



ROLE DESCRIPTION

Role Title:	Psychologist /Provisional Psychologist		
Classification Code:	AHP1	Position Number	
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network (CLHN)		
Site/Directorate	Mental Health Clinical Programs		
Division:	Mental Health		
Department/Section / Unit/ Ward:	Mental Health		
Role reports to:	Operationally: Team Manager for site/service Professionally: Principal Clinical Psychologist MHCP, via the Senior Clinical Psychologist		
Role Created/ Reviewed Date:			
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)		
Immunisation Risk Category:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input 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:
<p>Under the direct supervision of the Senior Psychologist, the Psychologist/Provisional Psychologist will contribute to the delivery of a comprehensive and integrated range of mental health services, appropriate to the needs of the local community which optimise health outcomes. The position incorporates support and supervision to assist the Provisional Psychologist in the transition from student to professional.</p> <p>The Provisional Psychologist applies clinical experience, clinical knowledge and professional competence to plan, implement and evaluate comprehensive and integrated services to the needs of consumers of the Central Adelaide Local Health Network.</p> <p>The Provisional Psychologist /Psychologist works collaboratively with the multi-disciplinary team, liaises directly with medical, nursing, allied health staff, other community mental health teams, CALHN agencies and with other private providers and community agencies, and applies a range of therapeutic approaches in their work.</p>

Direct Reports:
<ul style="list-style-type: none"> Nil

Key Relationships/ Interactions:
<p>Internal</p> <ul style="list-style-type: none"> The Provisional Psychologist is accountable to the Team Manager for operational clinical outcomes and is accountable to the Principal Psychologist through the Senior Clinical

Psychologist, for their professional practice and development.

External

- The Provisional Psychologist works collaboratively with the multi-disciplinary team and liaises with providers of CALHN services and other community agencies.

Challenges associated with Role:

Major challenges currently associated with the role include:

- Managing a workload and competing demands requiring the ability to organise and prioritise workload and time.
- Ability to assist with diverse activities and key accountabilities requiring the ability to work as a member of a team across a number of allied health professionals.
- Keeping up to date with, implementing and monitoring evidence-based practice and quality management initiatives consistent with organisational policies
- Dealing appropriately and relevantly with clients and their families where there are multiple complexities and diverse cultural backgrounds.
- Working around patients/carers/families who may display aggression, distressed or unpredictable behaviours.
- Accepting responsibility for the maintenance of own knowledge and professional competence, and maintaining knowledge and skills about contemporary clinical psychology practices.
- Maintaining professional boundaries when responding appropriately to client and family/carer expectations.

Delegations:

Nil

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 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.

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 & 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 both CALHN and the broader 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.

Cultural Commitment:

CALHN welcomes and respects Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. In acknowledgement of this, CALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce. Our Reconciliation Action Plan guides, supports and holds us accountable as we uphold our values and focus on making reconciliation a reality. The plan can be found at centraladelaide.health.sa.gov.au.

Resilience:

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

Integrity Statement:

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

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Ensure the provision of high quality psychology services that maximises patient health outcomes by:	<ul style="list-style-type: none"> Using increasing professional knowledge and skills to provide assessments interpret findings and plan and implement interventions plans in conjunction with the patient, carers and other health professionals as appropriate to registration status. Seeking guidance and supervision from experienced staff when more complex problems solving, professional decision making and practice skills are required. Ensuring documentation is consistent with service policy and practice in conjunction with Senior Clinical Psychologist. Undertaking comprehensive discharge planning in conjunction with other team members in conjunction with Senior Clinical Psychologist. Maintaining and developing clinical and professional knowledge and skills.
Provide effective coordinated inter-disciplinary care by:	<ul style="list-style-type: none"> Working under the supervision of the Senior Clinical Psychologist and in accordance with Psychology Board of Australia (PsyBA) approved arrangement, working collaboratively with members of other disciplines within CALHN. Participating actively in multidisciplinary service teams and projects
Maintain and develop clinical and professional skills by:	<ul style="list-style-type: none"> Participate in departmental and divisional professional development programs. Contribute to departmental administration through staff meetings. Contribute to the development of departmental procedures and policies. Participate in quality improvement activities, research and performance enhancement.
Participate in the development of a high quality psychology service by:	<ul style="list-style-type: none"> Participation in departmental meetings. Participation in the development of resources and new information. Participation in research and evaluation of the psychology service. Undertaking data input and participating in reviewing and evaluating data produced by the clinical information management system.
Provision of training and supervision of clinical psychology students by:	<ul style="list-style-type: none"> Providing support to undergraduate students and to work experience students. Working under the supervision of the Senior Clinical Psychologist and in accordance with the PsyBA approved arrangement to providing a role model, by demonstrating professional behaviour, and clinical reasoning.
Contribute to the delivery and management of efficient work practices and a culture of continued quality improvement including:	<ul style="list-style-type: none"> 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

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Appropriate Honours degree or equivalent qualification recognised by the Psychology Board of Australia (PsyBA)
- Must hold provisional registration with the PsyBA and be working toward full registration under an arrangement approved by the PsyBA.

Personal Abilities/Aptitudes/Skills

- Demonstrated competency and knowledge in generic mental health and disciplinary specific assessment and treatment as appropriate to registration status.
- Demonstrated commitment to improve personal and professional skills through self-directed learning and evaluation in line with CALHN 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.
- Proven ability in basic computing skills, including email and word processing.

Experience

- Demonstrated competency in the clinical management and treatment of a broad range of mental health conditions.
- Demonstrated experience in the use of Microsoft Office (including Word and Excel) and database packages.

Knowledge

- 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.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Completion of a minimum of 2 clinical placements as part of University Coursework requirements.

Personal Abilities/Aptitudes/Skills:

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

Experience

- Demonstrated flexibility and ability to adapt to changing service provision needs.

Knowledge

- Knowledge of the South Australian Public Health System.

Organisational Context

Organisational Overview:

At CALHN we are shaping the future of health with world-class care and world-class research. This is fundamental in assisting us to achieve our vision of becoming one of the top five performing health services in Australia and one of the top 50 performing health services in the world within five years.

We are part of SA Health, which is the brand name for the public health system. As a system SA Health's mission 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 Strategic 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.

Central Adelaide Local Health Network:

Established in July 2011, CALHN is one of five Local Health Networks (LHNs) in South Australia and we are accountable to the Central Adelaide Local Health Network Governing Board. Our board has oversight of our strategy, risk management, governance and performance, and works with our Chief Executive Officer to provide strategic direction for our network.

CALHN is responsible for the following health services:

- Royal Adelaide Hospital (RAH)
- The Queen Elizabeth Hospital (TQEH)
- Hampstead Rehabilitation Centre (HRC)
- St Margaret's Rehabilitation Hospital (SMRH)
- Glenside Health Service (GHS) Psychiatric Intensive Care Unit; Inpatient Rehabilitation Services and Acute beds only
- Adelaide Dental Hospital (ADH).

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including SA Medical Imaging (SAMI), SA Pathology SA Pharmacy and BreastScreenSA, responsibility of which has vacillated between CALHN and DHW over the past few years.

CALHN is one of three metropolitan LHNs and its core population is approximately 390,000 people. CALHN also provides services to patients from other SA networks, rural and remote areas, the Northern Territory, NSW (Broken Hill) and western parts of Victoria. These services usually relate to complex services such as head and neck cancer, radiation therapy, cardiac surgery, spinal surgery or rehabilitation.

CALHN's purpose is to deliver quality and sustainable healthcare. While the delivery of high quality patient care is our number one priority, underpinning our goals is good governance, improved patient experience, business operations, efficiency and financial performance and more accountable and contemporary ways of working.

To find out more about CALHN visit centraladelaide.health.sa.gov.au.

Mental Health Clinical Program:

The CALHN Mental Health Clinical Program (MHCP) provides comprehensive inpatient and community based mental health care to people living within the CALHN catchment area. Services are located in the two general hospitals, at Glenside Health Services and at a range of community sites. Services are available for people from 16 years. The MHCP partners with multiple government and non-government services in the coordination of treatment and support services. The service is multidisciplinary and employs a range of medical, nursing, allied health, administration and lived experience workers. The service is committed to the genuine engagement of consumers and carers as partners in service delivery.

Central Adelaide Local Health Network Values

Our values, together with our vision and ambitions provide direction for everything that happens across our network. They outline who we are, what we stand for, what our consumers and their families can expect from us and what we can expect from each other. They guide our decisions and actions.

Values	Behaviours
<i>People first</i>	<ul style="list-style-type: none">- I am there for my patients and colleagues when they need me most.- I put myself in my patients and colleagues shoes to understand their needs.- I go out of my way to make sure my patients and colleagues achieve the best outcome and have a great experience.- I respect uniqueness in my colleagues, our patients and their families.
<i>Ideas driven</i>	<ul style="list-style-type: none">- I look and listen to ensure I fully understand the problem and find a solution.- I look for ways to break-down barriers and silos to hear new perspectives and solve complex problems.- I invest in my own learning and look for opportunities to explore and introduce new ideas.- I am interested in critical research and how it informs creative thinking.
<i>Future focussed</i>	<ul style="list-style-type: none">- I embrace leading practices and use them to evolve our ways of working.- I lead and support change to improve patient and organisational outcomes.- I am constantly on the look-out for opportunities to improve.
<i>Community minded</i>	<ul style="list-style-type: none">- I put my hand up to lead work that matters.- I am accountable and focused on value.- I value and champion diversity.- I embrace collaboration and constructive partnerships.

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 CALHN as described within this document.

Name:

Signature:

Date: