



ROLE DESCRIPTION

Role Title:	CAMHS Aboriginal Social and Emotional Wellbeing Clinician (Clinical Nurse)
Classification Code:	Registered Nurse Level 2 (multiclassified role)
LHN/ HN/ SAAS/ DHA:	Women's and Children's Health Network
Hospital/ Service/ Cluster	Women's and Children's Health Network
Division:	Child and Adolescent Mental Health Service
Department/Section / Unit/ Ward:	Southern Metropolitan Community Team (Pt Adelaide)
Role reports to:	Operationally to the Clinical Coordinator Professionally to the Nurse Consultant.
Role Created/ Reviewed Date:	September 2022
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check (issued by approved provider) If applicable - NDIS Worker Check (issued by NDIS Commission)
Immunisation Risk Category	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" type="checkbox"/> Category B (indirect contact with blood or body substances)

ROLE CONTEXT

Primary Objective(s) of role:

The CAMHS Aboriginal Social and Emotional Wellbeing Clinician accepts accountability for the outcomes of their practice with Aboriginal children, adolescents their families with social and emotional and/or mental health issues, and for addressing inconsistencies between practice and policy. As well as activities delegated to others and the guidance and development of less experienced staff.

The CAMHS Aboriginal Social and Emotional Wellbeing Clinician delivers culturally responsive child and adolescent mental health care to consumers with complex needs in a variety of settings.

The CAMHS Aboriginal Social and Emotional Wellbeing Clinician provides culturally appropriate mental health nursing services in a variety of health service settings which has been consolidated by experience and/or further study with staff at this level developing from competent to proficient practitioners.

The CAMHS Aboriginal Social and Emotional Wellbeing Clinician is responsible for ensuring optimal consumer care, addressing cultural safety and undertaking culturally informed engagement, assessment, education/advocacy, counselling and group work are considered essential components of care which is directed towards consumer health and recovery. This involves ongoing consultation, co work and liaison with other CAMHS disciplines, government and non-government organisations. The CAMHS Aboriginal Social and Emotional Wellbeing Clinician uses cultural and clinical knowledge, skills and experience in the application of direction, support, orientation and education to other staff and leads and participates in action research projects, quality improvement activities and policy development within the practice setting

Accepts accountability for their own practice standards, activities delegated to others and the guidance and development of less experienced staff.

The Clinical Nurse role at this level continues to be predominantly clinical in nature; however employees are assigned appropriate portfolios. The allocation of portfolio responsibilities should be negotiated with each employee and be consistent with the career development plan for the employee as determined by their performance review/development plan.

Key Relationships/ Interactions:

Internal

- > CAMHS Aboriginal Social and Emotional Wellbeing Workers or Clinicians, Senior Aboriginal Social and Emotional Wellbeing Clinicians or Workers and Aboriginal Mental Health Lead.
- > Maintains a close working relationship with the Nurse Consultant.
- > Maintains cooperative and productive working relationships collaboratively with other members of the CAMHS Team and other staff with in Child and Adolescent Mental Health Services.
- > Aboriginal forums within WCHN.
- > Work collaboratively with an array of services within the Women's and Children's Health network.

External

- > Aboriginal elders and community in area of practice.
- > Aboriginal organisations.
- > Collaborates with consumers, carers and staff from a range of other community sectors.
- > Maintains relationships with non-government organisations or other government organisations to meet the needs of the client group.
- >

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Keeping up to date with, implementing and monitoring evidence based practice and quality management initiatives consistent with organisational policies.
- > Dealing appropriately and relevantly with children, young people and their families where there are multiple complexities, cultural expectations.
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practices.
- > Balancing clinical care and portfolio responsibility.
- > Improve the capacity of CAMHS and Aboriginal and non-Aboriginal partners to identify and respond to the mental health needs of their clients.
- > Effectively balancing the need to be pro-active with the requirement to respond quickly to urgent situations.
- > Providing a broad range of culturally safe and responsive interventions that address the mental health needs of Aboriginal children, young people and their families.
- > Collaborating with other members of the multi-disciplinary team and key stakeholders to identify community needs, plan, implement and evaluate mental health services to address the mental health needs of children, youth and their families.

