



## ROLE DESCRIPTION

<b>Role Title:</b>	DASSA Comorbidity Clinician
<b>Classification Code:</b>	AHP3
<b>LHN/ HN/ SAAS/ DHW:</b>	South Australian Local Health Network
<b>Hospital/ Service/ Cluster:</b>	
<b>Division:</b>	Drug and Alcohol Services South Australia (DASSA)
<b>Department/Section / Unit/ Ward:</b>	Outpatients Services
<b>Role reports to:</b>	Outpatient Regional Manager
<b>Role Created/ Reviewed Date:</b>	July 2021
<b>Criminal and Relevant History Screening:</b>	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)
<b>Immunisation Risk Category Requirements:</b>	<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) <input type="checkbox"/> Category C (minimal patient contact)

## ROLE CONTEXT

### Primary Objective(s) of role:

- > The role provides expertise for individuals experiencing complex Alcohol and Other Drug issues with mental health comorbidity.
- > The incumbent is required to work collaboratively with other DASSA Comorbidity Clinicians, working across sites as demand requires to support consumers across different ages and demographics with Mental Health and Alcohol and Other Drug (AOD) comorbidities. The incumbent provides support through consultation, development and delivery of staff education, clinical policy and procedures relating to the management of drug and alcohol and mental health presentations as well as liaison and referral with a range of services relevant to the needs of the client and their family, to ensure continuity of care, health promotion, evaluation and research.
- > The incumbent builds partnerships and liaises with community and acute services to provide an umbrella of support of co morbidity to both the Govt and Non Govt sectors through clinical and education support. This role includes the provision of direct clinical services to improve outcomes for mental health consumers including co-assessment, coordinated care and clinical review within mental health settings, including via telehealth to support staff and consumers in regional areas.
- > Various practice models may be used to enact this role, including but not limited to:
  - > Coordination and leadership of projects and/or programs that contribute clinical expertise to improve client/service outcomes.
- > The DASSA Comorbidity Clinician is a senior clinical worker and accepts accountability for their professional practice, professional advice given, delegations of care made and for addressing inconsistencies between practice and policy.

**Direct Reports:**

> Nil.

**Key Relationships/ Interactions:**Internal

- > The role directly reports to the DASSA Regional Manager, Outpatient Services and is accountable to the Director of Outpatient Services and Allied Health for operational matters and professional standards, works collaboratively with Senior clinicians and professionals of all disciplines within DASSA and Mental Health and maintains cooperative and productive working relationships with all members of the health care team supporting less experienced members of clinical team.

External

- > Mental health services, other Government and Non-Government organisations/agencies.

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- > Keeping up to date with relevant research, technological advancements, and models of care.
- > Acceptance of responsibility for the maintenance of own knowledge and professional competence and contemporary practices
- > Working appropriately and in a culturally respectful way with clients referred to the service with high severity alcohol and other drug related problems and concurrent comorbid medical or mental health issues where there are multiple complexities, diverse cultural backgrounds and expectations of clients.
- > Providing support, leadership, and supervision to DASSA clinical staff.
- > Working collaboratively within the multidisciplinary team and across organisational Divisions/sites and promoting communication processes to enable best client outcomes.

**Key Result Area and Responsibilities**

Key Result Areas	Major Responsibilities
Assistance in provision of professional and high-quality client service delivery aimed at improving health outcomes	<ul style="list-style-type: none"><li>&gt; Undertaking a clinical workload and utilising allied health expertise to provide a comprehensive service to clients including the more complex cases.</li><li>&gt; Contribute expert assessment and advice to local clinical teams to achieve integrated care within a risk management framework.</li><li>&gt; Be required in a multidisciplinary community/tertiary health care setting to apply allied health expertise to assess clients, select and implement different therapeutic interventions and/or support programs and evaluate patient/client progress.</li><li>&gt; Provide effective complex discharge planning and shared care through the provision of education and referral.</li><li>&gt; Provide an expert education and consultancy service to DASSA staff, mental health staff and other referring services in relation to alcohol and other drug models, practices, and service co-ordination.</li></ul>

