



ROLE DESCRIPTION

| | |
|---|---|
| Role Title: | Therapist (Social Worker/Psychologist) |
| Classification Code: | AHP2 |
| LHN/ HN/ SAAS/ DHA: | Women's & Children's Health Network |
| Hospital/ Service/ Cluster | Women's & Children's Health Network |
| Division: | CAMHS |
| Department/Section / Unit/ Ward: | Child Protection Services |
| Role reports to: | Clinical Coordinator (AHP3) |
| Role Created/ Reviewed Date: | Reviewed July 2023 |
| Criminal History Clearance Requirements: | Working with Children Check (issued by DHS) National Police Check (issued by approved provider) If applicable - NDIS Worker Check (issued by NDIS Commission) |
| Immunisation Risk Category | <input type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" type="checkbox"/> Category B (indirect contact with blood or body substances) |

ROLE CONTEXT

Primary Objective(s) of role:

The Therapist provides a comprehensive specialist clinical therapy service for children and families referred to the Child Protection Services Acacia program, which assists in the assessment and treatment of children mostly under the Guardianship of The Chief Executive of the Department for Child Protection and the promotion of adequate care and protection for children.

This role will include providing specialist clinical sexualised behaviour therapy services for children up to the age of 12 years and families referred to Child Protection Services. The therapist will use approaches based on training and research, and receive ongoing supervision, training, guidance and peer support to develop expertise.

The Therapist contributes to the development of clinical practice in Child Protection Services, which promotes optimal delivery of clinical services to clients.

Direct Reports:

> n/a

Key Relationships/ Interactions:

Internal

- > Reports to Clinical Coordinator, Child Protection Services
- > Health professionals within the Women's and Children's Health Network

External

- > Establish collaborative working relationships with Department for Child Protection, CAMHS, Department of Education and Children's Services and SAPOL staff and other health professionals.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > The personal resilience and attitude to work in the area of child protection
- > Establishing and maintaining a collaborative working relationship with children, and caregiver/s, referred to Child Protection Services.
- > Providing support, consultation and training to carers in the alternative care system.
- > Maintaining a contemporary understanding of therapeutic modalities/approaches relating to therapy practice in the area of child protection.
- > Maintaining a contemporary understanding of the South Australian child protection system.
- > Developing an understanding of Court processes and the provision of evidence in Court, based on objective clinical opinion and clinical practice.

Delegations:

- > n/a

Resilience:

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

Performance Development

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

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

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

appropriate.

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

Handling of Official Information:

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

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

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

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

Special Conditions:

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the SA Health Criminal and Relevant History Screening Policy Directive.
- > For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit, and must be renewed every 5 years from the date of issue
- > For 'Risk Assessed Roles' under the *NDIS Worker Screening Rules 2018*, the individual's NDIS Worker Check must be renewed every 5 years from the date of issue (or are required to be compliant with transitional arrangement for South Australia).
- > Failure to renew required criminal history screenings prior to nominated expiry will require your absence by way of approved leave until a renewal is obtained.
- > A satisfactory National Police Certificate (NPC) assessment is required.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- > As a state-wide service, WCHN employees may be required to undertake work at various locations in metropolitan Adelaide, and provide outreach to other parts of South Australia (the latter in consultation with the incumbent of the role).
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > This Role Description provides an indication of the type of duties you will be engaged to perform. You may be lawfully directed to perform any duties that a person with your skills and abilities would reasonably be expected to perform.
- > Incumbent will be required to participate in an after-hours on-call roster.
- > Intra and interstate travel may be required to provide clinical services.
- > Required to provide clinical services at the Women's & Children's Hospital North Adelaide campus and/or outreach location/s.

White Ribbon:

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

Zero Tolerance to Racism:

