 7).

Working within a multidisciplinary team to deliver high quality care in a holistic and respectful manner.

Working as a part of the multi-disciplinary team of the inpatient RNBU, the Senior Clinical Psychologist is responsible for the delivery of psychological services and expert consultancy regarding issues of psychological practice. The Senior Clinical Psychologist is an experienced clinician who applies specialised expertise in the area of psychology, neurobiology, and ageing to the development, delivery and continuous improvement of quality clinical work and provides psychology-specific assessments, evidence-informed interventions and treatment and consultancy to the multi-disciplinary team. The Senior Clinical Psychologist is actively involved in clinical leadership responsibilities within the multi-disciplinary team and provides professional supervision to designated staff and provisional psychologists.

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

- > The Senior Clinical Psychologist provides clinical and professional supervision to AHP2 Clinical and Registered Psychologists and provisional psychologist (AHP1; postgraduate psychology students).
- > The Senior Clinical Psychologist provides professional supervision to AHP2 Clinical Neuropsychologists.

Key Relationships / Interactions:

Internal:

- > The Senior Clinical Psychologist works within a multi-disciplinary team and is accountable to the Allied Health Manager for functional/operational responsibilities.
- > The Senior Clinical Psychologist is responsible to the Principal Clinical Psychologist for their professional practice and development and will participate in professional supervision with the Principal Clinical Psychologist.
- > The Senior Clinical Psychologist is responsible for practicing within own level of skills and knowledge base relevant to professional background.

External:

- > The Senior Clinical Psychologist operates as a clinical leader, works in collaboration with other team members, and fosters partnerships with government and non-government organisations and carer networks.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Caring for consumers living with dementia who experience associated behavioural and psychological symptoms at very severe to extreme levels.
- > Working within a speciality area of mental health with a unique consumer group, requiring development of specialist skills within a limited pool of experts in the state.
- > Working within an inpatient environment with a consumer group with complex, specialist needs, where displays of challenging behaviours and distress, may be common.
- > Keeping professionally up to date with relevant research, technological advances and models of care.
- > Working appropriately and in a culturally respectful way with consumers 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.

Delegations: (As defined in SALHN instruments of delegations)

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

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

Resilience

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN values and strategic directions.

General Requirements

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

- > National Safety and Quality Health Care Service Standards.
- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > 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 consumers, 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.
- > *Mental Health Act 2009 (SA)* and Regulations.

Handling of Official Information

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Special Conditions

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for *Health Care Act 2008* employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > Required to be credentialed in accordance with SA Health's credentialing framework for Allied Health Professionals.
- > Will be required to work 37.5 hours per week over a 5 day roster.
- > Some out of hours work may be required.
- > A current drivers licence and willingness to drive is essential. Intrastate travel may be required.
- > Will be required to travel between locations and work within consumer and carer environments.

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > Provision of Clinical Psychology services to consumers, carers and others including specialised and complex issues commensurate with Senior Clinical Psychologist responsibilities. > Undertaking high-quality, clinical psychological assessment, including bio-psycho-social assessment, risk assessment and specialised clinical psychology assessments including diagnostic assessments. > Providing high-quality, evidence-based clinical psychological treatment to consumers with complex psychological / neuropsychological disorders referred to the service > Provision of evidence-informed family/carer support groups. Evaluating the impact of a range of therapeutic interventions. > Developing and regularly reviewing treatment plans in collaboration with consumers and carers, including consumers with complex presentations. > Developing and maintaining collaborative working relationships with all services within Mental Health and SALHN that supports the provision of an integrated service to consumers, their families and carers. > Delivering non-discriminatory treatment and support that is sensitive to the social and cultural values of the consumer, the consumer's family and carers and the community. > Promoting clinical psychology philosophy, principles, ethics and values in all aspects of professional practice. > Working closely and developing effective partnerships with government and non-government agencies that may be involved in consumer care. > Participating in committees, working groups, and community forums/activities as required. <ul style="list-style-type: none"> > Provide compassionate relationship centred care and/or individual case management to consumers that involves carers. > Building knowledge of the consumer and carer as individuals and as a network of relationships which provide human connection. > Participate in caring conversations and practice which are underpinned by courage, connecting emotionally, being curious, collaborating, considering perspectives, compromising, and celebrating the consumer. > Engaged in SA Health dignity in care principles, providing emotional supports in efforts to understand the consumer and relieve distress. > Understanding trauma and its impact – recognising unmet needs and how this may be impacted on from past traumatic experience. > Utilising sections of Mental Health Act, Guardianship and Administration Act and other legislation as appropriate.
Provide Clinical Psychology Expertise	<ul style="list-style-type: none"> > Providing discipline specific assessment, diagnosis and treatment and interventions to enhance consumer's psychological well-being. > Ensuring the provision of specialised psychological treatment programmes for consumers with serious mental disorder, complex psychological

