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SA Health Job Pack

Job Title	Social Worker (Casual Pool)
Eligibility	Open to Everyone
Job Number	722229
Applications Closing Date	1/4/22
Region / Division	Central Adelaide Local Health Network
Health Service	Mental Health Services
Location	Various Locations
Classification	AHP-1 / AHP-2
Job Status	Casual
Salary	AHP-1 \$32.98/\$40.26 per hour plus 25% leave loading AHP-2 \$42.50/\$49.24 per hour plus 25% leave loading

Contact Details

Full name	Sandra Matta
Phone number	0422 004 584
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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 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:	Social Worker Casual		
Classification Code:	AHP1	Position Number	M48106
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network (LHN)		
Site/Directorate	Mental Health Clinical Program		
Division:	Eastern Mental Health Service		
Department/Section / Unit/ Ward:	Various		
Role reports to:	Operationally to the Team Manager, NUM or Senior Social Worker (site-specific). Professionally to the Principal Social Worker through the Senior Social Worker.		
Role Created/ Reviewed Date:	05/3/20		
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <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 (<i>minimal patient contact</i>)		

ROLE CONTEXT

Primary Objective(s) of role:

If located in an integrated community mental health team, the Social Worker (Casual) will work as a part of the integrated multi-disciplinary team of the community mental health service. The Social Worker undertakes care coordination and is responsible for the delivery of a range of other clinical activities including care planning, clinical review, psychosocial assessment and mental health assessments consistent with the Clinical Business Rules.

If located in an inpatient rehabilitation or subacute team, the Social Worker (Casual) is accountable for the provision of discipline specific services including psycho-social screenings and assessments, care planning, family assessments, treatments, interventions and programs to enhance recovery orientated outcomes for consumers and their families and carers.

As a mental health clinician, the Social Worker works collaboratively with consumers, families/carers with the aim of maximising their wellbeing, assisting them to stabilise their mental health and building their capacity for self-management. The aim is to enable the consumer to participate in a range of valued community activities and facilitate improved functioning and community tenure.

The Social Worker provides mental health and psychosocial assessments, therapeutic and family/carers services, case management, crisis management and advocacy. The Social Worker liaises closely with key stakeholders, including other mental health teams, primary care providers and other government and non-

government organisations that support consumers with mental disorders.

Direct Reports:

- The Social Worker works within a multi-disciplinary team and is accountable to the NUM or Team Manager for operational responsibilities.
- The Social Worker is accountable to the Principal Social Worker through the supervising Social Worker for clinical practice.
- The Social Worker will participate in regular professional supervision with the supervising Social Worker

Key Relationships/ Interactions:

Internal

- > Operationally and professionally reports to the Principal Social Worker for general accountability
- > Operationally reports to the Team Manager, NUM or Senior Social Worker as appropriate to the specific team
- > When located in a team, professionally reports to the Principal Social Worker through the Senior Social Worker
- > Engages in professional clinical supervision with the Senior Social Worker or allocated professional supervisor.
- > Accepts direction from the Clinical Coordinator for clinical workflow.
- > Accepts direction from the Head of Unit in care planning when diagnostic ambiguity and conflicting clinical opinion are affecting ongoing consumer care.
- > Maintains close collaborative working relationships with the multi-disciplinary team.

External

- > Builds and maintains co-operative and productive working relationships with diverse stakeholders to ensure an integrated service delivery, including: multi-disciplinary staff from external agencies, colleagues in other regions of SA Health, mental health teams and services and primary and secondary health care services.

Challenges associated with Role:

Major challenges currently associated with the role include:

- Quickly adapting to a range of teams and clinical service contexts.
- Broad range of mental health clinical presentations to be assessed and addressed.
- Working in the context of limited community resources.
- Transfer of care / discharge planning in complex clinical situations.

Delegations:

- > **Staff supervised:** None
- > **Budget:**
 - Salaries and wages: None
 - Goods and services: None
- > **Delegations**
 - HR Delegation None
 - Procurement Delegation None
- > Financial Delegation None

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 and Young People (Safety) Act 2017* must obtain a satisfactory Criminal and Relevant History 'child-related' employment screening through the Screening and Licensing Unit, Department for Human Services.
- > Criminal and Relevant History Screening must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children and Young People (Safety) Act 2017* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* pursuant to the *Aged Care Act 2007* (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.
- > This position works hours per week as negotiated over a 5 or 7 day roster.
- > Hours of duty will be in accordance with provisions of the *South Australian Modern Public Sector Enterprise Agreement: Salaried 2017*.
- > Required to comply with and meet SA Health's credentialing requirements including participating in supervision and continuing professional development.
- > Must seek supervision and professional development activities to meet the profession's standards, consistent with AASW requirements.
- > Some out of hours work may be required.
- > Must have a current driver's license and be willing to drive.
- > Will be required to travel between locations and work within community settings and within the consumer's own environment within the metropolitan region.
- > May be required to undertake a health assessment prior to commencement.

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 – ‘Notification of Abuse or Neglect’.*
- > *Disability Discrimination.*
- > *Independent Commissioner Against Corruption Act 2012 (SA).*
- > *Information Privacy Principles Instruction.*
- > *Code of Fair Information Practice*
- > *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 and 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:

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.

Resilience:

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

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
In an integrated Community Mental Health Team, contribute to the provision of high quality clinical services to consumers by:	<ul style="list-style-type: none"> • Undertaking a clinical caseload and providing individual Care Coordination to consumers. • Undertaking assessments and planning positive outcome-focussed interventions with each consumer within a caseload. • Evaluating the progress made with each consumer and when appropriate, facilitating closure and/or transfer of care. • Providing social work assistance to other members of the integrated mental health team to meet the mental health care needs of the consumers. • Engaging the assistance of other disciplines and Lived Experience staff when appropriate, to contribute to the consumer's care plan. • Offering specialist group or individual programs consistent with evidence-based practice, individual skill and service/team requirements. • Providing or arranging services which develop the consumers' skills of living, enhance capacity for independence and increase life skills. • Ensuring services are sensitive to the social and cultural values and diversities of the consumer, the consumer's family and carers. • Providing or arranging services which develop the consumer's living skills and enhance capacity for independence. • Working assertively with families and carers by: <ul style="list-style-type: none"> ○ ensuring that family and carer input is recognised and their needs addressed. ○ offering opportunities to be involved in care planning. • With experience, undertaking team responsibilities such as a shift coordinator, rapid response worker and/or booked assessments as delegated. • Participating in assessment of referrals including obtaining information from referral sources and obtaining historical and collateral information. • Participating in handovers, clinical reviews and consumer's transfer of care processes. • Preparing reports, making applications and appearing in legal forums, eg to SACAT and the courts to address consumer issues • Ensuring practice is in accordance with the Mental Health Act, the Guardianship and Administration Act, National Practice Standards for the Mental Health Workforce and other state and national mental health policies.
In an integrated Community Mental Health Team, provide continuity of care and support for consumers and their families or carers by delivering intensive social work / clinical services that may involve:	<ul style="list-style-type: none"> • Undertaking therapeutic interventions eg counselling, family interventions, crisis intervention, carer support and other clinical programs consistent with consumer needs and the team's service priorities. • Providing services to consumers which promote and facilitate the use of supports available at the local community level and which take into account social and cultural diversities. • Linking with and co-ordinating an appropriate range of resources and specialist and general services. • Advocating for and negotiating on behalf of the consumer with relevant groups/organisations. • Disseminating information on rights, benefits and services as required. • Communicating with other mental health professionals when consumers move across Sector boundaries.
In an inpatient, rehabilitation or sub-acute team, facilitate the consumer's recovery,	<ul style="list-style-type: none"> • Formulating recovery focussed Acute Care Plans that are consistent with existing Care Plans and which include psychosocial assessment and delivering evidence based interventions aimed at achieving effective discharge/transfer of care