	<ul style="list-style-type: none"> <li>&gt; Contribute to the effectiveness of the multidisciplinary team and the formation and review of relevant procedures, processes, and guidelines in the work of the unit, Division and Organisation as directed by the Regional Manager.</li> </ul>
Contribution to the overall effective and efficient management of mental health service outcomes	<ul style="list-style-type: none"> <li>&gt; Provide operational and practice supervision to other staff members under the direction of the Regional Manager.</li> <li>&gt; Actively contribute to the planning, development, and implementation of quality improvement activities.</li> <li>&gt; Maintain productive working relationships and manage conflict resolution.</li> </ul>
Provision of professional leadership and contribution to the achievement of best practice and the application of relevant research	<ul style="list-style-type: none"> <li>&gt; Integrate contemporary information and research evidence with personal experience to support the decision making, innovative thinking and objective analysis and clinical service delivery and procedures development that are expected at this level.</li> <li>&gt; Development, implementation and evaluation of projects and other important influential systems with other services and sectors.</li> <li>&gt; Ensure mechanisms are in place to support ongoing education where work and learning are integrated.</li> <li>&gt; Apply evidence-based recommendations and share expert clinical knowledge to improve patient/client care outcomes.</li> <li>&gt; Contribute to the redesign of care and treatment practices.</li> <li>&gt; Provide professional practice and clinical supervision, mentoring and support to Allied Health workers and students.</li> <li>&gt; Contribute to clinical practice research.</li> </ul>
Responsibility for a consistent and high standard contribution to an effective team environment, a positive culture and safe working environment	<ul style="list-style-type: none"> <li>&gt; Pro-actively safeguard the health and wellbeing of staff by ensuring safe work practices are undertaken by self and other in the workplace.</li> <li>&gt; Participate in cross site activities and contributing to the development of the multi-disciplinary team members.</li> <li>&gt; Actively participate in quality improvement, professional development and peer review to ensure continuous professional improvement.</li> <li>&gt; Contribute positively to the development of a strong team culture.</li> <li>&gt; Contribute to planning activities and implementation.</li> </ul>

## Knowledge, Skills and Experience

### **ESSENTIAL MINIMUM REQUIREMENTS**

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

- > Relevant degree or equivalent qualification granting eligibility for full membership of the Australian Association of Social Workers, or
- > Appropriate degree or equivalent qualification and general registration with the Psychology Board of Australia.

**Personal Abilities/Aptitudes/Skills:**

- > Effective leadership skills including highly developed skills in communication, problem solving, conflict resolution and negotiation skills working within a multidisciplinary team in a manner that fosters staff potential.
- > Ability to prioritise workload, meet set timelines and manage competing service requirements.
- > Proven ability for flexibility, innovation and creativity within the whole of service setting.
- > Demonstrated ability in leading and promoting consumer engagement initiatives and facilitating change management.

**Experience:**

- > Experience in community health settings offering psycho-social assessment case management, and evidence based therapeutic interventions relevant to substance use presentations.
- > Experience in quality improvement, procedure development and service evaluation activities.
- > Experience in providing capacity building, education and/or training within a health services setting.
- > Experience working with people with high and complex needs, including alcohol and other drug and mental health comorbidity.
- > Experience in the supervision of students and staff including less experienced allied health staff.

**Knowledge:**

- > Knowledge and understanding of relevant legislation, industrial agreements, standards, codes, ethics and competency standards including the Australian National Safety and Quality and Safety Health Service Standards.
- > Comprehensive knowledge of management of people with alcohol and other drug related problems and mental health issues, and a current working knowledge of alcohol and other drug relevant government, non-government, and private community-based services.

**DESIRABLE CHARACTERISTICS****Educational/Vocational Qualifications:**

- > Qualification in mental health related discipline.
- > Post graduate qualifications in addictions, or the willingness to undertake further study in these areas or other relevant tertiary qualifications in health or human services related disciplines.
- > For psychologists, an endorsed area of practice in Clinical Psychology is desirable

**Personal Abilities/Aptitudes/Skills:**

- > Ability to undertake presentations to community and professional groups.

**Experience:**

- > Experience in analysing complex clinical data and evaluating the results of social work or psychological research and integrating, where relevant, the results into clinical practice.
- > Experience working in mental health community or acute services.

**Knowledge:**

- > Knowledge of the South Australian Public Health System.

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### Special Conditions:

- > 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 the 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. There may be ongoing immunisation requirements that must be met.
- > 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 must be willing to work flexibly across all DASSA comorbidity services within the metropolitan area based on changing service demand.
- > 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.
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### 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.

**Performance Development:**

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

**Handling of Official Information:**

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

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

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

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

**White Ribbon:**

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

**Resilience:**

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

## Organisational Context

### Organisational Overview:

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

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

### Our Legal Entities:

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

The legal entities include but are not limited to the Central Adelaide Local Health Network Inc., Northern Adelaide Local Health Network Inc., Southern Adelaide Local Health Network Inc., Women's and Children's Health Network Inc., Barossa Hills Fleurieu Local Health Network Inc., Eyre and far North Local Health Network Inc., Flinders and Upper North Local Health Network Inc., Limestone Coast Local Health Network Inc., Riverland Mallee Coorong Local Health Network Inc., Yorke and Northern Local Health Network Inc. and SA Ambulance Service Inc.

### SA Health Challenges:

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

### South Australian Local Health Network / Drug & Alcohol Services South Australia:

Drug & Alcohol Services South Australia (DASSA) is a state wide health service and provides state wide services and policy advice for tobacco, alcohol and other drug issues. DASSA's mission is to develop and deliver best practice in preventing the uptake of harmful drug use, reducing the harmful effects of licit and illicit drugs, and offering pathways out of harmful drug use. DASSA promotes the health and safety of South Australians through coordinated, collaborative policy initiatives, population-health programs and harm reduction strategies aimed at the prevention of tobacco, alcohol and other drug related harm.

DASSA also provides treatment and rehabilitation for people who have complex alcohol and other drug related problems. Services include: telephone counselling, withdrawal management, a therapeutic community, pharmacotherapies, amphetamine treatment interventions, and a state wide community-based counselling services.

DASSA provides policy and planning advice to the Department of Health and Wellbeing and the Minister for Health and Wellbeing, and coordinates, supports and provides expert advice to South Australia's role in national policy development and key multi-sectoral state-wide policy initiatives and leadership to the South Australian Drug Strategy.

## Values

### SA Health Values

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

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

### Code of Ethics

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

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

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

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

## Approvals

### Role Description Approval

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

**Name:**

**Role Title:**

**Signature:**

**Date:**

## Role Acceptance

### Incumbent Acceptance

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

**Name:**

**Signature:**

**Date:**

### Version control and change history

Version	Date from	Date to	Amendment
V1	10/02/17	09/04/17	Original version.
V2	10/04/17	04/07/17	Safety & Quality statement in General Requirements.
V3	04/07/17	10/07/18	Minor formatting with order of information amended.
V4	11/07/18	26/03/19	Updated legal entities for Minister and Department title on Page 7. Updated Immunisation Guidelines to Policy Directive under general requirements.
V5	27/03/19	04/06/19	Added categories for immunisation requirements on front page.
V6	05/06/19	25/06/19	Updated changes to the Criminal Relevant History and Screening.
V7	26/09/19	09/06/20	Updated legal entities to include new regional LHN's.
V8	10/06/2020	03/05/2021	Update Risk Management Statement
V9	04/05/21		Inclusion of integrity statement under Code of Ethics on Page 6