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## SA Health Job Pack

|                               |                                     |
|-------------------------------|-------------------------------------|
| Job Title                     | Psychologist/Clinical Psychologist  |
| Eligibility                   | Open to Everyone                    |
| Job Number                    | 708815                              |
| Applications Closing Date     | 15/03/2020                          |
| Region / Division             | Women's & Children's Health Network |
| Health Service                | CAMHS                               |
| Location                      | North Adelaide                      |
| Classification                | AHP2                                |
| Job Status                    | Full time, ongoing                  |
| Total Indicative Remuneration | \$92,017 - \$106,446                |

## 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 Human Services 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](http://www.sahealth.sa.gov.au/careers) - see Career Information, or by referring to the nominated contact person below.

## Immunisation

### **Risk Category B (indirect contact with blood or body substances)**

- 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 B (indirect contact with blood or body substances). [Please click here for further information on these requirements.](#)

## Contact Details

|               |                              |
|---------------|------------------------------|
| Full name     | Vanessa Richardson           |
| Phone number  | 8161 7346                    |
| Email address | Vanessa.Richardson@sa.gov.au |

**NOTE: Please refer to the accountability statement at the end of this document.**

## Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✎ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✎ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

\* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



## ROLE DESCRIPTION

|   |  |
|---|--|
| <b>Role Title:</b>                              | Psychologist / Clinical Psychologist   |
| <b>Classification Code:</b>                     | AHP2   |
| <b>LHN/ HN/ SAAS/ DHA:</b>                      | Women's & Children's Health Network  |
| <b>Hospital/ Service/ Cluster</b>               | Women's & Children's Hospital  |
| <b>Division:</b>                                | CAMHS  |
| <b>Department/Section / Unit/ Ward:</b>         | <b>Child Protection &amp; Advocacy Services</b>  |
| <b>Role reports to:</b>                         | Clinical Coordinator (AHP3)  |
| <b>Role Created/ Reviewed Date:</b>             | Oct 2019   |
| <b>Criminal History Clearance Requirements:</b> | <input type="checkbox"/> Aged (NPC)<br><input checked="" type="checkbox"/> Child- Prescribed (DCSI)<br><input checked="" type="checkbox"/> Vulnerable (NPC)<br><input checked="" type="checkbox"/> General Probity (NPC) |
| <b>Immunisation Risk Category</b>               | <input type="checkbox"/> Category A ( <i>direct contact with blood or body substances</i> )<br><input checked="" type="checkbox"/> Category B ( <i>indirect contact with blood or body substances</i> )                  |

## ROLE CONTEXT

### Primary Objective(s) of role:

The Psychologist / Clinical Psychologist provides a range of services for children and families referred to Child Protection Services (CPS).

CPS is a specialist health service in the Women's and Children's Hospital that provides a range of comprehensive forensic and clinical psychological services to support children who have allegedly been victims of abuse, maltreatment and crime. In addition to the provision of psychological therapy (both short and long-term), CPS provides a number of assessment services that assist South Australia Police (SAPOL) with criminal investigations and the Department for Child Protection (DCP) with child protection investigations. Some of the services that the Psychologist / Clinical Psychologist provides include forensic assessments of children, parenting capacity assessments, inpatient services, and psychosocial crisis responses. In this role, the Psychologist/Clinical Psychologist delivers psychological services to both children and their families to assist in the prevention of abuse, the promotion of adequate care and protection for children, and recovery from harmful effects of abuse.

As part of a multi-disciplinary team, the Psychologist / Clinical Psychologist also provides psychological consultation to other professionals both within CPS (e.g., paediatricians, social workers) and across other hospitals and agencies (e.g., DCP, SAPOL, hospital emergency departments, General Practitioners, Child and Adolescent Mental Health Services, other therapeutic services, education services, legal practitioners, and the Youth, Family, and Criminal Courts).

### Direct Reports:

> n/a

### Key Relationships/ Interactions:

**Internal**

- > Clinical Coordinators, Child Protection Services
- > Health professionals within the Women's and Children's Health Network

**External**

- > Works collaboratively with Department for Child Protection (DCP) staff and South Australia Police (SAPOL) and health professionals external to the Women's and Children's Health Network

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- > The personal resilience and attitude to work in the areas of psychology and child protection, and effectively balance the delivery of both assessment and therapy services.
- > Capability to work in an acute service area of service delivery where decisions have to be made within a tight timeframe.
- > Capability to produce high quality written reports in required timeframes.
- > Effectively manage the delivery of direct clinical services, which meet the forensic requirements of Court processes.
- > Developing collaborative working relationships with DCP, SAPOL staff and other health professionals, and establishing and maintaining collaborative working relationship with children and caregiver/s referred to Child Protection Services.
- > Developing an understanding of Court processes and the provision of evidence in Court, based on objective clinical opinion and clinical practice.
- > Maintaining a contemporary understanding of the South Australian child protection system and emerging trends within this system

**Delegations:**

- > n/a

**Resilience:**

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

**Performance Development**

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

**General Requirements:**

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

- > *Work Health and Safety Act 2012 (SA)* and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation Guidelines for Health Care Workers in South Australia 2014*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > Code of Fair Information Practice.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, Health Care Act 2008, and the SA Health (Health Care Act) Human Resources Manual.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.

### Handling of Official Information:

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

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

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

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

### White Ribbon:

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

### Special Conditions:

- > Appointment is subject to a satisfactory Background Screening and National Criminal History Check obtained through the Screening and Licensing Unit, Department for Communities and Social Inclusion to be renewed every 3 years thereafter from date of issue. Existing employees who have undertaken a Police Check and are cleared and then subsequently charged with an offence are required to inform their Line Manager immediately.
- > As a state-wide service, WCHN employees may be required to undertake work at various locations in metropolitan Adelaide, and provide outreach to other parts of South Australia (the latter in consultation with the incumbent of the role).
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the
- > SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > This Role Description provides an indication of the type of duties you will be engaged to perform. You may be lawfully directed to perform any duties that a person with your skills and abilities would reasonably be expected to perform.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > Some after-hours work may be required, for which time off in lieu is granted. Paid overtime may be approved in some circumstances.
- > Incumbent will be required to participate in an after-hours on-call roster.
- > Intra and interstate travel may be required to provide clinical services.
- > The incumbent will be required to undertake specific specialist investigative interviewing training as authorised to be a prescribed interviewer within three months of commencing employment. Training must be successfully completed before being eligible to conduct psychosocial forensic assessments. The cost of this training will be met by SA Health.

## Key Result Area and Responsibilities

| <b>PROVISION OF CLINICAL SERVICES</b>  |  |
|--|--|
| Provide direct psychosocial assessments to children and families to assist SAPOL with criminal investigations and DCP with child protection investigations into allegations or suspicions that children have been harmed | <ul style="list-style-type: none"> <li>&gt; Delivery of forensic psychosocial assessments to determine the occurrence and effects of abuse/neglect; to identify risk factors and difficulties in the child's care and to identify the need for therapy.</li> <li>&gt; Parenting assessments to assess adverse factors within the family, capacity of caregivers to parent the child, the quality and nature of relationships, dynamics of abuse and neglect, and the potential for change.</li> <li>&gt; Undertaking psychological assessment of children, adolescents and adult clients utilising psychometric tests</li> <li>&gt; The production of forensic assessment reports of a high standard to assist with investigations to assess the safety of the child, which can be used in all Court jurisdictions (Youth, Family and Criminal Courts).</li> <li>&gt; Working in collaboration with referring agents and other health professionals to achieve optimal client outcomes.</li> <li>&gt; Delivery of an urgent crisis response service to inpatients and outpatients referred to Child Protection Services.</li> <li>&gt; Working in accordance with the Interagency Code of Practice (Child Abuse and Neglect).</li> </ul> |
| Provide psychological therapy services to children and their family/caregiver/s.   | <ul style="list-style-type: none"> <li>&gt; Therapy services are delivered using a range of evidence-based psychological treatments, which contribute to the recovery from assault, abuse, and maltreatment, improve the quality of family relationships, and prevention of further harm and victimisation.</li> <li>&gt; Therapy services are provided in accordance with the CPS Clinical Practice Standards.</li> </ul>   |
| Provide an intake service to referring agents and the community.   | <ul style="list-style-type: none"> <li>&gt; Delivery of intake services to referring agents and provision of a consultation service to other professionals.</li> <li>&gt; Intake and consultation services are provided in accordance with the CPS Clinical Practice Standards.</li> </ul>   |
| <b>PROVISION OF EXPERT OPINION</b>   |  |
| Participate in decision making regarding children's needs, safety and future care.   | <ul style="list-style-type: none"> <li>&gt; Objective clinical opinion and recommendations are formulated and accurately communicated to referring agents, statutory bodies (Department for Child Protection and South Australia Police), and Courts.</li> <li>&gt; Children and their family/carer/s are provided with objective, accurate information.</li> <li>&gt; Provision of evidence, as an expert witness, within the various Court jurisdictions.</li> </ul>   |
| Advocate for clients   | <ul style="list-style-type: none"> <li>&gt; Advocating for individual clients and their family, as appropriate.</li> <li>&gt; Referring to other services and agencies, as appropriate.</li> </ul>   |
| <b>CONTINUOUS IMPROVEMENT</b>  |  |
| Actively participate in the development of child protection practice   | <ul style="list-style-type: none"> <li>&gt; Participating in regular reflective clinical supervision to develop expertise in psychological practice in a forensic and child protection setting</li> <li>&gt; Professional training and development is undertaken, and where relevant, innovative and evidence-based psychological approaches are integrated into clinical practice.</li> <li>&gt; Educational programs and training for other professionals, students and the general public are developed and conducted.</li> </ul>   |

|  |  |
|--|--|
|  | <ul style="list-style-type: none"> <li>&gt; Health promotion and child maltreatment prevention strategies in relation to child protection are developed.</li> <li>&gt; Supervising tertiary students on placement at CPS and providing training to enhance their practice, performance and professional development.</li> </ul>  |
| Participate in quality management, quality assurance and risk management activities and improvement of services. | <ul style="list-style-type: none"> <li>&gt; Continuously reviewing existing practices and promoting change were required.</li> <li>&gt; Attending relevant meetings (debriefing, peer review, supervision, clinical presentations and allocation) and contributing to the development of practice guidelines and integrating outcome/s, where relevant, into clinical practice.</li> <li>&gt; Contribute to the development of protocols/audits and quality indicators.</li> <li>&gt; Contribute to research and evaluation relevant to services provided at CPS</li> <li>&gt; Contribute to service development and planning processes.</li> <li>&gt; Comply with National Safety and Quality Health Service Standards</li> </ul> |
| Encourage and foster a positive culture and safe work environment  | <ul style="list-style-type: none"> <li>&gt; A team environment, which promotes positivity, learning and development, safety and welfare of employees, acknowledges cultural and personal differences, and encourages creativity and innovation.</li> <li>&gt; Team members demonstrate a positive approach and commitment to client service.</li> </ul>  |



## **Knowledge, Skills and Experience**

### **ESSENTIAL MINIMUM REQUIREMENTS**

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

- > Psychologist: Appropriate Degree or equivalent qualification and general registration with the Psychology Board of Australia.
- > Clinical Psychologist: Appropriate Degree or equivalent qualification and general registration with the Psychology Board of Australia within an Endorsed Areas of Practice: Clinical

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

- > Excellent communication and interpersonal skills, particularly in relation to liaison with other professionals, presentation of complex information and conflict resolution.
- > Demonstrated ability to undertake comprehensive assessments in relation to complex clinical issues
- > Demonstrated ability to produce high quality clinical reports.
- > Ability to negotiate effectively and relate well to people from a wide range of backgrounds and professions.
- > Ability to work well under pressure and meet deadlines.
- > Ability to work in a multi-disciplinary team environment, as well as working autonomously, using personal initiative and judgement.
- > Ability to be flexible and adaptable in undertaking different roles (i.e. clinical assessment, therapy and acute/urgent clinical intervention).