<p>improve their social functioning and effect an optimum return to the community by:</p>	<ul style="list-style-type: none"> • Undertaking casework that may include individual and interpersonal counselling, group work and brief interventions, especially with families in conflict • Facilitating timely, planned and outcome focussed admissions of appropriate duration • Providing services that are culturally and linguistically sensitive to the mental health needs of people. • Discharging mandatory and statutory reporting requirements • Advocating for and assisting consumers with legal issues/court attendances, including the preparation of reports, making applications and appearing in legal forums, eg to SACAT and the courts to address consumer issues • Providing education and support to consumers, families and/or their carers about mental health and related issues during the admission • Assisting the consumer to gain an understanding the role of medication. • Liaising with and requesting the assistance of other disciplines when necessary to contribute to the care and recovery of the consumer • Providing, assistance to other service providers to meet the mental health care and related needs of the consumer • Regularly evaluating the progress made by each consumer and facilitating transfer of care and referral.
<p>In an inpatient, rehabilitation or sub-acute team, form a collaborative alliance with consumers, families and/or carers and stakeholder services to enhance the self-management, self-esteem and autonomy of consumers by:</p>	<ul style="list-style-type: none"> • Working with the consumer, family and/or carer to identify warning signs of relapse and increasing their competence to use effective strategies to manage distressing symptoms • Assisting the consumer, family and/or carers to gain an understanding of the consumer's mental illness and the role of medication • Assisting consumers to find and secure appropriate accommodation • Assessing the consumer's strengths and resourcefulness and encouraging their active participation in their recovery journey • Liaise and advocate for the consumer with employers and employment organisations to maintain and secure employment • Assisting with problem solving around financial management issues • Recording, reporting and disseminating to the consumer, family and/or carers information on their rights, benefits and services. • Mediating, advocating and negotiating with key agencies to ensure consumer community tenure is maintained • Liaise with and organise referrals to appropriate community agencies and resources for financial, legal, counselling, rehabilitation and other services as required • Supporting consumers and carers accessing and receiving support from a Peer Specialist and/or Carer Consultant • Preparing reports, making applications and appearing in legal forums, eg to SACAT and the courts to address consumer issues • Safe guarding the health and interest of the consumer by engaging the Public Advocate as appropriate. •
<p>Work as an effective member of a multidisciplinary team by:</p>	<ul style="list-style-type: none"> • Developing and maintaining collaborative relationships within the multidisciplinary team to ensure effective integrated care • Participating in handovers, clinical reviews and consumer's transfer of care processes • Providing social work expertise to assist in managing consumer care and planning transfer of care • Providing professional advice within the team • Participating in the development of team aims and objectives and contribute towards their attainment • Participating in providing staff development programs • Being aware of own communication style and behaviours and modifying these to achieve positive outcomes and relationships.

	<ul style="list-style-type: none"> • With support, working with other team members to manage conflict situations.
Contribute to the achievement of professional social work expertise through the maintenance of ongoing personal professional development/continuing education by:	<ul style="list-style-type: none"> • Managing own professional development activities and portfolio, supporting the development of others and contributing to learning in the work area • Promoting social work philosophy, principles, ethics and values in all aspects of professional practice. • Actively participating in professional social work supervision. • Reflecting critically on own professional practice. • With experience, provide support and supervision to Social Work students. • Participating as a member of the Social Work disciplinary group.
Contribute to the safety and quality management system and continuous improvement by:	<ul style="list-style-type: none"> • Complying with standards of practice. • Aiming to continuously improve the quality of work practices and services. • Participating in the evaluation of work practices and services. • Participating in the accreditation process as relevant to the position. • Maintaining accurate clinical documents • Providing statistical information within prescribed timeframes.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- > Appropriate degree or equivalent qualification which gives eligibility for full membership of the Australian Association of Social Workers.

