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SA Health Job Pack

Job Title	Senior Clinical Psychologist – Older Person's Mental Health Service
Eligibility	Open to Everyone
Job Number	791384
Applications Closing Date	27 May 2022
Region / Division	Northern Adelaide Local Health Network
Health Service	Older Person's Mental Health Service
Location	Elizabeth Vale
Classification	AHP3
Job Status	Ongoing Full-Time
Salary	\$99,629 - \$106,864 p.a.

Contact Details

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Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Communities and Social Inclusion (DCSI) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- ☐ Working with Children Screening - **DHS**
- ☒ Vulnerable Person-Related Employment Screening - **NPC**
- ☒ Aged Care Sector Employment Screening – **NPC or DHS**
- ☐ General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category A (direct contact with blood or body substances)

This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category A (direct contact with blood or body substances). [Please click here for further information on these requirements.](#)

Guide to submitting an application

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

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

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

We request that you attach the following to your application -

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

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

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



ROLE DESCRIPTION

Role Title:	Senior Clinical Psychologist
Classification Code:	AHP3
LHN/ HN/ SAAS/ DHA:	Northern Adelaide Local Health Network
Hospital/ Service/ Cluster	LMH
Division:	Older Person's Mental Health Service
Department/Section / Unit/ Ward:	Ward 1H
Role reports to:	Nurse Unit Manager
Role Created/ Reviewed Date:	
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/> Aged (NPC) <input type="checkbox"/> Working with Children Check (WWCC) <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:

The Senior Clinical Psychologist works within a multi-disciplinary team and is responsible for the provision of a clinical psychology service involving the establishment and monitoring of quality assurance procedures, program evaluation and the design and direct provision of psychology assessment and treatment services.

The Senior Clinical Psychologist operates as a clinical leader, works in collaboration with other team members in the development of service aims and objectives, and fosters partnerships with government and non-government organisations, and carer networks.

The Senior Clinical Psychologist provides specialist advice, assistance, and consultancy services to Older Persons Mental Health Service staff.

The Senior Clinical Psychologist provides clinical supervision to AHP2 Clinical Psychologists.

The Senior Clinical Psychologist may be delegated to provide orientation, supervision and support to staff, provisional psychologists and volunteers.

The Senior Clinical Psychologist will contribute to research and evaluation of psychological practice and promote new information and development in the field of psychology.

Direct Reports:

- > The incumbent works within a community multi-disciplinary team and is accountable to the Team Leader for functional responsibilities.
- > The Senior Clinical Psychologist works closely with other members of the Older Persons Mental Health Service Team.
- > The Senior Clinical Psychologist contributes towards effective working relationships with staff from Northern Mental Health Services and other organisations to maximise collaborative responses to the psychological needs of Older Persons Mental Health consumers

- > Establish, develop and maintain a leadership role in professional networks to promote best practice in service provision
- > Receives professional supervision through the Principal Psychologist Northern Mental Health.

Key Relationships/ Interactions:

- > Reports to the Principal Psychologist with regard to professional and to the Nurse Unit Manager for clinical service issues.
- > Works collaboratively with other members of their discipline and of multi-disciplinary teams.
- > Liaises with other health professionals, service providers and the community.
- > Responsible for the training and supervision of other health professionals and students as required.
- > Deputises for the Principal Psychologist as required.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Competing demands of clinical and operational roles in maintaining clinical services to the team and continuing supervision of the inpatient psychology team.
- > Delivering goal-directed, time limited care to consumers and their families while also supporting efficient clinical flow in the service.

Delegations:

- > Nil

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Ensure the provision of high quality Psychology services that maximises consumer health outcomes by:	<ul style="list-style-type: none"> > Identifying and treating psychological problems and psychiatric disorders. > Devising and implementing specific treatment programs including the application of a range of established procedures which may include behavioural and cognitive therapies, neuropsychological assessment and an emphasis on rehabilitation. > Take responsibility for providing treatment solutions through the application of scientific principles and conceptual knowledge. > Undertaking comprehensive discharge planning in conjunction with other team members. > Maintaining and developing clinical and professional knowledge and skills. > Ensuring documentation is consistent with service policy and practice. > Promoting access to and equity of services for people of diverse cultural and linguistic back grounds.
Provide effective coordinated Inter-Disciplinary care by:	<ul style="list-style-type: none"> > Participating in handovers, clinical reviews and consumer transfer of care'. > Providing a professional resource for other team members in relation to forensic/clinical psychology matters > Participating in the development of team aims and objectives and contribute towards their attainment' > Participating in and facilitating appropriate education and staff development programs > Working with other team members to manage conflict situations > Participating actively in Multi-Disciplinary service teams and projects > Developing and maintaining collaborative relationships within the multidisciplinary team to ensure effective integrated care
Ensure that all clients who are undergoing treatment of a designated behavioural or psychological nature receive care of the highest ethical and clinical standard by:	<ul style="list-style-type: none"> > Participating in and, where required, establishing peer review and quality assurance procedures > Accepting professional and legal responsibility for the results of investigations > Keep data on assessment and treatment in a fashion that ensures they are legally presentable and defensible > Assume responsibility for the administration and interpretation of psychological assessment procedures including neuropsychological and social aspects of an individual's functioning
Participate in the development of high quality Psychology services by:	<ul style="list-style-type: none"> > Participating in quality improvement activities, research and performance enhancement. > 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 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 > Demonstrating professional behaviour, and clinical reasoning

<p>Contribute to the delivery and management of efficient work practices and a culture of continued quality improvement, including:</p>	<ul style="list-style-type: none"> > Providing services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services. > Participating in, initiating and implementing the development of programs, methodologies, projects and assignments as negotiated with the team and other appropriate senior staff. > Interpreting and analysing s269 Criminal Law Consolidation Mental Impairment (Amendment) Act 1995. > Imparting specialist knowledge which enables a greater understanding of Forensic Mental Health issues. > 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
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Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Must hold an appropriate degree (Master of Clinical Psychology) or equivalent qualification recognised by the PsyBA and general registration with PsyBA and an endorsed area of practice in Clinical Psychology.
- > Must hold approved supervisor status with the PsyBA at all levels of supervision (primary and secondary).

Personal Abilities/Aptitudes/Skills

- > Demonstrated competency and knowledge to utilise suitable psychological treatment techniques, including diagnostic techniques, analysis of information and clear decision making in the planning, developing, implementing and evaluating clinical interventions.
- > Demonstrated commitment to improve personal and professional skills through self-directed learning and evaluation in line with NALHN objectives.
- > Demonstrated ability to communicate effectively both verbally and written.
- > Demonstrated ability to manage a high and varied workload, organise priorities, meet deadlines and use initiative.
- > Demonstrated commitment and ability to effectively communicate and work with people from diverse professional backgrounds and work as a member to facilitate group functioning.
- > Demonstrated ability to undertake the physical demands of the job

Experience

- > Clinical leadership experience in providing clinical leadership and developing professional development and identifying and meeting training needs.
- > Demonstrated experience in the use of Microsoft Office (including Word and Excel) and database packages.
- > Experience in a broad range of disability clinical settings

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
- > Comprehensive knowledge of the effect on cognition, behaviour and social/emotional wellbeing of developmental, acquired neurological disabilities particularly in older adults who present with challenging behaviours and/or who have complex needs.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > Postgraduate qualifications in a field relevant to psychology or ageing

Personal Abilities/Aptitudes/Skills:

- > Demonstrated commitment to excellence and innovation in work practices.

Experience

- > Experience in a broad range of mental health clinical setting
- > Experience in accessing and negotiating with community services.
- > Experience in student supervision and peer mentoring
- > Proven experience in basic computing skills, including email and word processing

Knowledge

- > Knowledge of the South Australian Public Health System.
- > Knowledge of Human Resource management principles.
- > Knowledge and understanding of performance appraisal systems.
- > Understanding of the role of Older Persons Mental Health Services.