	<p>problems or neuropsychological problems by:</p> <ul style="list-style-type: none"> > Assuming responsibility for the design, construction and validation of psychological assessment procedures including emotional, cognitive and social aspects of an individual's functioning. > Planning and providing specialist treatment programs (which include cognitive and behaviour therapies) for complex psychological disorders. > Taking responsibility for the design and execution of new and creative treatment solutions, through the systematic application of scientific principles and conceptual knowledge. > Drawing on clinical psychology frames of reference, theories, values, ethics, knowledge and research when contributing to clinical review and service planning processes. > Providing health promotion and service and community development interventions to address identified gaps. > Developing, instigating and delivering staff wellbeing initiatives as negotiate with the Team Manager and broader team.
<p>Work as an effective member of a multi-disciplinary team</p>	<ul style="list-style-type: none"> > Participating in matters relating to psychology, and the roles and duties of the Clinical Psychologists and Clinical Neuropsychologists within the team. > Ensuring the Team Manager is kept properly informed on matters relating to psychology, the roles and duties of clinical psychologists and clinical neuropsychologists, and other service delivery matters. > Acting as a professional consultant for other non-psychology staff members and service providers in relation to clinical psychology matters. > Liaising with other team members in the management of individual consumers. > Developing and maintaining collaborative relationships within the multidisciplinary team to ensure effective care. > Contributing to the formulation and attainment of team goals and objectives. > Identifying and facilitating strategies to address identified service gaps. > Participating and facilitating staff development sessions and programs and when appropriate provide education, induction and orientation. > Working under limited direction, accepting professional responsibility for a high standard of complex, specialised or strategically significant work and drawing on professional direction in the application of new evidence based practice. > Coordinating, participating in, initiating and implementing programs, methodologies, projects and assignments as negotiated with the team and other appropriate senior staff. > Contributing to the development and review of procedures and guidelines. > Participating in the review of the effectiveness of internal and contracted service providers, and in the organisational response to address identified issues. > Participating in the analysis and interpretation of legislation, regulations and other guidelines to enable their operationalisation within the service. > Coordinating and/or contributing to mental health social policy.
<p>Contribute to Clinical Leadership within the team</p>	<ul style="list-style-type: none"> > Participating in the development, implementation and review of service, professional and corporate policies. This may involve membership of relevant committees as appropriate. > Providing expert consultation and advice to the multi-disciplinary team in

	<p>relation to appropriate psychological assessment and treatment methodologies with regard to difficult and complex cases.</p> <ul style="list-style-type: none"> > Providing clinical leadership to the team to incorporate recovery focussed psychosocial and contemporary approaches / models into practice. > Supporting the Team Manager to develop and implement work flow processes, quality assurance processes and ensure optimal work outcomes. > In consultation with the Principal Clinical Psychologist providing advice to the Team Manager regarding the effective allocation of discipline-specific resources in the delivery of specialist services by the Team. > Providing specialist clinical expertise, consultative services and professional advice within the team / sector and to professional networks. > Provide input into the Performance Review and Development (PR&D) Plans of supervised staff. > Undertaking the collection, monitoring and evaluation of key performance indicators including quality assessment and standards analysis by: <ul style="list-style-type: none"> > Monitoring and evaluating intervention outcomes. > Being involved in continuous quality improvement and other relevant research and evaluation activities to promote service development and quality improvement. > Contributing to service development through discipline specific, multi-disciplinary and trans-professional research and evaluation as required.
<p>Professional practice and development</p>	<ul style="list-style-type: none"> > Providing professional supervision to AHP2 Clinical Psychologists, Psychology Registrars (undertaking clinical endorsement), Provisional Psychologists and other nominated clinicians, staff members and students in the sector. > Actively participating in professional supervision. > Working collaboratively with other senior clinicians and the Principal Clinical Psychologist to address profession-specific issues and identified professional development needs. > Working collaboratively to support the Allied Health Leadership Group in the provision and governance of Allied Health Services. > Co-ordinating educational activities for provisional psychologists undertaking post-graduate studies in the field of Clinical Psychology, who are on placements across the sector. > Ensuring standards for clinical work practice are met within the team through developing and implementing strategies in partnership with the Team Manager and Principal Clinical Psychologist. > Undertaking projects or responsibilities as delegated by the Principal Clinical Psychologist. > Assisting the Principal Clinical Psychologist in the process of credentialing and other professional matters. > Contribute to the promotion and implementation of the General Public Sector Management Aims, personnel management standards and employee conduct standards and in particular Equal Opportunity and Occupational Health Safety and Welfare by adhering to the provisions of relevant legislative requirements. > Contribute to a safe and healthy work environment, free from discrimination and harassment by working in accordance with legislative requirements, the Code of Ethics for the South Australian Public Sector and departmental human resource policies, including WHS requirements. > Commitment to achieving and complying with National Safety & Quality Health Service Standards.