#### **Experience**

- > Demonstrated competence in a senior level of professional practice.
- > Demonstrated clinical experience in the field of child protection and/or child and family mental health.
- > Experience in providing direct psychological services to children, adolescents and their families experiencing trauma and other emotional and behavioural disturbances.
- > Experience in working within a multidisciplinary team and with a range of agencies.

#### **Knowledge**

- > Sound theoretical knowledge in the field of psychology, child and adolescent mental health and child protection.
- > Knowledge of the child protection system in South Australia and a clear understanding of legislation affecting practice.
- > Theoretical knowledge of the dynamics and effects of child abuse and neglect.
- > Knowledge of the principles and practice of Work Health and Safety, Equal Opportunity, the Public Sector Act 2009, Code of Ethics and diversity appropriate to the requirements of the position.

### **DESIRABLE CHARACTERISTICS**

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

- > At least two years post graduate experience providing psychological services to children, adolescents and families
- > Experience in the provision of therapeutic services to children, adolescents and families
- > Successful completion of specialist investigative interviewing training and authorisation as a prescribed interviewer of vulnerable witnesses.



## Organisational Context

### Organisational Overview:

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

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

### Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

### SA Health Challenges:

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

### Health Network/ Division/ Department:

The Women's and Children's Health Network (WCHN) was established to promote, maintain and restore the health of women, children and young people in South Australia. The Service plans, develops and coordinates health services as part of an integrated health system.

The Women's and Children's Health Network efficiently conducts and manages, within its identified resources, health services for children, young people and women, including:

- Specialist hospital services
- Primary health care and population health programs
- Integrated community care services
- Services to address the health and wellbeing of particular populations, including Aboriginal Health Programs
- Education and training programs
- Research.

### Unit/Team

Child Protection Services provide comprehensive specialist forensic medical and assessment services to children in whom there is a suspicion of child abuse and/or neglect; and treatment services to children and their families, where abuse and/or neglect has been confirmed.

## Values

### SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

### Domestic and Family Violence

The WCHN recognises violence against women as a human rights issue that must be addressed in the workplace, and is committed to a zero tolerance policy towards violence against women in the workplace. Accordingly employees must appropriately report and respond to any such acts in the workplace, and make available appropriate support to employees who may be experiencing violence in the community.

### Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

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

## Approvals

### Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

**Name:**

**Role Title:**

**Signature:**

**Date:**

## Role Acceptance

### Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

**Name:**

**Signature:**

**Date:**

# Strategic Management Plan 2018-2020

Our Purpose: Improving the health and wellbeing of our community

## Lead

Imagining the future

- Care for our staff so that we can care for our community
- Continue to strengthen person and family centred care
- Enable an innovative and productive culture to ensure we are delivering excellent care
- Ensure women, youth and children's safety
- Improve health outcomes for Aboriginal women, children and families
- Improve wellbeing and resilience of our young people
- Plan for the new Women's and Children's Hospital
- Work towards embedding a focus on the first 1000 days of life

## Partner

Together we do better

Build a caring, innovative, productive and safe workplace culture that enables an engaged, skilled workforce

Create a climate to foster research excellence and translation into practice

Embed collaboration, teamwork and partnership to lead quality service delivery for a range of complex needs

Encourage consumer and community engagement at all levels

Envision what excellence in care and continuous learning means

## Deliver

Improving the experience

### Key goals

Achieve ongoing accreditation under the National Safety and Quality Health Service Standards

Capitalise on service delivery benefits of modernised ICT infrastructure

Deliver greater efficiencies across outpatient services

Develop resourceful strategies for sustainment of current WCH site

Ensure that all of our services are financially sustainable

Implement recommendations from the Child Protection Systems Royal Commission

Implement successful CAMHS and CaFHS service model improvements



Government of South Australia  
SA Health