Personal Abilities/Aptitudes/Skills:

- > Must be motivated and have the ability to engage with consumers who have high service needs.
- > Ability to undertake a psychosocial assessment of consumers presenting with high or complex needs.
- > Ability to work with people in all phases of mental illness and their carers and engage the consumer and significant others in transfer of care planning that emphasises consumer self-management.
- > With support and under supervision, ability to work with consumers with acute or complex chronic and enduring mental illnesses.
- > Ability to work collaboratively with consumers, carers, other agencies and community services to develop care plans and co-ordinate comprehensive service provision for consumers who have acute or enduring and complex needs.
- > Competence in the application of basic social work skills including psychosocial assessment, counselling, relationship and family therapy, crisis intervention and brief therapy.
- > Ability to act in an ethically appropriate manner.
- > Ability to work cohesively within a multidisciplinary team and maintain a clear social work role and identity.
- > With experience, ability to work autonomously and exercise professional judgement in decision making and clinical practice
- > Ability to effectively and efficiently prioritise workloads, manage time and other resources.
- > Ability to work without direct supervision and exercise professional judgement in decision-making.
- > Ability to effectively communicate in written and verbal forms, with individuals and groups.
- > Ability to evaluate social work outcomes.
- > Ability to act in an ethically appropriate manner.
- > Commitment to engage in supervision and ongoing professional development.

Experience:

- > Experience working with mental health consumers, their families and carers.
- > Experience in development and maintenance of therapeutic working relationships with consumers who have enduring and severe disability and complex needs, their families and carers.
- > Experience in collaborative development, implementation and monitoring of planned interventions with consumers with complex needs.
- > Experience in accessing and negotiating with community services.
- > Experience in computing, including email and word processing.

Knowledge:

- > Knowledge of the AASW Code of Ethics, Practice Standards for Mental Health Social Workers and supervision standards.
- > Knowledge of a range of social work theories and techniques which may include strength-based interventions, counselling, crisis intervention, family therapy, group work and community interventions.
- > A general knowledge of the comprehensive individualised needs of consumers within acute and community settings.
- > A general knowledge of community services and agencies.
- > Knowledge of service provision to people of culturally diverse backgrounds.
- > Knowledge of relevant legislation pertaining to social work, mental health, work health and safety and EEO, including the Mental Health Act and the Guardianship and Administration Act
- > A general knowledge of community services and agencies.
- > Knowledge of risk management and Work, Health and Safety policies and procedures and their application in the workplace.

DESIRABLE CHARACTERISTICS**Educational/Vocational Qualifications**

>

Personal Abilities/Aptitudes/Skills:

- > Ability to undertake a bio-psychosocial assessment, including mental state examination and risk assessment.
- > Ability to plan and provide culturally and linguistically appropriate services to consumers, family and/or carers.
- > Ability to work from a recovery framework with consumers, family and/or carers.

Experience

- > Experience in multidisciplinary teamwork.
- > Sound experience working with people who have a mental illness, their families and/or carers.
- > Experience in the application of the clinical Care Coordination model.

Knowledge

- > Knowledge of the Practice Standards for Mental Health Social Workers.
- > Knowledge of current psychiatric diagnostic and classification system and assessment tools.
- > Familiarity with aspects of medication management including knowledge of relevant medications, indications, common dosages, side-effects, special precautions, drugs of abuse.

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 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., Regional Health Local Health Networks 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.

Mental Health Clinical Program:

The CALHN Mental Health Clinical Program (MHCP) provides comprehensive inpatient and community based mental health care to people living within the CALHN catchment area. Services are located in the two general hospitals, at Glenside Health Services and at a range of community sites. Services are available for people from 16 years. The MHCP partners with multiple government and non-government services in the coordination of treatment and support services. The service is multidisciplinary and employs a range of medical, nursing, allied health, administration and lived experience workers. The service is committed to the genuine engagement of consumers and carers as partners in service delivery.

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 SA Health as described within this document.

Name: _____ **Signature:** _____ **Date:** _____



ROLE DESCRIPTION

Role Title:	Social Worker Casual		
Classification Code:	AHP2	Position Number	M48598
LHN/ HN/ SAAS/ DHA:	Central Adelaide Local Health Network (LHN)		
Site/Directorate	Mental Health Clinical Program		
Division:	Eastern Mental Health Service		
Department/Section / Unit/ Ward:	Various		
Role reports to:	Operationally to the Team Manager, NUM or Senior Social Worker (site-specific). Professionally to the Principal Social Worker through the Senior Social Worker.		
Role Created/ Reviewed Date:	28/2/20		
Criminal History Clearance Requirements:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Child- Prescribed (DCSI) <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 (<i>minimal patient contact</i>)		

ROLE CONTEXT

Primary Objective(s) of role:

If located in an integrated community mental health team, the Social Worker (Casual) will work as a part of the multi-disciplinary team of the community mental health service, the Social Worker undertakes care coordination and is responsible for the delivery of a range of other clinical activities including care planning, clinical review, psychosocial assessment and mental health assessments consistent with the Clinical Business Rules.

If located in an inpatient acute, subacute team or rehabilitation team, the Social Worker (Casual) is accountable for the provision of discipline specific services including psycho-social screenings and assessments, care planning, family assessments, treatments, interventions and programs to enhance recovery orientated outcomes for consumers and their families and carers. They may have other responsibilities consistent with the scope of responsibility of the team.

As a mental health clinician, the Social Worker works collaboratively with consumers, families/carers with the aim of maximising their wellbeing, assisting them to stabilise their mental health and building their capacity for self-management. The aim is to enable the consumer to participate in a range of valued community activities and facilitate improved functioning and community tenure.

The Social Worker provides mental health and psychosocial assessments, therapeutic and family/carer services, case management, crisis management and advocacy. The Social Worker liaises closely with key

stakeholders, including other mental health teams, primary care providers and other government and non-government organisations that support consumers with mental disorders.

This role may also provide opportunities for the Social Worker to participate in service improvement, evaluation of clinical services and undertake appropriate education and research activities.

Direct Reports:

- The Social Worker works within a multi-disciplinary team and is accountable to the Team Manager for operational responsibilities.
- The Social Worker is accountable to the Principal Social Worker through the Senior Social Worker for clinical practice.
- The Social Worker will participate in regular professional supervision with the Senior Social Worker.
- The Social Worker receives direction from the Head of Unit in care planning when diagnostic ambiguity and conflicting clinical opinion are affecting ongoing consumer care.

Key Relationships/ Interactions:

Internal

The Social Worker provides Social Work services and advice within the multidisciplinary team.

The Social Worker works collaboratively with other Social Workers and senior disciplinary staff within the team's leadership group.

The Social Worker works in collaboration with other team members.

The Social Worker may provide orientation, supervision and support to Allied Health Assistants and students as required.

The Social Worker is responsible for practice within own level of skills and knowledge base relevant to professional background.

May be required to attend a range of meetings, committees and working parties.

External

The Social Worker fosters partnerships and maintains co-operative and productive working relationships with diverse stakeholders to ensure an integrated service delivery, including: multi-disciplinary staff from government and non-government services, carer networks, colleagues in other regions of SA Health, mental health teams and services, including primary health care, universities and the Australian Association of Social Workers (AASW).

Challenges associated with Role:

Major challenges currently associated with the role include:

- Broad range of mental health clinical conditions to be assessed and treated
- Discharge planning in complex clinical situations
- Management of NDIS-related processes and requirements
- Operating in a context of continuous change.

Delegations:

Staff supervised: The Social Worker may be required to provide professional/clinical supervision to Social Workers (AHP1), Allied Health Assistants and Student Social Workers.