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 Criminal and Relevant History Screening.
- > *Prescribed Positions* under the *Child Safety (Prohibited Person) Act (2016)* must obtain a satisfactory criminal and relevant history screening for child related work through the Screening Unit, Department of Human Services.
- > Criminal Screening and Relevant History screenings must be renewed every 5 years thereafter from date of issue for 'Prescribed Positions' under the *Child Safety (Prohibited Person) Act (2016)* or every 3 years thereafter from date of issue for 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* made in pursuant to the *Aged Care Act 2007* (Cth).
- > 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.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- > Appointment subject to being satisfactorily credentialed in accordance with SA Health's Authenticating Allied Health Professionals Credentials Policy.
- > Must have a current SA driver's licence and willingness to drive a Government vehicle is essential.

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 Guidelines for Health Care Workers in South Australia 2014.*
- > *Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).*
- > *Child Safety (Prohibited Person) Act (2016).*
- > *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.*
- > Adhering to the principles of the National Standards for Mental Health Services.

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 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:

NALHN 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, NALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce.

Resilience:

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

Organisational Context

SA Health

SA Health is committed to protecting and improving the health of all South Australians by providing leadership in health reform, public health services, health and medical research, policy development and planning, with an increased focus on wellbeing, illness prevention, early intervention and quality care.

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health, the Minister for Health & Wellbeing. The State Government has reformed the governance of SA Health, including establishing 10 Local Health Networks (LHNs), each with its own Governing Board.

These reforms have taken a staged approach, with the most significant changes to taking place from 1 July 2019 when the new Governing Boards become fully operational.

SA Health is comprised of the Department for Health and Wellbeing and the following legal entities:

- > Central Adelaide Local Health Network
- > **Northern Adelaide Local Health Network**
- > Southern Adelaide Local Health Network
- > Women's and Children's Health Network
- > Barossa Hills Fleurieu Local Health Network
- > Eyre and Far North Local Health Network
- > Flinders and Upper North Local Health Network
- > Riverland Mallee Coorong Local Health Network
- > South East Local Health Network
- > Yorke and Northern Local Health Network
- > SA Ambulance Service

Northern Adelaide Local Health Network

The Northern Adelaide Local Health Network (NALHN) provides care to more than 400,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. NALHN works to ensure quality and timely delivery of health care, whilst building a highly skilled, engaged and resilient workforce based on a culture of collaboration, respect, integrity and accountability.

NALHN offers a range of primary health care services across the northern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition and hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Clinical leadership of care systems is central to the current national and state wide health reforms. NALHN care delivery is configured within clinical divisions that are patient-focused, clinically led groupings of services. Clinical Divisions are responsible for managing service delivery activities across NALHN campuses and units, bringing together empowered experts to directly make relevant decisions.

NALHN includes:

- > Lyell McEwin Hospital (LMH) - a 336-bed specialist referral public teaching hospital which has links to the University of Adelaide, University of South Australia and Flinders University. LMH provides a full range of high-quality medical, surgical, diagnostic, emergency and support services.
- > Modbury Hospital is a 174-bed, acute care teaching hospital that provides inpatient, outpatient, emergency services, Aged Care, Rehabilitation and Palliative Care. GP Plus Health Care Centres and Super Clinics
- > Aboriginal Health Services
- > Mental Health Services (including two statewide services – Forensics and Older Persons)
- > Sub-acute Services

The total operating budget for 19/20 for NALHN is \$790M with a workforce of 3,857 FTE / 5,240 head count.

NALHN Governing Board

The Governing Board members bring to NALHN a wealth of knowledge and experience across many areas.

NALHN is confident that with the support of our highly qualified Governing Board, NALHN will be well placed to achieve better health service decisions tailored to local needs and deliver a safe, high quality and financially sustainable LHN into the future.

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.

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

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.

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:

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	14/05/20	Minor formatting with order of information amended.
V4	15/05/20	19/10/2020	Organisation Context Updated
V5	20/10/2020	08/04/2021	Organisation Context Updated
V6	09/04/2021		Financial Delegation Updated Management Position Clause Updated Code of Ethics Clause Updated