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

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

Key Result Area and Responsibilities

| PROVISION OF CLINICAL SERVICES TO CHILDREN AND FAMILIES | |
|--|--|
| Key Result Areas | Major Responsibilities |
| <p>Provide therapeutic services to children/ young people predominantly under Guardianship and their parents/carers, referred to the Acacia program where abuse/neglect has been confirmed/substantiated and there are complex trauma and or attachment difficulties that need to be addressed.</p> <p>This may include direct assessment and therapeutic services to children who display problematic sexualised behaviour up to the age of 12 years.</p> | <ul style="list-style-type: none"> > Deliver comprehensive psychosocial services to children and families/carers to determine the occurrence and effects of abuse, the extent to which the child's needs for care and protection is/could be met and the need for therapy in accordance with Interagency Code of Practice (Child Abuse and Neglect). > Ensure therapeutic intervention services are delivered to children displaying a wide range of, emotional, developmental and behavioural issues/disturbances in accordance with the Child Protection Services Clinical Practice Standards > Therapeutic services are delivered to carers/families of children referred, as an integral part of the intervention. > Therapeutic services are delivered on an individual, family or group basis; or in conjunction with other CPS clinical staff, as appropriate. > Accessible and timely therapeutic services are delivered to Guardianship and Aboriginal and Torres Strait Islander children, young people and their families. > Therapy services are delivered to families and parents/carers of vulnerable children, as appropriate. > Therapy services are delivered using a range of age appropriate innovative approaches and child and family focused treatment modes, which contribute to improved quality of family relationships and the promotion of adequate care and protection for children. > Appropriate and relevant therapy services are delivered which address the CPS Assessment recommendations and meet the therapy needs of the child and family. > Collaborative working relationships are developed and maintained with Department for Child Protection. > Optimal therapeutic objectives are developed and monitored. Progress is reviewed and maintained against these objectives. |
| <p>Provide a telephone intake service for assessment and therapy referrals for referring agents and the community.</p> | <ul style="list-style-type: none"> > Delivery of intake services to referring agents and provision of a Child Protection consultation service to the general community in > Intake services are provided in accordance with the CPS Clinical Practice Standards. |
| PROVISION OF EXPERT OPINION AND ADVICE | |
| Key Result Areas | Major Responsibilities |
| <p>Participate in decision making regarding children's needs, treatment options, safety and future care.</p> | <ul style="list-style-type: none"> > Objective clinical opinion and recommendations are formulated and accurately communicated to referring agents, statutory bodies (Department for Child Protection and South Australia Police), Department of Education and Children's Services staff and the various Court jurisdictions through one's own clinical practice. > Children and their family/carer/s are provided with objective, accurate information. > Provision of evidence, as an expert witness, within the various Court jurisdictions. |
| <p>Provide an effective consultation service to other agencies/schools.</p> | <ul style="list-style-type: none"> > Appropriate liaison and collaboration networks are developed with other agencies including CAMHS, Department for Child Protection, Department for Education, Anglicare and South Australia Police, which support optimal service delivery to Acacia clients. This may also include consultation in relation to problematic sexualised behaviours. |

| | |
|---|--|
| Undertake regular communication/review with referring agents including Department for Child Protection and relevant others. | > Appropriate communication networks are developed and maintained |
| Advocate for clients. | > Advocating for individual clients and their family, as appropriate. > Referral to other services and agencies, as appropriate. |
| CONTINUOUS IMPROVEMENT | |
| Key Result Areas | Major Responsibilities |
| Actively participate in the development of child protection practice | > Professional training and development is undertaken, and where relevant, current approaches are integrated into clinical practice. > Educational programs and training for other professionals, students and the general public are developed and conducted. > Health promotion and child abuse prevention strategies in relation to child protection are developed. |
| Participate in quality management, quality assurance and risk management activities and improvement of services. | > Continuously reviewing existing practices and promoting change were required. > Identify and reporting specific needs of Aboriginal and Torres Strait Islander children/adolescents and families and Guardianship of the Minister children referred to the program > Attend relevant meetings (debriefing, peer review, supervision, clinical presentations and allocation) and contributing to the development of practice guidelines and integrating outcome/s, where relevant, into clinical practice. > Contribute to the development of protocols/audits and quality indicators and research initiatives. > Contribute to service development and planning processes. > Client records are maintained in accordance with CPS procedures, including electronic records and WCHN and Medical Records procedures. |
| Encourage and foster a positive culture and safe work environment | > A team environment, which promotes positivity, learning and development, safety and welfare of employees, acknowledges cultural and personal differences, and encourages creativity and innovation. > Team members demonstrate a positive approach and commitment to client service. > A positive team is maintained by actively dealing with conflict and inappropriate behaviours expediently and effectively. |

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Psychologist: Appropriate Degree or equivalent qualification and general registration with the Psychology Board of Australia.
- > Social Worker: Appropriate Degree or equivalent qualification which gives eligibility for full membership of the Australian Association of Social Workers.

Personal Abilities/Aptitudes/Skills:

- > Excellent communication and interpersonal skills, particularly in relation to, liaison, presentation of complex information and conflict resolution.
- > Demonstrated ability to apply skills in analysing and resolving clinical problems.
- > Demonstrated ability to express complex ideas succinctly and logically both verbally and in writing, and produce high quality clinical (therapy) reports.
- > Ability to negotiate effectively and relate well to people from a wide range of backgrounds and professions.
- > Ability to work well under pressure and meet deadlines.
- > Ability to work in a multi-disciplinary team environment and demonstrate personal initiative and judgement.
- > Ability and skill to be flexible and adaptable to undertaking different roles (i.e. clinical assessment, therapy and acute/urgent clinical intervention).