<p>Contribution to effective operation of unit</p>	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. <ul style="list-style-type: none"> > Delivering a responsive service and support that is able to articulate needs and is sensitive to relationship, social and cultural values of the consumer and family/carer. > Providing honest and sensitive feedback, whilst being receptive to and encouraging constructive feedback. > Demonstrating awareness of adult safeguarding requirements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.
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1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Appropriate Degree or equivalent qualification recognised by the Psychology Board of Australia (PsyBA) and general registration with PsyBA and an endorsed area of practice in Clinical Psychology.
- > Hold approved supervisor status with the PsyBA at all levels of supervision.

Personal Abilities/Aptitudes/Skills

- > Advanced skills in undertaking a comprehensive bio-psychosocial assessment including the assessment and management of risk for consumers presenting with high or complex needs.
- > High-level of competence in designing and implementing evidence-based psychological interventions and treatments including individual psychological therapy and group therapy work.
- > Ability to provide clinical leadership within a multidisciplinary team.
- > Ability to provide consultation and professional advice.
- > Ability to operate with professional independence and exercise sound professional judgement in decision making and clinical practice.
- > Ability to express complex ideas succinctly and logically.
- > Ability to work collaboratively with consumers, carers, other agencies and community services.
- > Ability to effectively and efficiently manage time and other resources.
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.

Experience

- > A broad range of experience in providing mental health services.
- > Experience working with older adults and consumers from a range of cultural-linguistic backgrounds.
- > Experience in a senior clinical role.
- > Demonstrated competence in applying behavioural, cognitive and other treatment methodologies for consumers with a range of mental health needs.
- > Experience in providing clinical psychology supervision in accordance with the AHPRA regulations and standards.
- > Experience in collaborative development, implementation and monitoring of planned interventions for consumers with complex needs.
- > Successful participation in a multidisciplinary team environment whilst maintaining a clear professional role and identity.
- > Proven experience in basic computing skills, including email and word processing.
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > Specialised knowledge of ageing, dementia, and mental health issues.
- > General knowledge of contemporary developments and trends in the care and treatment of older people with mental illness.
- > General knowledge of community resources available to support older people or those with neuropsychological disorders and their carers.

- > Knowledge of strategies to enhance a community focused service delivery.
- > Familiarity with the current psychiatric diagnostic and classification system and assessment.
- > Understanding of the impact of cognition, culture, physical health and other factors in the delivery of effective psychological assessment and treatment in older adults.
- > Sound knowledge of the Psychology Code of Ethics, Competency Standards for Clinical Psychology, AHPRA requirements and supervision standards.
- > Understanding of current theoretical concepts and research strategies within the science of Psychology and their application to mental health issues and problems.
- > Knowledge of evaluation and research methods and sources of specialised professional knowledge.
- > A working knowledge of Mental Health Services in South Australia.
- > Knowledge and understanding of state mental health service structures, the National and State Mental Health Plans and Strategic directions.
- > Knowledge of relevant legislation pertaining to mental health services.

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

Personal Abilities/Aptitudes/Skills

- > A strong commitment to research and evaluation.
- > Evidence of advanced skills in a specialised area of Clinical Psychology.

Experience

- > Experience in working with older persons and consumers living with dementia.
- > Proven experience in basic computing skills, including email and word processing.
- > Experience working in a senior role in community and/or inpatient mental health services.
- > Experience in health promotion, community development and community education relating to mental health.
- > Experience in evaluation of services and research.
- > Extensive experience in working with people who have a severe mental illness.
- > Extensive experience in working with people who have dementia or neuropsychological conditions.

Knowledge

- > Awareness of current literature and approaches to contemporary care of older people living with dementia
- > Awareness of the Charter of Health and Community Services rights.
- > Knowledge of current psychiatric diagnostic and classification systems and assessment tools.
- > Knowledge of current psychiatric medications and management, including medication side effects and drugs of abuse.
- > Knowledge of neurobiology, dementia and ageing

Educational/Vocational Qualifications

- > Relevant undergraduate or postgraduate qualifications specific to clinical leadership, clinical practice, and community development.

Other Details

- > Nil

Organisational Overview

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians.

SA Health Challenges

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

Our Legal Entities

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing. The Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

Governing Boards

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

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

Southern Adelaide Local Health Network (SALHN)

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

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

SALHN includes

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



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.

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

Domestic and Family Violence

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

Role Acceptance

I have read and understand the responsibilities associated with the Senior Clinical Psychologist in the Mental Health Services Division and organisational context and the values of SA Health as described within this document.

Name

Signature

Date