> **Budget:**

Salaries and wages: None
Goods and services: None

> **Delegations**

HR Delegation None
Procurement Delegation None

> Financial Delegation None

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 and Young People (Safety) Act 2017* must obtain a satisfactory Criminal and Relevant History 'child-related' employment screening through the Screening and Licensing Unit, Department for Human Services.
- > Criminal and Relevant History Screening must be renewed every 3 years thereafter from date of issue for 'Prescribed Positions' under the *Children and Young People (Safety) Act 2017* or 'Approved Aged Care Provider Positions' as defined under the *Accountability Principles 2014* pursuant to the *Aged Care Act 2007* (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.
- > This position works negotiated hours per week over a 5 or 7 day roster.
- > Hours of duty will be in accordance with provisions of the *South Australian Modern Public Sector Enterprise Agreement: Salaried 2017*.
- > Required to comply with and meet SA Health's credentialing requirements including participating in supervision and continuing professional development.
- > Must seek supervision and professional development activities to meet the profession's standards, consistent with AASW requirements.
- > Some out of hours work may be required.
- > Must have a current driver's license and be willing to drive.
- > Will be required to travel between locations and work within community settings and within the consumer's own environment within the metropolitan region.
- > May be required to undertake a health assessment prior to commencement.

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 – ‘Notification of Abuse or Neglect’.*
- > *Disability Discrimination.*
- > *Independent Commissioner Against Corruption Act 2012 (SA).*
- > *Information Privacy Principles Instruction.*
- > *Code of Fair Information Practice*
- > *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 and 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:

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.

Resilience:

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

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<p>In a Community Mental Health Team, contribute to the provision of high quality clinical services to consumers by:</p>	<ul style="list-style-type: none"> • Undertaking a clinical caseload and providing individual Care Coordination to consumers with complex and specialised needs. • Undertaking assessments and planning positive outcome-focussed interventions with each consumer within a caseload. • Evaluating the progress made with each consumer and when appropriate, facilitating closure and/or transfer of care. • Providing social work consultation and assistance to other members of the integrated mental health team to meet the mental health care needs of the consumers. • Engaging the assistance of other disciplines and Lived Experience staff when appropriate, to contribute to the consumer's care plan. • Offering specialist group or individual programs consistent with evidence-based practice, individual skill and service/team requirements. • Delivering non-discriminatory treatment and support. • Ensuring services are sensitive to the social and cultural values of the consumer, the consumer's family and carers. • Providing or arranging services which develop the consumer's living skills and enhance capacity for independence. • Developing, implementing and evaluating discipline specific programs utilising Social Work expertise. • Working assertively with families and carers by: <ul style="list-style-type: none"> ○ ensuring that family and carer input is recognised and their needs addressed. ○ offering opportunities to be involved in care planning. • Participating in triage of referrals including obtaining information from referral sources and obtaining historical and collateral information. • Participating in handovers, clinical reviews and consumer's transfer of care processes. • Undertaking team responsibilities such as a shift coordinator, rapid response worker and/or booked assessments as delegated. • Ensuring practice is in accordance with the Mental Health Act 2009, the Guardianship and Administration Act, National Practice Standards for the Mental Health Workforce, National Mental Health Strategy and UN Principles on the Protection of People with a Mental Illness and improvement in mental health care, and professional discipline code of conduct.
<p>In a Community Mental Health Team, provide continuity of care and support for consumers and their families or carers by delivering intensive social work / clinical services that may involve:</p>	<ul style="list-style-type: none"> • Undertaking and evaluating therapeutic interventions eg family therapy, family mediation, crisis intervention, grief counselling, carer support and group programs consistent with consumer needs and the team's service priorities. • Providing services to consumers which promote and facilitate the use of supports available at the local community level and which take into account social and cultural diversities. • Linking with and co-ordinating an appropriate range of resources and specialist and general services within and across Sectors. • Advocating for and negotiating on behalf of the consumer with relevant groups/organisations. • Disseminating information on rights, benefits and services as required. • Communicating with other mental health professionals when consumers move across Sector boundaries.

<p>In an inpatient, acute, sub-acute or rehabilitation team, facilitate the consumer's recovery, improve their social functioning and effect an optimum return to the community by:</p>	<ul style="list-style-type: none"> • Formulating recovery focussed Acute Care Plans that are consistent with existing Care Plans and which include psychosocial assessment and delivering evidence based interventions aimed at achieving effective discharge/transfer of care. • Undertaking complex casework that may include individual and interpersonal counselling, group work and brief interventions, especially with families in conflict. • Facilitating timely, planned and outcome focussed admissions of appropriate duration. • Providing services that are culturally and linguistically sensitive to the mental health needs of people. • Discharging mandatory and statutory reporting requirements. • Advocating for and assisting consumers with legal issues/court attendances. • Providing education and support to consumers, families and/or their carers about mental health and related issues during the period of admission. • Assisting the consumer in gaining an understanding the role of medication. • Liaising with and requesting the assistance of other disciplines when necessary to contribute to the care and recovery of the consumer. • Providing consultation, assistance and professional advice to other service providers to meet the mental health care and related needs of the consumer. • Regularly evaluating the progress made by each consumer and facilitating transfer of care and referral.
<p>In an inpatient, acute, sub-acute or rehabilitation team, form a collaborative alliance with consumers, families and/or carers and stakeholder services to enhance the self-management, self-esteem and autonomy of consumers by:</p>	<ul style="list-style-type: none"> • Coaching the consumer, family and/or carer to identify warning signs of a relapse and increasing their competence of using effective strategies for managing distressing symptoms. • Assisting the consumer, family and/or carers to gain an understanding of the consumer's mental illness and the role of medication. • Assisting consumers to find and secure appropriate accommodation. • Assessing the consumer's strengths and resourcefulness and encouraging their active participation in their recovery journey. • Liaise and advocate for the consumer with employers and employment organisations to maintain and secure employment. • Assisting with problem solving around financial management issues. • Recording, reporting and disseminating to the consumer, family and/or carers information on their rights, benefits and services. • Mediating, advocating and negotiating with key agencies to ensure consumer community tenure is maintained. • Liaise with and organise referrals to appropriate community agencies and resources for financial, legal, counselling, rehabilitation and other services as required. • Supporting consumers and carers accessing and receiving support from a Peer Specialist and/or Carer Consultant. • Preparing reports, making applications and appearing in legal forums, eg to SACAT and the courts to address consumer issues. • Safe guarding the health and interest of the consumer by engaging the Public Advocate as appropriate.

<p>Work as an effective member of a multidisciplinary team by:</p>	<ul style="list-style-type: none"> • Developing and maintaining collaborative relationships within the multidisciplinary team to ensure effective integrated care. • Participating in handovers, clinical reviews and consumer's transfer of care processes. • Providing social work expertise to assist in managing consumer care and planning transfer of care. • Providing consultative services and professional advice within the team. • Providing modelling and support to team members to integrate the recovery framework and psychosocial approaches into practice. • Participating in the development of team aims and objectives and contribute towards their attainment. • Addressing multidisciplinary staff development needs and facilitating orientation and induction for new staff members as required. • Supporting and enabling multidisciplinary team members to identify service/ structural gaps and undertake new projects/ initiatives within the team. • Being aware of own communication style and behaviours and modifying these to achieve positive outcomes and relationships. • Working with other team members to manage conflict situations.
<p>Contribute to the achievement of professional social work expertise through the maintenance of ongoing personal professional development/continuing education by:</p>	<ul style="list-style-type: none"> • Managing own professional development activities and portfolio, supporting the development of others and contributing to learning in the work area. • Promoting social work philosophy, principles, ethics and values in all aspects of professional practice. • Providing and modelling the delivery of social work recovery practice to address consumer issues. • Actively participating in professional supervision. • Reflecting critically on own professional practice. • Provide support, supervision and training Social Work students and graduates. • Participating as a member of the Social Work disciplinary group.
<p>Contribute to the safety and quality management system and continuous improvement by:</p>	<ul style="list-style-type: none"> • Participating in Strategic, Directorate and Team planning activities as required. • Complying with standards of practice. • Aiming to continuously improve the quality of work practices and services. • Participating in the evaluation of work practices and services. • Participating in the accreditation process as relevant to the position. • Maintaining accurate clinical documents. • Providing statistical information within prescribed timeframes.

Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- Appropriate degree or equivalent qualification which gives eligibility for full membership with the Australian Association of Social Workers.