Experience

- > Demonstrated clinical experience in the field of child protection and/or child or adolescent mental health.
- > Extensive experience in the provision of therapeutic clinical services to young children and young people presenting with complex trauma, attachment difficulties or a wide range of emotional, developmental and behavioural disturbance
- > Experience in providing direct therapeutic services to children and their carers.
- > Demonstrated skill and competence in the provision of various therapeutic modalities including attachment based therapy with children and systems, family focused therapy.
- > Demonstrated competence in a senior level of professional practice.
- > Experience in working within a multidisciplinary team and with a range of agencies.

Knowledge

- > Sound theoretical knowledge in field of trauma, child and adolescent mental health and child protection.
- > Knowledge of the child protection system in South Australia and a clear understanding of legislation affecting practice.
- > Theoretical knowledge of the dynamics and effects of child abuse and neglect.
- > Knowledge of the principles and practice of Work Health and Safety, Equal Opportunity, the Public Sector Act, Code of Ethics and diversity appropriate to the requirements of the position.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- > A Masters Degree in Clinical Psychology or Social Work.

Experience

- > At least two years post graduate experience in the provision of various therapeutic modalities to children and their families.
- > Experience in the assessment and treatment of children with sexualised behaviour.

Knowledge

- > Evidence based practices

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 Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

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

Health Network/ Division/ Department:

The Women's and Children's Health Network (WCHN) was established to promote, maintain and restore the health of women, children and young people in South Australia. The Service plans, develops and coordinates health services as part of an integrated health system.

The Women's and Children's Health Network efficiently conducts and manages, within its identified resources, health services for children, young people and women, including:

- Specialist hospital services
- Primary health care and population health programs
- Integrated community care services
- Services to address the health and wellbeing of particular populations, including Aboriginal Health Programs
- Education and training programs
- Research.

Unit/Team

Child Protection Services provide comprehensive specialist forensic medical and assessment services to children in whom there is a suspicion of child abuse and/or neglect; and treatment services to children and their families, where abuse and/or neglect has been confirmed.

Values

SA Health Values

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

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

Domestic and Family Violence

The WCHN recognises violence against women as a human rights issue that must be addressed in the workplace, and is committed to a zero tolerance policy towards violence against women in the workplace. Accordingly employees must appropriately report and respond to any such acts in the workplace, and make available appropriate support to employees who may be experiencing violence in the community.

Code of Ethics

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

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

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

Approvals

Role Description Approval

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

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

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

Name:

Signature:

Date:

Accountability – what does it mean for me?

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

Consumers

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

Staff including Contractors, Locums, Agency, Students and Volunteers

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

Clinicians

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

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

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

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

Managers

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

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

Executive/Divisional Directors

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

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

WCHN Committees

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

Chief Executive Officer

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

Board

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

Women's and Children's Health Network Strategy 2026

Four Strategic Priorities



Improved health
and wellbeing of
families and
communities



Meaningful gains
in Aboriginal health
and wellbeing



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



Create one
health network

Key Enablers

Effective
communication

Consumer and
community
engagement

Culture and
leadership

Engaged
and capable
workforce

Enabling
technology

Research

Productive
partnerships

Contemporary
infrastructure

Financial
sustainability

Continuous
improvement
and innovation

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

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

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

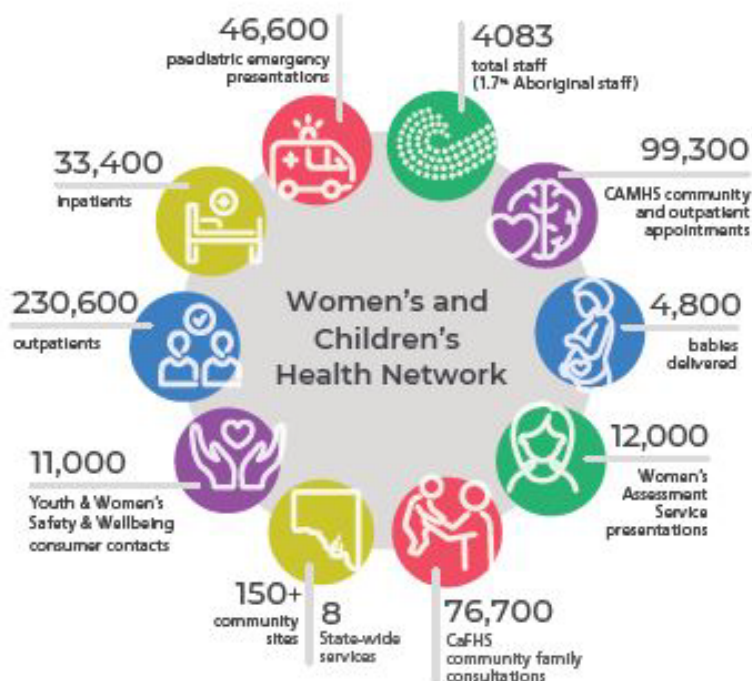
Our Story starts with our consumers and communities who are at the centre of everything that we do.

Our focus for the years ahead is to:

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

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

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



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