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## SA Health Job Pack

Job Title	Senior Clinical Psychologist - Mental Health
Job Number	635488
Applications Closing Date	26 January 2018
Region / Division	Northern Adelaide Local Health Network
Health Service	Mental Health Services
Location	Salisbury
Classification	AHP3
Job Status	Permanent full time. (Part time may be considered)
Indicative Total Remuneration*	\$102,482 / \$109,204 pa

## 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

Full name	Michael Harrison, Principal Clinical Psychologist, Northern Mental Health
Phone number	82820619
Email address	Michael.Harrison@health.sa.gov.au

# 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



Government of South Australia  
SA Health

## Northern Adelaide Local Health Network (LHN) JOB AND PERSON SPECIFICATION (NON-MANAGERIAL)

<b>TITLE OF POSITION:</b> Senior Clinical Psychologist	<b>ADMINISTRATIVE UNIT:</b> SA Health – Northern Adelaide LHN
<b>Classification:</b> AHP3	<b>Health Unit:</b> Northern Mental Health
<b>Classification Reviewed:</b>	<b>Division:</b> Community Mental Health Service
	<b>Department / Section:</b> Mental Health
	<b>Position No:</b>
	<b>Position Created:</b>

Job and Person Specification Approval

\_\_\_\_\_  
CEO or Delegate

\_\_\_\_/\_\_\_\_/\_\_\_\_  
Date

### JOB SPECIFICATION

### PREAMBLE

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 3,000 skilled staff provides 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
- including GP Plus Health Care Centres and Super Clinics
- Sub-Acute
- Aboriginal Health
- 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.

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## **SUMMARY OF THE BROAD PURPOSE OF THE POSITION** and its responsibilities/duties

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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.

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## **REPORTING/WORKING RELATIONSHIPS** (to whom the person reports, staff for whom the person is responsible, and other significant connections and working relationships within the organisation)

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- The incumbent is operationally responsible to the Team Manager.
- The Senior Clinical Psychologist works collaboratively with Allied Health multi-disciplinary team and liaises with providers of NALHN and other community agencies.
- Receives professional supervision through the Principal Psychologist Northern Mental Health.

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## **HANDLING OF OFFICIAL INFORMATION**

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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.

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**SPECIAL CONDITIONS** (such as non-metropolitan location, travel requirements, frequent overtime, etc)

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- Appointment is subject to current satisfactory credentialing including 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.
- The incumbent will be required to participate in the organisation's Performance Review & Development Program.
- May be required to work within other locations of the Northern Adelaide Local Health Network.
- Some out of hours work may be required.
- Support values consistent with the aims of SA Health and the LHN, including honesty, respect and integrity.
- May be required to undertake a health assessment prior to commencement.
- Comply with the Principles of the Code of Fair Information Practice, adopted by the Department of Health, which regulate the collection, use, disclosure, storage and transfer of all personal patient/client information within the Department and throughout its funded service providers.
- SA Health promotes a non-smoking environment.
- Employees will be required to participate in on the job training sessions, quality improvement and continuous improvement programs as required.
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work of a similar nature appropriate to the classification either on a permanent or temporary basis subject to relevant provisions of the SA Health (Health Care Act) Human Resources Manual.

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**STATEMENT OF KEY OUTCOMES AND ASSOCIATED ACTIVITIES** (group in to major areas of responsibility / activity and list in descending order of importance)

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1. **Senior 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.
2. **Contributes to patient safety and quality by adhering to the Australian Charter of Health Care Rights, understanding the intent of the Australian National Safety & Quality Health Service Standards and participating in quality improvement activities as necessary.**
3. **All employees are responsible and accountable for keeping accurate, legible and complete records of their activities.**
4. **Ensure the provision of high quality Psychology services as part of the multidisciplinary team that maximises consumer health outcomes by:**
  - 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.

**5. Provide effective coordinated Inter-Disciplinary care by:**

- Working collaboratively with members of other disciplines within NALHN.
- Participating actively in Multi-Disciplinary service teams and projects.

**6. Maintain and develop clinical and professional skills by**

- 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

**7. Participate in the development of high quality Psychology services by:**

- 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.

**8. Provision of training and supervision of clinical Psychology students by:**

- Providing support to post-graduate students.
- Providing a role model, by demonstrating professional behaviour, and clinical reasoning.

**9. Contribute to the delivery and management of efficient work practices and a culture of continued quality improvement, including:**

- 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.

**10. 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.**

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Acknowledged by Occupant: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

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## PERSON SPECIFICATION

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### ESSENTIAL MINIMUM REQUIREMENTS (those characteristics considered absolutely necessary)

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#### Educational/Vocational Qualifications

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- An appropriate degree or equivalent qualification and general registration with the Psychology Board of Australia with an endorsed area of practice in Clinical Psychology
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#### Personal Abilities/Aptitudes/Skills

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- Demonstrated competency and knowledge in Psychology assessment and treatment techniques.
  - 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.
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#### Experience

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- 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.
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#### Knowledge

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- 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.

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

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**Educational/Vocational Qualifications**

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- Endorsed area of practice in a relevant field
  - AHPRA Approved supervisor
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**Personal Abilities/Aptitudes/Skills**

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

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- 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
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**Knowledge**

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- 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.
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**Other details**

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