

Position	DBT Clinician
Classification	AHP2
Division	Mental Health
Department / Section / Unit / Ward	SCMHS / Marion Acute-Mood Team / Mood Stream / DBT
Role reports to	Operationally: > Team Manager Marion Acute-Mood Team AHP4 / RN4 Professionally: > Principal SW / Principal Psychologist / Principal OT
CHRIS 21 Position Number M55457	Role Created / Review Date 13/08/2020
Criminal History Clearance Requirements <input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child - Prescribed (Working with Children Check) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category A (direct contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

The DBT Clinician is responsible for providing direct clinical services to consumers registered for Dialectical Behaviour Therapy, as well as other consumers of the Specialist Community Mental Health Services as required.

- > Contribute to the provision of individual therapy, group work and phone coaching within the Dialectic Behavioural Therapy model.
- > Assists the DBT coordinator with administrative duties, monitoring of service provision, data collection and usage and service evaluation.
- > Participate in treatment planning and co-ordination and provision of treatment services.
- > Participate in DBT consultation meetings.
- > Participate in supervision.
- > Co-facilitate DBT skills training groups.
- > Conduct required assessments.
- > Contribute to the clinical and strategic activities of the SCMHS Acute-Mood Team and the broader SALHN Mental Health Directorate.

The incumbent will be required to participate and contribute to the strategic and operational management of the SALHN Mental Health Services as directed by the Team Manager / Nursing Director / Allied Health Director / Co-Director Mental Health Services.

Direct Reports: (List positions reporting directly to this position)

- > Nil

Key Relationships / Interactions:

Internal:

- Maintains a close working relationship and reports operationally to the Team Manager, Marion Acute-Mood Team

- Maintains a close working relationship with the Coordinator – DBT for clinical practice
- Maintains a close working relationship and reports to the Discipline Senior for professional supervision and practice
- Maintains cooperative and productive working relationships with all members of the multi-disciplinary team
- Supports and works collaboratively with less experienced members of the team

External:

- > Maintains relationships with non-government organisations or other government organisations to meet the needs of the consumer and family/carer groups.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Working with individuals where there are multiple complexities and diverse cultural backgrounds.
- > Recognising and responding to clinical deterioration or other incidents and escalating appropriately.
- > Providing evidenced based care, developing clinical skills while keeping up to date with professional standards of practice and quality management initiatives consistent with organisational policies.
- > Working collaboratively within the multidisciplinary team.

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN 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, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > 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.
- > *Mental Health Act 2009 (SA)* and Regulations.

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

- > It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and *Child Safety (Prohibited Persons) Regulations 2019* must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 1998* made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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.

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > Ensuring the provision of specialised DBT programs for consumers who would benefit from this intervention in collaboration with the DBT program members and the broader team / organisation.
Service /team development and interagency collaboration	<ul style="list-style-type: none"> > Developing strong relationships and communicating proactively with a range of external and internal stakeholders. > Encouraging and supporting interdisciplinary and multidisciplinary professional practices. > Establishing appropriate team priorities and practices in consultation with directors. > Ensuring full awareness of new policies and practices.
Team work	<p>Work as an effective member of a multi-disciplinary team by:</p> <ul style="list-style-type: none"> > Contributing to the formulation and attainment of team goals and objectives > Identifying and facilitating strategies to address identified service gaps > Participating and facilitating staff development sessions and programs and when appropriate provide education, induction and orientation > Developing and maintaining collaborative relationships within the multidisciplinary team to ensure effective care. > Working under limited direction, accepting professional responsibility for a high standard of complex, specialised or strategically significant work and draws on professional direction in the application of new evidence based practice > Coordinating, participating in, initiating and implementing programs, methodologies, projects and assignments as negotiated with the team and other appropriate senior staff. > Contributing to the development and review of procedures and guidelines. > Participating in the review of the effectiveness of internal and contracted service providers, and in the organisational response to address identified issues. > Participating in the analysis and interpretation of legislation, regulations and other guidelines to enable their operationalisation within the service. > Coordinating and/or contributing to mental health, social policy and research. >
Monitoring and evaluation of key performance indicators	<ul style="list-style-type: none"> > Monitoring and evaluating intervention outcomes. > Being involved in continuous quality improvement and other relevant research and evaluation activities to promote service development and quality improvement. > Contributing to service development through discipline specific, multi-disciplinary and trans-professional research and evaluation as required.
Contribution to effective operation of unit	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector).

- > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements.
- > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions.
- > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Must hold an Honours degree or equivalent recognised by the Psychology Board of Australia (PsyBA). Must hold *general registration* with the PsychBA.
- > An appropriate degree or equivalent qualification which gives eligibility for full membership of the Australian Association of Social Workers.
- > Appropriate Degree or equivalent qualification which entitles registration as an Occupational Therapist with the Occupational Therapy Board of Australia.

Personal Abilities/Aptitudes/Skills

- > Demonstrated skills regarding the implementation and review of therapy programs
- > Demonstrated ability to form and maintain networks and collaborative partnerships
- > Advanced skills in undertaking a comprehensive bio-psychosocial assessment, including mental state and risk assessments of consumers presenting with high or complex needs.
- > Skills in psychosocial rehabilitation and recovery practices.
- > Advanced skills in individualised care planning and coordinating comprehensive service provision and crisis intervention with people who have high or complex needs.
- > Commitment to Recovery oriented practice
- > Ability to analyse and work through problems positively
- > Demonstrated high level communication and interpersonal skills
- > Demonstrated ability to develop a respectful and therapeutic relationship with clients
- > Demonstrated ability to be self-motivated, resourceful and innovative.
- > Demonstrated ability to analyse problems, devise and implement creative and effective strategies and to evaluate the outcomes.
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family centred care.
 - Risk management.

Experience

- > Proven experience in basic computing skills, including email and word processing
- > Minimum three years post graduate experience in a clinical role within a mental health service.
- > Demonstrated experience in working within a multidisciplinary environment.
- > Demonstrated experience in working with consumers and carers
- > Experience in working with a range of government and non-government agencies.
- > Demonstrated interest in Dialectic Behaviour Therapy.
- > Ability to use clinical information systems
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > Specialist knowledge in the area of mental health, including National Mental Health Policy/ Standards/ Plans.
- > Knowledge and understanding of South Australian Mental Health Act.
- > Knowledge of Dialectic Behaviour Therapy

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)**Personal Abilities/Aptitudes/Skills**

- > Ability to forward plan and develop critical pathways.
- > A demonstrated interest in research and evaluation.
- > A demonstrated ability to introduce new ideas/ concepts and to influence change.
- > Advanced ability to analyse complex problems, devise and implement creative and effective strategies and to evaluate the outcomes.

Experience

- > Proven experience in basic computing skills, including email and word processing.
- > A working knowledge of Dialectical Behavioural Therapy
- > Experience in evaluating therapy effectiveness
- > Experience in developing resources as an adjunct to therapy
- > Experience in organisational strategic planning
- > Demonstrated experience in using the therapist consultation group to ensure integrity of interventions

Knowledge

- > Awareness of the Charter of Health and Community Services rights.

Educational/Vocational Qualifications

- > Qualifications related to Dialectic Behavioural Therapy or related therapies.

Other Details

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.

SA Health Challenges

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

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.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network
	> Southern Adelaide Local Health Network
	> Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network
	> Yorke and Northern Local Health Network
	> Flinders and Upper North Local Health Network
	> Riverland Mallee Coorong Local Health Network
	> Eyre and Far North Local Health Network
	> South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



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; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

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

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Dialectical Behaviour Therapist Clinician in the SALHN Mental Health Services Division and organisational context and the values of SA Health as described within this document.

Name

Signature

Date