Delegations:

- > Nil

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, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012* (SA) and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014* (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017* (SA) 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012* (SA).
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

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:

- > This position is exempted from the provisions of Sections 30(1), 52(1) and 103 of the Equal Opportunity Act 1984 pursuant to an order of the Equal Opportunity Tribunal, therefore only Aboriginal or Torres Strait Islander **males** with expertise, cultural knowledge and life experience to be appointed to this position.
- > The role requires **male** Aboriginal and Torres Strait Islander expertise, cultural knowledge and life experience.
- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the SA Health Criminal and Relevant History Screening Policy Directive.
- > For appointment in a Prescribed Position under the Child Safety (Prohibited Persons) Act (2016), a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the Child Safety (Prohibited Persons) Act (2016), the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the Accountability Principles 2014 issued pursuant to the Aged Care Act 1997 (Cth).
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- > 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.
- > Provision of services to outreach locations.
- > Some out of hours work will be required.
- > Preparedness to travel to country areas of South Australia (or interstate / or intrastate) by air or motor vehicle, including overnight stay is essential.
- > Must participate in clinical supervision and orientation program.
- > Must be prepared to relocate within the metropolitan area of the Division of Mental Health.
- > May be required to temporarily fill a higher position, appropriate to the skills and capacity of the incumbent.
- > Must have current drivers licence and be willing to drive.

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 always 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.

Zero Tolerance to Racism:

The Women's and Children's Health Network has zero tolerance to racism. The Network is committed to ensuring its staff, volunteers, consumers and visitors are able to work or access health services in an environment that is culturally safe and free from any form of racism or discrimination.

Our staff are supported to address any form of racism in all environments, in line with our Corporate Procedure: **Zero Tolerance to Racism – Identifying, Responding, and Managing in the Workplace.**

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Provide culturally and proficient, person centred, clinical mental health nursing care and/or individual case management to clients within services of Child and Adolescent Mental Health. > Required to, within pre-determined guidelines, and in a multi-disciplinary primary health care setting, assess clients, formulate care plans, select and implement different therapeutic interventions, and/or support programs and evaluate progress. > Monitoring client care plans to ensure appropriate care outcomes are achieved on a daily basis; > Collaborate and co work as required with workers from CAMHS and other Aboriginal and non-Aboriginal services in the provision of social and emotional wellbeing/mental health and community services > Demonstrates a commitment to consumer participation through collaboration and the systematic review of care plans. > Promotes access and equity of services for people from culturally and linguistically diverse backgrounds. > Provides services that are culturally sensitive to the needs of consumers. > Consult with Senior Aboriginal Social and Emotional Wellbeing Workers/Clinicians and Aboriginal Mental Health Lead regarding complex cases when needed.
Support of health setting services	<ul style="list-style-type: none"> > Assists and supports the Nurse Consultant or equivalent in management, clinical, and education activities. > Act to resolve local and/or immediate nursing care or service delivery problems. > Foster a team environment, which promotes positivity, learning and development, safety and welfare of employees, acknowledges cultural and personal differences, and encourages creativity, innovation and honesty. > Ensure that services are planned and co-ordinated with other disciplines or agencies to meet mental health care needs. > Support change management processes. > Required to contribute to a wider or external team working on complex or organisation wide projects such as clinical protocols, guidelines and/or process mapping. > In consultation with the Clinical Coordinator/Service Manager, participates, in the review of incidents, accidents and complaints arising within the clinical setting with a focus on reduction of incidents/accidents and complaints.
Education	<ul style="list-style-type: none"> > Participate in clinical /cultural teaching, overseeing learning experience, and goal setting for students, new staff and staff with less experience. > Assist the Nurse Consultant/Principal Mental Health Nurse lead and Nurse Educators to maintain a learning culture by being a resource person, encouraging reflection and professional development, and assisting others to maintain portfolios/records of learning. > Ensure nursing staff and other health professionals are provided with opportunities for learning and education which is based on evidence based practice and from a cultural context. > Maintenance of individual professional development activities and portfolio, and competencies within current role. > Required to participate in and/or provide clinical teaching and/or

	research.
Research	<ul style="list-style-type: none"> > Participate in clinical auditing, clinical trials and/or evaluative research. > Integrate advanced theoretical knowledge, evidence from a range of sources and own experience to devise and achieve agreed patient/client care outcomes. > Keeping professionally up to date with research and nursing/ technological advances. > Assist the Nurse Consultant or equivalent to maintain and record monitoring and evaluative research activities in the unit.
Professional Leadership	<ul style="list-style-type: none"> > Promote continuity and consistency of care in collaboration with the Nurse Consultant or equivalent of the ward/unit/service. > Contribute to the development and implementation of practice guidelines, protocols/audits and quality indicators. > Provide leadership in the provision of nursing care within a team or unit and facilitate patient flow. > Act as a resource person within an area based on knowledge, experience and skills. > Required to undertake specific activity and/or portfolio responsibility.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Registered as a Nurse by the Nursing/Midwifery Board of Australia (NMBA) and who holds a current practicing certificate. Must be enrolled in an approved mental health course or hold a qualification in mental health practice.

Personal Abilities/Aptitudes/Skills:

- > Demonstrated ability to integrate Aboriginal cultural experiences, philosophy and practice particularly as it relates to the provision of social and emotional/mental health services to Aboriginal and/or Torres Strait Islander children, young people and their families.
- > Demonstrated ability to promote cultural safety within CAMHS by raising awareness and understanding of Aboriginal and Torres Strait Islander cultures as well as factors affecting positive mental health/wellbeing outcomes for children, young people and families.
- > Effective communication, problem solving, conflict resolution and negotiation skills.
- > Ability to work effectively within a multidisciplinary team.
- > Ability to prioritise workload and meet set timelines, whilst working under minimal supervision.
- > Ability to be creative, innovative and flexible when approaching issues within the clinical setting.

Experience

- > Registered Nurse with at least 3 years, full time equivalent, post registration experience.
- > Experience in providing clinical assessment and interventions for Aboriginal children, young people and their families experiencing complex mental health / social and emotional wellbeing difficulties.
- > Demonstrated competence in the mental health nursing practice in accordance with the appropriate standards of practice.
- > Experience in the leadership and direction of student nurses, enrolled nurses and less experienced registered nurses.
- > Reflecting on own practice, participating in clinical & cultural supervision and offering peer support.

Knowledge

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards.
- > Knowledge of Quality Improvement Systems as applied to a healthcare setting.
- > Knowledge of contemporary nursing and health care issues.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Further cultural/clinical training relevant to the goals of the organisation e.g. Narrative Therapy Approaches for Aboriginal People, mental health and suicide prevention training, family therapy, group therapy, Infant Mental Health Certificate.
- > Tertiary qualifications in nursing or human services related discipline.

Personal Abilities/Aptitudes/Skills:

- > Ability to work within a team framework that fosters an environment that develops staff potential.
- > Skills in using computers and software relevant to the area of practice.

Experience

- > Clinical experience with children and adolescents with complex mental health issues.
- > Experience with quality improvement activities.
- > Experience in evaluating the results of nursing research and integrating, where relevant, the results into nursing practice.

Knowledge

- > Knowledge of the South Australian Public Health System.
- > Knowledge of contemporary professional nursing issues.

Organisational Context

Organisational Overview:

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

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

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing.

The legal entities include but are not limited to Department for Health and Wellbeing, 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.

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:

Accountability – what does it mean for me?

Within WCHN everyone is accountable for their contribution to the safety and quality of care delivered to consumers.

Consumers

Consumers and their families participate as partners to the extent that they choose. These partnerships can be in their own care, and in organisational design and governance.

Staff including Contractors, Locums, Agency, Students and Volunteers

All staff (as described above) have a role in the delivery of safe, high quality care to consumers, and are expected to perform their roles with diligence; and with a person-centred approach to the best of their ability. It is the responsibility of all staff to raise concerns when it is recognised that something is not right. Safety and quality is the responsibility of all staff, at all levels and across all locations.

Clinicians

All clinicians are accountable for the provision of competent, consistent, timely, safe, reliable, contemporary and person centred care within a defined scope of practice.

Clinicians work in teams with professionals from a variety of disciplines based on mutual respect and clear communication, with an understanding of responsibilities, capabilities, constraints and each other's scope of practice.

All clinicians are responsible for providing care that is person centred, evidence based and which focuses on safety through minimising risk while achieving optimal outcomes for consumers. This is helped by participating in clinical governance, in WCHN health and safety forums, fostering a learning environment and supporting other clinicians to provide high quality services which are safe.

Clinicians are expected to speak up when there are concerns about safety so that these can be rectified and learnt from. Clinicians are accountable for their own individual professional practice, including maintaining currency of credentialing, registration and professional practice.

Managers

Managers are accountable for implementing systems and practices that support high quality clinical practice. Managers oversee, guide and direct staff by providing leadership and advice ensuring appropriate clinical governance, continuous quality improvement, and leading safety programs. Managers develop, implement and monitor performance indicators for the identification, management and reporting of risk. Managers implement the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards within their areas of responsibility. Managers are expected to demonstrate diligence and honesty in the management of public resources.

