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SA Health Job Pack

Job Title	Director of Social Work, Allied Health
Eligibility	Open to Everyone
Job Number	734137
Applications Closing Date	6/11/20
Region / Division	Central Adelaide Local Health Network
Health Service	The Royal Adelaide Hospital
Location	Adelaide
Classification	AHP-5
Job Status	Permanent full-time
Total Indicative Remuneration*	\$132,347/\$144,661

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**
- ☒ 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 C (minimal patient contact)

- *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 C (minimal patient contact). [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:	Director of Social Work		
Classification Code:	AHP5	Position Number	M2999
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network (LHN)		
Site/Directorate	CALHN		
Division:	Allied Health (AH)		
Department/Section / Unit/ Ward:	Social Work		
Role reports to:	Director Allied Health Operations		
Role Created/ Reviewed Date:	Reviewed Sep 2020		
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)		
Immunisation Risk Category:	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input checked="" type="checkbox"/> Category C (minimal patient contact)		

ROLE CONTEXT

Primary Objective(s) of role:
<p>Provide strategic direction and/or professional leadership of an integrated Social Work service across Central Adelaide Local Health Network's (CALHN's) full range of acute, subacute, ambulatory, primary, palliative care and mental health services and ensure a seamless & appropriate transition between programs & services and effective engagement with community agencies/programs.</p> <p>Plan, initiate, manage, and evaluate CALHN Social Work services - including governance, education, research, professional development - to enable high quality, safe, and effective services and strategies to meet the health needs of the CALHN adult population.</p> <p>Provide strategic and high level advice to identify and address workforce issues and trends and inform service development and clinical practice consistent with CALHN's strategic directions.</p> <p>Collaborate and partner with CALHN Clinical Programs as an Allied Health Program Lead to support the achievement of strategic and operational goals which deliver improved patient outcomes and promote a high performing health care organisation.</p> <p>Liaise with Allied Health Directors, Clinical Program leadership teams and other relevant stakeholders to promote and develop patient-centred, flexible, responsive services and innovative practice within Social Work and Allied Health across the Network, Dept. Health and Wellbeing and associated national and international forums.</p>

Direct Reports:
<p>The Director of Social Work is:</p> <ul style="list-style-type: none"> • accountable through the Director Allied Health Operations to the Executive Director of Allied Health and Strategic Integration & Partnerships, CALHN • responsible for line management of Social Work Managers • The representative for Social Work at Allied Health Strategic, Operational, Governance and Reform Forums/Committees.
Key Relationships/ Interactions:
<p>The Director of Social Work has close working relationships with:</p> <p><u>Internal</u></p> <ul style="list-style-type: none"> • other Central Adelaide Allied Health Discipline Directors • Senior Allied Health staff • Directors of Nursing & Midwifery and Medical Services • Clinical Program Delivery Managers, Nursing and Medical Program Leads • Clinical service directors • Mental Health Directorate • Business Partners for Finance and Workforce <p><u>External</u></p> <ul style="list-style-type: none"> • maintains co-operative and productive working relationships with diverse stakeholders, including: Principal Allied and Scientific Health Advisors Office, colleagues in other regions of SA Health, universities, relevant Professional Association(s) and Registration Board
Challenges associated with Role:
<p>Major challenges currently associated with the role include:</p> <ul style="list-style-type: none"> • ensuring delivery of high quality, safe services across multiple sites • delivering connection between allied health directorate and clinical programs to support service integration • supporting and integrating differing organisational cultures across CALHN
Delegations:
<p>Delegated Level : 5 in accordance with CALHN's Delegation of Authority Document</p> <p>Staff supervised: Direct: 3 FTE Indirect: 53FTE</p> <p>Professional oversight of Social Work staff in CALHN who are operationally managed outside of the Allied Health directorate including Mental Health, SABIRS, SORT, DRS, RITH, Palliative Care. Provides strategic support to Allied Health staff within a Clinical Program.</p>
Special Conditions:
<ul style="list-style-type: none"> • 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 <i>SA Health Criminal and Relevant</i>

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
<p>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.</p>
Handling of Official Information:
<p>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.</p> <p>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.</p> <p>SA Health employees will not misuse information gained in their official capacity.</p> <p>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.</p>
White Ribbon:
<p>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.</p>
Cultural Commitment:
<p>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.</p>
Resilience:
<p>SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.</p>

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Corporate Leadership	<p>Contribute to the achievement of the CALHN vision, strategic directions and corporate priorities, consistent with the SA Health Care Plan and Government policy by:</p> <ul style="list-style-type: none"> • assisting the Chief Executive Officer, through the Executive Director Allied Health and Strategic Integration & Partnerships, with the development, articulation and implementation of CALHN's strategic directions and development of strategies to improve the Network's performance • representing CALHN at relevant forums and on appropriate working parties at State and National levels • representing Allied Health and contributing to strategic ambitions as part of Clinical Leadership teams • reconciling priority needs against available resources and opportunities by ensuring the delivery of services within allocated resources • identifying and facilitating the development, implementation and evaluation of health reform projects aimed at enhancing existing models of care and, developing new models that support an integrated and connected health system • leading agreed portfolios of work relating to strategic objectives of CALHN
Financial Management	<p>Accountable for the effective management and allocation of finances for the Social Work services within a division by:</p> <ul style="list-style-type: none"> • developing resource and budget allocation processes across the professions in line with CALHN resource and budget allocation processes and financial delegations • effective management of Senior Managers and Managers, Social Work for delegated functions • contributing to the effective financial management of a Clinical Program including providing strategic advice to support funding decisions
Allied Health Strategic Leadership	<p>Contribute significantly to CALHN and state-wide leadership for Social Work and allied health by:</p> <ul style="list-style-type: none"> • providing expert leadership to advance the integration of Social Work and allied health services across primary, sub-acute and acute care • providing strategic leadership, advice and advocacy on Social Work issues to the Executive Director Allied health • supporting and assisting with strategies to drive the achievement of CALHN key performance indicators • leading on agreed areas of strategic allied health work at CALHN or state-wide levels, for example, allied health leadership, governance, workforce, education, innovation • identifying and promoting Social Work clinical leaders and best-practice service models in consultation with relevant stakeholders • providing support and leadership to Social Work leaders on management issues, planning and development of Social Work services • leading the reform of Social Work services and allied health workforce redesign in CALHN in line with Clinical Program,

	<p>CALHN, state-wide plans and Federal drivers</p> <ul style="list-style-type: none"> actively engaging with Federal Health reform, its implications for health services and Social Work in particular, and interacting with relevant stakeholders e.g. Medicare Locals, Department for Health and Ageing, non-government organisations, Health Workforce Australia, national allied health forums maintaining and contributing to knowledge of current and emerging Social Work and allied health issues at CALHN, State and National levels preparing and contributing to relevant documentation including briefings, policy documents, and discussion papers for the CALHN and/or SA Health.
Organisational and Service Development	<p>In collaboration with the other Discipline Directors of Allied Health, responsible for ensuring the ongoing development and integration of Social Work services in CALHN by:</p> <ul style="list-style-type: none"> determining strategic direction, operational standards and objectives for clinical services to ensure consistent, high quality delivery of care leading effective implementation of policies and strategies to support the integration of services developing strategic frameworks for reviewing Social Work and allied health services and making recommendations on effective and efficient organisational structures for Social Work and allied health across CALHN coordinating Social Work and allied health input into state-wide service initiatives across CALHN e.g. Primary Health Network, Home Hospital Strategies contributing to key state-wide allied health governance and planning functions which may include workforce planning, recruitment and retention, education and research, service development and change supporting services with regional or state-wide focus to provide consultancy &/or training across LHN boundaries fostering the continued growth of clinical education and research developing effective relationships with clinicians, managers and support staff ensuring culturally appropriate services for Aboriginal and Torres Strait Islander people and other culturally and linguistically diverse populations
Health Service Management	<p>Responsible for the overall management of Social Work services across CALHN by:</p> <ul style="list-style-type: none"> building an effective team of Social Work managers and leads ensuring effective delivery of Social Work services to clinical services through the delegated responsibility of allied health discipline managers/leads promoting integration of Social Work services across the continuum of care through the implementation of evidence-based organisational structures monitoring the activities of Social Work services to ensure

	<p>compliance with all SA Health and CALHN policies and directives</p> <ul style="list-style-type: none"> • exercising financial and human resource delegations within the guidelines from CALHN Strategic Executive • ensuring effective monitoring and reporting to comply with Allied Health, Clinical Program and organisational performance reporting requirements • undertaking regular performance reviews of professional discipline managers and leads to ensure delivery of agreed outcomes • monitoring and controlling the expenditure in compliance with CALHN budgeting and legal requirements • supporting and assisting with strategies to drive achievement of CALHN's key financial performance indicators
Safety, Quality and Risk Management	<p>Accountable for ensuring that Social Work practice across CALHN is delivered according to culturally appropriate, best practice models of care by:</p> <ul style="list-style-type: none"> • advocating for, participating in and shaping patient and client centred clinical governance and quality improvement systems and activities within CALHN • ensuring appropriate clinical governance frameworks for Social Work are in place including credentialing, professional development, clinical supervision and performance review and development • leading a culture of performance accountability, review and evaluation, team work, collaboration, risk management, and continuous improvement • ensuring systems are in place to identify and implement evidence- based practice and service redesign • ensuring systems are in place to initiate and monitor the National Safety and Quality Health Service (NSQHS) Standards for achieving and maintaining accreditation for Social Work across the LHN • ensuring compliance with all DHW statutory requirements, and CALHN policies and procedures • leading the allied health continuous quality improvement program across Social Work in partnership with managers and leads • ensuring that risk management programs and processes are implemented, monitored, reviewed and reported where appropriate • contributing to monitoring, reviewing and evaluating compliance with standards of care, safety and quality performance, patient journey outcomes with Clinical programs • Ensuring effective deployment of Social Work education and clinical resources to address future changes in service delivery through the implementation of the SA Health Care Plan, the Health Performance Agreement, the National Patient Safety Education Framework, and Health Workforce Australia programs
Workforce	<p>Contribute to an evidence-based approach to the Social Work workforce planning, development and reform by:</p> <ul style="list-style-type: none"> • actively engaging with state-wide and national Social Work and

	<p>allied health workforce planning initiatives e.g. National Allied Health Benchmarking Consortium, National Allied Health Advisory Committee, Health Workforce Australia</p> <ul style="list-style-type: none"> • actively engaging with current and future industrial processes to effectively negotiate and implement industrial awards and conditions • e.g. Allied Health Peer Assessment Process, cross-LHN classification process, AHP+ Continuing Professional Development funding • analysing current workforce profile, future needs and past trends to ensure sufficient numbers of appropriately trained Social Work staff to deliver and support allied health services, in liaison with tertiary education partners and state and Network-wide workforce planning processes • ensuring effective solutions for recruitment, retention, education and training issues are identified and implemented • implementing Social Work and allied health workforce initiatives across CALHN • redesigning Social Work and allied health services across CALHN in line with Clinical Program requirements and state-wide service plans • Promoting and implementing a safe, productive, healthy work environment across CALHN by: <ul style="list-style-type: none"> ○ promoting a work place free of harassment and discrimination ○ enabling professional and personal development for all social work department staff ○ developing mechanisms for consultation and the development of positive relationships with employee representative groups ○ adhering to the provisions of legislative requirements including (but not limited to) relevant Work Health and Safety and Equal Opportunity legislation
Advice and Consultancy	<p>Provide high level, authoritative and discipline consultancy and advice across the state in relevant area of professional expertise to;</p> <ul style="list-style-type: none"> • CALHN Executive through the Director Allied Health Operations and the Executive Director of Allied Health and Strategic Integration & Partnerships • CALHN Clinical Program Delivery Managers and Leadership team • CALHN senior management committees • Chief Allied and Scientific Health Officer, DHW • Other departments as appropriate, e.g. Department for Education and Child Development • Other relevant stakeholders such as Universities, professional organisations and regulators.

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- appropriate qualification in Social Work from a recognised tertiary institution giving eligibility for full membership with the Australian Association of Social Workers

Personal Abilities/Aptitudes/Skills:

- strong leadership with a demonstrated ability to motivate and inspire others to work together as a team to achieve objectives
- proven ability to liaise effectively and collaborate at all levels within the health service
- strong collaboration skills with an ability to generate trust
- ability to foster a culture that values critical thinking and problem solving, and encourages constructive feedback, engagement, respectful behaviour, inclusion and diversity at all levels
- demonstrated ability to analyse and conceptualise problems, formulate and execute appropriate solutions and negotiate successful outcomes
- ability to lead change and influence others in challenging and dynamic settings
- highly developed verbal and written communication skills
- ability to negotiate at senior levels of government and with non-government organisations and effectively operate in politically sensitive environments
- ability to be innovative and enterprising in relation to influencing and earning the trust and respect of relevant parties who possess a diverse range of values
- ability to exercise accountability by taking personal responsibility for job outcomes and team culture, and encouraging others to do the same
- an ability to manage to the legislative requirements of the *Work Health Safety Act 2012* and the *Return to Work Act 2014*, and apply a risk management approach that aligns to AS/NZS 31000:2009 *Risk Management – Principles and Guidelines* or to an equivalent set of standards.

Experience

- experience in leading and managing allied health staff in complex multi-disciplinary organisations in a climate of continuous change
- experience in increasing the effectiveness and accountability of a service, program or organisation
- experience in health service management of human, financial and material resources
- experience in public speaking to influence both large and small groups of people in a variety of settings
- experience in health policy, strategic planning and innovative program development at a senior level
- experience in the preparation of reports, policies and plans dealing with complex health service delivery issues
- experience in program evaluation and continuous improvement activities
- demonstrated recognition of single or multi-disciplinary expertise in state-wide or national arenas via representation, publication or presentation in relevant forums, journals or networks

Knowledge

- working knowledge of the SA Health Care Plan and its strategic priorities
- knowledge of the Australian federal health system and emerging directions within health nationally, particularly as they relate to allied health
- thorough knowledge and understanding of the various allied health professional disciplines operating within SA Health
- demonstrated understanding of ways in which allied health professionals can contribute to the efficiency, effectiveness and safety of health services
- working knowledge of clinical governance and systems
- thorough understanding of current and emerging issues and priorities for the allied health workforce

- demonstrated awareness of the political and socio-economic sensitivities that impact the planning, development, funding, delivery and management of human services
- demonstrated understanding of indigenous issues and sensitivity to other cultures

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- a higher degree in a relevant area such as health service management, public health or equivalent experience (Australian Qualifications Framework Level 9)

Personal Abilities/Aptitudes/Skills:

- demonstrated ability to lead or undertake research relevant to allied health practice
- demonstrated ability to utilise data and information to determine and monitor strategic priorities

Experience

- experience of successful change management in a health setting

Knowledge

- knowledge of models of advanced and extended allied health roles
- working knowledge of integration of primary and acute health services and the development of a population based health systems

Organisational Context

Organisational Overview:

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

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

Our Legal Entities:

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

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

SA Health Challenges:

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

Central Adelaide Local Health Network:

CALHN is one of five Local Health Networks (LHNs) in South Australia established in July 2011. 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 Imaging, Pathology and Pharmacy, 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, we face a significant challenge in achieving financial sustainability. A quality-assured financial recovery plan has been developed to meet these challenges. Through effective leadership and change management, the plan which is applicable to all Directorates and departments, will be implemented over the next three years.

Division/ Department:

Allied Health Directorate:

The Allied Health Directorate provides management and governance for allied health services across Central Adelaide LHN. Allied health professionals are a key part of the clinical team delivering a range of clinical, diagnostic and support services in hospital, ambulatory and community health settings. Allied health is a collective term for a number of professional groups each with distinct identities, educational pathways, and professional registration or membership requirements.

The Allied Health Directorate consists of discipline based departments operating across Central Adelaide campuses, the Reform and Quality Unit as well as hosting a number of specialist functions such as the Aboriginal and Torres Strait Islander Liaison Unit, The Wellness Centre and Healthcare Chaplains.

At present allied health incorporates the following professions: Art Therapy, Audiology, Dietetics, Exercise Physiology, Music Therapy, Occupational Therapy, Orthotics & Prosthetics, Physiotherapy, Podiatry, Psychology, Social Work, Speech Pathology, Allied Health Assistant and adjunct roles.

The Allied health Directorate also provides professional support for allied health staff and services governed by other parts of Central Adelaide and work closely with the Clinical Directorates across Central Adelaide.

The Allied Health Directorate administers approximately \$30M and employs around 600 staff.

Social Work:

Social Work services in CALHN are a professional and academic discipline within the LHN with a range of broad and diverse roles. The services are integrated across acute, subacute, mental health and community settings, forming strong and supportive team.

Social Workers in CALHN work with individuals, families, groups and communities. Work focuses on improving an individual's wellbeing, identifying and addressing issues that may impact this or looking at larger, systemic issues that relate to disadvantaged or vulnerable groups and communities.

Social Workers work across campuses and services in CALHN and undertake roles in case management, discharge planning, counselling, advocacy, community engagement, education and research.

Values

Central Adelaide Local Health Network Values

Our shared values confirm our common mission by promoting an organisational climate where the patient's needs are put first and where the teamwork and professionalism of our workforce help us to attract and retain the best staff. These values guide our decisions and actions.

Patient Centred:	Our patients are the reason we are here and we will provide the best service to our patients and customers
Team Work:	We value each other and work as a team to provide the best care for our patients
Respect:	We respect each other, our patients and their families by recognising different backgrounds and choices, and acknowledging that they have the right to our services
Professionalism:	We recognise that staff come from varied professional and work backgrounds and that our desire to care for patients unites our professional approach to practice

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:** _____