



ROLE DESCRIPTION

Role Title:	Clinical/Health/Psychologist (Cystic Fibrosis)		
Classification Code:	AHP2	Position Number	
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network (LHN)		
Site/Directorate	Royal Adelaide Hospital		
Division:	Cystic Fibrosis State Wide Service		
Department/Section / Unit/ Ward:	Cystic Fibrosis/Psychology		
Role reports to:	Operationally to Head of Unit, Cystic Fibrosis Professionally to Senior Manager, Psychology		
Role Created/ Reviewed Date:	23 May 2024		
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input 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 checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)		

ROLE CONTEXT

Primary Objective(s) of role:
<p>The Statewide Adult Cystic Fibrosis (CF) Service provides multidisciplinary assessment and treatment to adults with cystic fibrosis. The Clinical/Health/Psychologist conducts assessments, designs and implements intervention programs, and provides counselling services to South Australian adults with cystic fibrosis. Psychological services are provided to both inpatients and outpatients, both on site at Royal Adelaide Hospital and off site (e.g. outreach clinics and the ambulatory setting) as required.</p>

Key Relationships/ Interactions:
<p><u>Internal</u></p> <ul style="list-style-type: none"> • Close working relationships with the CF and psychology teams • Operates as clinical leader in psychological services and collaborates with multi-disciplinary staff within the CF Service and across CALHN to achieve better health outcomes for patients and to achieve the aims of the service <p><u>External</u></p> <ul style="list-style-type: none"> • Collaborates with other agencies as required in the position (e.g. DASSA, Community Mental Health) • Collaborates with universities and charitable/community organisations related to CF • Provides advice and training to health professionals regarding psychology and CF

- Communicates with family members of patients to support better health outcomes for patients, at the request of patients

Challenges associated with Role:

Major challenges currently associated with the role include:

- Operating as part of a fast-paced multi-disciplinary team requiring an ability to cope with high demand for clinical services in an environment of multiple competing demands.

Delegations:

Delegated Level: N/A

Staff supervised: 0 Direct 0 Indirect

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 *Children's Protection Act (1993)* must obtain a satisfactory Criminal and Relevant History 'child-related' employment screening through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- Criminal and Relevant History Screening must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children's Protection Act 1993* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* 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.

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's Protection Act 1993 (Cth) – 'Notification of Abuse or Neglect'.*
- *Disability Discrimination.*
- *Independent Commissioner Against Corruption Act 2012 (SA)*
- *Information Privacy Principles Instruction*
- *Relevant Awards, Enterprise Agreements, Public Sector Act 2009, Health Care Act 2008 and the SA Health (Health Care Act) Human Resources Manual.*
- *Relevant Australian Standards.*
- *Duty to maintain confidentiality.*
- *Smoke Free Workplace.*
- *To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.*
- *Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.*

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

Performance Development

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

Handling of Official Information:

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

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

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

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is

maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon:

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

Cultural Commitment:

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

Resilience:

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

Integrity Statement:

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

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Technical Skills and Application	<ul style="list-style-type: none"> • Respond to requests for psychological interventions and initiate reviews where appropriate. • Provide specialist psychological assessment, including psychometric and behavioural measures • Provide appropriate evidence-based psychological intervention to patients, and, as required to achieve better health outcomes, to their families and significant others. • Evaluate the efficacy of psychology interventions using objective measures. • Design, implement and assist with clinical research projects as appropriate.
Personal and Professional Development	<p>Display a commitment to continuous personal and professional development by:</p> <ul style="list-style-type: none"> • Participating in supervision, peer review, ongoing professional development and consultation with colleagues as required • Actively participating in the Professional Development and Review (PRD) process as frequently as may be required but at least annually. • Attending all mandatory training and actively pursuing other development as required to maintain currency of clinical knowledge. • Actively contributing to bi-directional relationships which enhance professional skills and competencies around the impact and management of chronic health conditions. This may include, but is not limited to, facilitating education and training activities, and/or presenting at conferences on the delivery of psychology-specific services. • Coordinating and providing professional/clinical supervision to other Psychologists and provisionally registered Psychologists on placement in the unit, as well as providing input to trainees from other disciplines as required.
Service Improvement	<p>In consultation with the CF Unit and Psychology Department:</p> <ul style="list-style-type: none"> • Contribute to the achievement of the State-wide Adult CF service goals by participating in change initiatives within the team. • Contribute ideas to the CF Service around the delivery, development, practice redesign and improvement opportunities for psychological services that are provided within the unit.