Personal Abilities/Aptitudes/Skills:

- Must be highly motivated and have the ability to engage with consumers who have extremely high service needs.
- Ability to undertake a comprehensive biopsychosocial assessment including mental state and risk assessments of consumers presenting with high or complex needs.
- Ability to work collaboratively with consumers, families, carers, other agencies and community services to develop care plans and co-ordinate comprehensive service provision for consumers in the acute phase of mental illness or who have enduring and complex needs, with an emphasis on self-management.
- Ability to provide consultation and professional Social Work advice.
- Demonstrated skills in the provision of a range of therapeutic skills including counselling, individual and group work, relationship and family therapy, and brief therapy.
- Demonstrated strong skills in recovery practice, individualised care planning and coordinating comprehensive service provision with people who have high or complex needs.
- Ability to work with a high level of autonomy and exercise professional judgement in decision making and clinical practice.
- Ability to act in an ethically appropriate manner.
- Ability to interpret legislation, regulations and other guidelines relevant to Social Work and Mental Health.
- Ability to effectively and efficiently manage time and other resources.
- Ability to plan and provide culturally and linguistically appropriate services to consumers, family and/or carers.
- Ability to effectively communicate in written and verbal form, with individuals and groups.
- Proven ability to work cohesively within a multidisciplinary team whilst maintaining a clear social work role and identity.
- Skills in negotiation and conflict resolution.
- Commitment to engage in supervision and ongoing professional development.

Experience:

- Sound experience working with people with mental illness, their families and carers.
- Successful participation in a multidisciplinary team environment whilst maintaining a clear social work role and identity.
- Experience in development and maintenance of therapeutic working relationships with consumers who have enduring and severe disability and complex needs, their families and carers.
- Experience in collaborative development, implementation and monitoring of planned interventions with consumers with high or complex needs.
- Extensive experience in accessing and negotiating with community services.
- Experience in computing, including email and word processing.

Knowledge:

- Sound knowledge of the AASW Code of Ethics, Practice Standards for Mental Health Social Workers and supervision standards.
- Sound knowledge of a range of social work theories and techniques which may include strength-based interventions, counselling, crisis intervention, family therapy, group work and community interventions.
- A general knowledge of the comprehensive individualised needs of consumers in the community setting.
- Sound knowledge of principles and processes which support recovery from mental illness.
- Knowledge of current psychiatric diagnostic and classification systems and assessment tools.
- Knowledge of current psychiatric medications and management including indications, common dosages, side-effects, special precautions, drugs of abuse.
- Knowledge of relevant legislation pertaining to social work, mental health, work health and safety and EEO.
- A general knowledge of community services and agencies.
- Knowledge and understanding of the National and State Mental Health Plans and strategic directions.
- Knowledge of risk management and Work, Health and Safety policies and procedures and their application in the workplace.

DESIRABLE CHARACTERISTICS**Educational/Vocational Qualifications:**

- Relevant undergraduate or postgraduate qualifications (other than base grade qualification) specific to clinical practice in own discipline.

Personal Abilities/Aptitudes/Skills:

- Evidence of advanced skills in a specialised area of mental health care.
- Ability to provide professional social work supervision.

Experience:

- Experience in accessing and negotiating with community services.
- Experience in multidisciplinary teamwork

Knowledge:

- Experience in an acute inpatient mental health team.
- Experience in the clinical Care Coordination model.
- Experience working with the NDIS

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 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., Regional Health Local Health Networks 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.

Mental Health Clinical Program:

The CALHN Mental Health Clinical Program (MHCP) provides comprehensive inpatient and community based mental health care to people living within the CALHN catchment area. Services are located in the two general hospitals, at Glenside Health Services and at a range of community sites. Services are available for people from 16 years. The MHCP partners with multiple government and non-government services in the coordination of treatment and support services. The service is multidisciplinary and employs a range of medical, nursing, allied health, administration and lived experience workers. The service is committed to the genuine engagement of consumers and carers as partners in service delivery.



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 SA Health as described within this document.

Name:	Signature:	Date:
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