Managers organise, direct and manage the performance of staff to meet operational requirements; implement and promote evidence based standards and policies that are compliant with relevant, professional, industrial and legislative requirements. Managers engage with and listen to staff, and create an environment where staff feel able to speak up in relation to concerns about safety. Managers address concerns raised and provide regular, ongoing feedback in the interests of improving care and safety.

Executive/Divisional Directors

Executive/Divisional Directors are accountable for embedding the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards into their areas of responsibility and providing assurance to the Executive and Board that these systems are in place and work effectively, all risks are known and mitigated and that staff understand their safety and quality responsibilities.

It is expected that those holding senior leadership positions will model the highest standards of ethical and professional behaviour.

WCHN Committees

WCHN Committees support Executive Directors to implement and evaluate organisational systems, support divisions to work together to identify and mitigate risk and continuously improve practice. They support the organisation to work as a single entity.

Chief Executive Officer

The Chief Executive has overall accountability for safety, care delivery, system governance and monitoring.

Board

The Board is accountable for governance, monitoring, compliance and ensuring the executive are discharging their responsibilities in managing the organisation.

Women's and Children's Health Network Strategy 2026

Four Strategic Priorities



Improved health and wellbeing of families and communities



Meaningful gains in Aboriginal health and wellbeing



Provide leading healthcare for women, babies, children and young people



Create one health network

Key Enablers

Effective communication

Consumer and community engagement

Culture and leadership

Engaged and capable workforce

Enabling technology

Research

Productive partnerships

Contemporary infrastructure

Financial sustainability

Continuous improvement and innovation

Mission To improve the health and wellbeing of families and communities by providing integrated care and support

Vision To be a leading and respected health network for women, babies, children, young people and their families

Values Compassion, Respect, Equity, Accountability, Together for Excellence

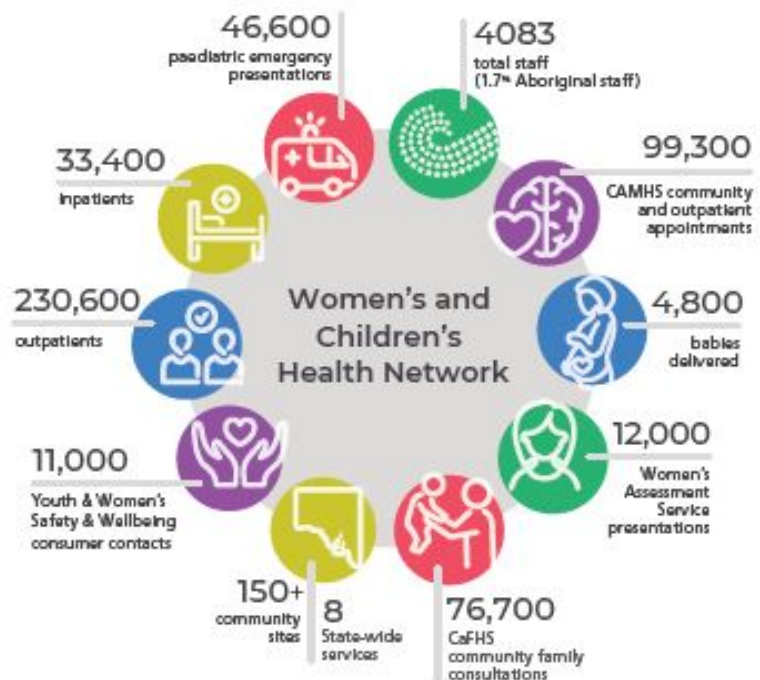
Our Story starts with our consumers and communities who are at the centre of everything that we do.

Our focus for the years ahead is to:

- Provide outstanding care and service
- Enhance our culture and leadership
- Design and deliver a new Women's and Children's Hospital
- Strengthen partnerships, expand innovation
- Through research, education and learning, inspire others, share specialist knowledge and deliver excellence in everything that we do
- Deliver an integrated WCHN

Our Way is underpinned by our agreed ways of working together that enable us as an organisation to:

- Share a common purpose and direction
- Use innovative and new ways to deliver our service
- Educate and support people to excel in the care that they give
- Grow and develop our current and future leaders
- Ensure that we have consistent behaviours and ways of working
- Implement processes and systems that are efficient and effective



State-wide services: Child and Family Health Service, Child and Adolescent Mental Health Service, Yarrow Place Rape and Sexual Assault Service, Disability Services, Child Protection Service, Metropolitan Youth Health, Women's Health Service, Women's Safety Strategy