	<ul style="list-style-type: none"> • Develop systems and processes to support the efficient delivery of the CF Psychology service in collaboration with the CF Service leadership. • Monitor psychology services within the CF Service to identify clinical risks, emerging trends and opportunities for continuous improvement and implement required changes to meet changing needs. • Enhance the reputation of CF Psychology and the CF Service with patients, across the RAH, CALHN and professional networks.
<p>Teamwork and communication</p>	<ul style="list-style-type: none"> • Identify opportunities and contribute to team development within the CF Service • Participate in intra-disciplinary collaborations between clinicians across CALHN to improve the quality, safety and integration of services. • Contribute to multi-disciplinary patient care by acting as a professional consultant around the psychological factors which impact the management and treatment of CF. • Provide expert consultation and advice, and liaise with external agencies as required, taking into account the client's cultural background and beliefs. • Communicate and negotiate effectively, both verbally and in writing.
<p>Administration and documentation</p>	<ul style="list-style-type: none"> • Comply with organisational requirements for the accurate and timely completion of documentation and statistics. • Appropriately identify, use and apply relevant policies, procedures, reporting and documentation systems.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Must hold an appropriate degree (*Masters Degree in Clinical or Health Psychology*) or equivalent qualification recognised by the Psychology Board of Australian (PsyBA).
- Must hold general registration with PsyBA.

Personal Abilities/Aptitudes/Skills:

- Able to design, implement and evaluate psychological procedures and interventions including individual, group and family interventions, and consultancy services to hospital units and outside agencies.
- Able to apply specialist skills in assessing and resolving clinical problems.
- Demonstrated abilities in communication, liaison and teamwork

Experience

- Experience with multidisciplinary teamwork.
- Experience in psychology: assessment, treatment and treatment evaluation.

Knowledge

- Knowledge of the impact of health issues on individual, family and community functioning.
- Familiar with relevant State Government Legislation and guidelines such as Equal Opportunity Act, 1984, Occupational Health, Safety and Welfare Act 1986 and Workers Rehabilitation and Compensation Act 1986, and Commissioner for Public Employment's Code of Conduct for South Australian Public Sector Employees.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications

- Endorsement in the area of Clinical and/or Health Psychology, as recognised by PsyBA.
- Additional post-master's degree qualifications in relevant areas of psychology.

Personal Abilities/Aptitudes/Skills:

- Participation in relevant professional organisations.
- Demonstrated abilities to build rapport and trust with young adult/youth clients
- Supervision skills

Experience

- Experience, subsequent to gaining Master's degree, working as a Psychologist in a health or rehabilitation setting.
- Experience with multidisciplinary teamwork.
- Experience in promotion of psychological health.

Knowledge

- Knowledge of the impact of cystic fibrosis and its treatment on individual, family and community functioning.
- Basic knowledge of psychopharmacology and medical terminology.

Organisational Context

Organisational Overview:

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

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

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

Our Legal Entities:

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

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

SA Health Challenges:

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

Central Adelaide Local Health Network:

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

CALHN is responsible for the following health services:

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

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonatLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including SA Medical Imaging (SAMI), SA For Official Use Only – IV7

Pathology SA Pharmacy and BreastScreenSA, responsibility of which has vacillated between CALHN and DHW over the past few years.

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

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

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

Division/ Department:

The Statewide Adult Cystic Fibrosis (CF) Service was established in 1986 within the Department of Thoracic Medicine at the Royal Adelaide Hospital. The team provide services specifically to address complexities faced by people with Cystic Fibrosis and their families both in terms of medical needs and more broadly in recognising and addressing psychosocial needs across the lifespan. The multi-disciplinary service includes medical, nursing, social work, psychology, dieticians, physiotherapy, endocrinology and gastroenterology. Improvements in the management of cystic fibrosis in recent decades have dramatically changed the expectations and life journey for people living with Cystic Fibrosis and their families.

Values and behaviours

Central Adelaide Local Health Network Values

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

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

Code of Ethics

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

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

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

Approvals

Role Description Approval

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

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

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

Name:

Signature:

Date: