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SA Health Job Pack

Job Title	CAMHS Senior Social Worker
Job Number	685815
Applications Closing Date	22/02/2019
Region / Division	SA Health - Women's and Children's Health Network
Health Service	Child and Adolescent Mental Health Services
Location	Morphett Vale
Classification	AHP3
Job Status	Full time, Ongoing
Indicative Total Remuneration*	\$104,506 - \$112,311

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:

- ☒ Child Related Employment Screening - **DCSI**
- ☒ 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.

Contact Details

Full name	Christine Lock
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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:	CAMHS Senior Social Worker
Classification Code:	AHP3
LHN/ HN/ SAAS/ DHA:	Women's and Children's Health Network (WCHN)
Hospital/ Service/ Cluster	Women's and Children's Hospital (WCH)
Division:	Child and Adolescent Mental Health Services (CAMHS)
Department/Section / Unit/ Ward:	CAMHS Southern Metropolitan Team
Role reports to:	Professionally to Social Worker Principal Lead / Operationally to their site's/team's Service Manager
Role Created/ Reviewed Date:	November 2018
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)

ROLE CONTEXT

Primary Objective(s) of role:

Within the framework of the *National Mental Health Policy* and the *Standards for Mental Health Services* and in a manner consistent with the stated *Vision* and *Values* of the Women's and Children's Health Network (WCHN) the Senior Social Worker provides clinical expertise for children, adolescents and their families with mental health issues. The Senior Worker primarily provides direct expert care for an individual or group of clients and clinical leadership to multidisciplinary staff. The Senior Social Worker is a person who through education and experience is able to effectively ensure and provide quality services to children, adolescents and their families experiencing complex, social, emotional and behavioural difficulties, within a multidisciplinary and interagency team context.

The Senior Social Worker is an extensively experienced and highly competent clinician who delivers advanced clinical services to the Child and Adolescent Mental Health population and also assumes a clinical/professional leadership role within the team, undertaking professional supervision of social work staff working within their team or another team. The Senior Social Worker is responsible for contributing to improvements in the quality, safety and community needs-driven distribution of services across CAMHS and within the specific service area. The Senior Social Worker works with all allied health staff, nursing and medical staff, as well as service coordinators, lead psychiatry and managers and other stakeholders on service delivery development, and practice requirements to meet client needs and demand.

Direct Reports:

N/A

Key Relationships/ Interactions:

Internal

- > Operationally reports to their team's Service Manager
- > Professionally reports to the Principal Social Worker for own practice and as a clinical supervisor
- > Works closely with the Clinical Coordinator and team psychiatrist to ensure optimal consumer care
- > Responsible for the training and clinical supervision of other social workers and students within their team/s as required
- > Works collaboratively with the Social Work Discipline lead to advance the skills and expertise of the social work profession in Child and Adolescent Mental Health care.
- > Supports the Clinical Coordinator in the day to day operations of the service and will provide

professional guidance to social work staff, particularly less experienced members of the team

- > Supports the team in the clinical leadership of the service.
- > Works collaboratively with other members of the CAMHS Team, and other staff within the Division of Mental Health

External

- > Clients/parents/carers and families
- > Other government or non-government organisations who are relevant to the running of the service or support of the client group
- > Local community

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Ensuring high quality service delivery following a period of change with a focus on continuous improvement
- > The personal resilience and attitude to provide clinical leadership in the area of child and adolescent mental health and ensure that both staff wellbeing and clinical practice quality is supported
- > Addressing inconsistencies between practice and policy
- > Keeping up to date with professional standards of practice, research, implementing and monitoring evidence based practice and quality management initiatives consistent with organisational policies
- > Keeping professionally up to date with, own area of allied health practice, child and adolescent mental health, and technological advances
- > Dealing appropriately and sensitively with children, youth, women and their families where there are multiple complexities, diverse cultural backgrounds and expectations
- > Providing high quality mental health services for children, adolescents and their families that are culturally sensitive and safe, flexible and meets the needs of a diverse population
- > Working in partnership with consumers, carers and external agencies within a developmental context
- > Effectively balancing the need to be pro-active with the requirement to respond quickly to urgent situations
- > Providing a range of specialist, evidence based interventions that address the mental health needs of children, young people and their families
- > Collaborating with other members of the multi-disciplinary team and key stakeholders to identify community needs, plan, implement and evaluate mental health services to address the mental health needs of children, youth and their families
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practice.

Delegations:

- > Nil

Resilience:

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

Performance Development

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

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures 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.
- > Meet immunisation requirements as outlined by the *Immunisation Guidelines for Health Care Workers in South Australia 2014*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > Keeping Them Safe Legislation (inclusive of Mandatory Notifier).
- > Disability Discrimination.
- > 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.
- > Professional Practice Standards and competencies consistent with area of practice as varied from time to time
- > All employees required to complete timesheets must forward their timesheet to their manager, within two weeks from the period worked, to enable their manager to authorise that this is a true and accurate record of hours worked by the employee.
- > CAMHS Clinicians are required to work in accordance with the legislative and professional requirements including:
 - o *Children's Protection Act 1993*
 - o *Government of South Australia-Interagency Code of Practice 2001*
 - o *Professional Practice Standards consistent with the area of practice*
 - o *Health Practitioner Regulation National Law SA, Act 2010*
 - o *Mental Health Act 2009*
 - o *Public Sector Act 2009 (SA)*

Handling of Official Information:

- > By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.
- > SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.
- > SA Health employees will not misuse information gained in their official capacity.
- > SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Special Conditions:

- > Appointment is subject to a satisfactory Background Screening and National Criminal History Check obtained through the Screening and Licensing Unit, Department for Communities and Social Inclusion to be renewed every 3 years thereafter from date of issue. Existing employees who have undertaken a Police Check and are cleared and then subsequently charged with an offence are required to inform their Line Manager immediately.
- > As a state-wide service, WCHN employees may be required to undertake work at various locations in metropolitan Adelaide, and provide outreach to other parts of South Australia (the latter in consultation with the incumbent of the role).
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > Provision of services to outreach locations.
- > Some out of hours work will be required.
- > Preparedness to travel to country areas of South Australia (or interstate / or intrastate) by air or motor vehicle, including overnight stay is essential.
- > Must participate in clinical supervision and orientation program
- > Must be prepared to relocate within the metropolitan area of the Division of Mental Health
- > May be required to temporarily fill a higher position, appropriate to the skills and capacity of the incumbent.
- > Must have current drivers licence and be willing to drive
- > This Role Description provides an indication of the type of duties you will be engaged to perform. You may be lawfully directed to perform any duties that a person with your skills and abilities would reasonably be expected to perform.

White Ribbon:

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

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Provide, contribute and deliver proficient Mental Health clinical care to clients and their families using evidence based practice.	<ul style="list-style-type: none"> > The provision of expert clinical knowledge and or interventions in child and adolescent mental health through the application of professional standards and adherence to policies, protocols and procedures and working within a model of client centred care. > Partnerships are developed both internal through a multidisciplinary approach and external to use social work expertise to ensure optimal client needs and outcomes. > Undertaking the assessment of complex individuals and families presentations, using expert knowledge and techniques available from a variety of therapeutic approaches, in order to determine the most appropriate interventions, by the use of significant degree of independent clinical decision making, > Implementing individual, family and/or other group therapies and other specific programs using a range of models and skills. > Providing written reports in a clear, concise manner that is readily understood by both consumers and professionals maintained in accordance with organisational policy. > Provide expert knowledge in monitoring client care plans and clinical review programmes/audits to ensure quality client outcomes. > Assist more junior staff with complex clinical work through co-work of complex cases and co-leading with the team psychiatrist and other expert practice clinicians the clinical discussions within the multidisciplinary meetings > Will be expected to hold a portfolio in CAMHS Clinical Priority area. > May proxy or represent Social Work at relevant Advisory Group.
Demonstrate a commitment to consumer participation and Team Leadership.	<ul style="list-style-type: none"> > Working collaboratively with consumers in the development of individual care/treatment plans using a recovery framework > In collaboration with the Clinical Coordinator /Service Manager where applicable, reviews incidents, accidents and complaints arising within the clinical setting with a focus on reduction of incidents/accidents and complaints. > In consultation with consumers and the Clinical Coordinator /Service Manager where applicable, identifies opportunities for improvement in consumer care and implements planned strategies designed to promote and establish the Service/Unit as a benchmark for excellence.
Ensure services are delivered in a culturally responsive manner.	<ul style="list-style-type: none"> > Promotes access and equity of services for people from Aboriginal and Torres Strait Islander backgrounds. > Promotes access and equity of services for people from culturally and linguistically diverse backgrounds. > Provides services that are culturally responsive to the needs of consumers. > Enables consumers to make decisions concerning their health/mental health.

<p>Provide clinical leadership and expert knowledge to social workers and multidisciplinary staff for CAMHS to implement consistency of practice standards and local service outcomes</p>	<ul style="list-style-type: none"> > Will be expected to hold a portfolio in a CAMHS Clinical Priority area > The professional practice framework is implemented through the leadership of social work clinical practice. > Services are planned and co-ordinated with other disciplines or agencies to meet health care needs. > Integrated mental health care is achieved within a risk management framework by contributing expert clinical assessment and advice. > The clinical supervision of level 1 & 2 AHP social work staff within or across teams. > Social workers are skilled and provide quality clinical services within the defined area of expertise. > Inconsistencies between social work practice and policy are addressed, within the defined area of expertise.
<p>Encourage and foster a positive culture and safe work environment.</p>	<ul style="list-style-type: none"> > Contribute to a team environment, which promotes positivity, learning and development, safety and welfare of employees, acknowledges cultural and personal differences, and encourages creativity, innovation and honesty. > Resolve local and/or immediate clinical care service delivery problems > Establish and maintain productive working relationships > Communicate effectively to deal with challenging behaviours and the resolution of conflicts. > Support and implement change management processes.
<p>Contribute clinical expertise in a learning environment, and, responsible for own ongoing learning.</p>	<ul style="list-style-type: none"> > Social Workers engage in ongoing learning and education which is based on evidence based practice. > A contemporary professional practice portfolio is held with supporting evidence of knowledge and skills commensurate to the role. > Contribute to the development and sustainability of social work skills for the needs of children and adolescents with mental health issues. > Provide other health professionals with opportunities for learning and education in social work care > Act as a consultant and resource person to CAMHS, other agencies and the community by providing information and education regarding child and adolescent and family mental health.
<p>Contribute expertise in all aspects of quality management to improve social work practice and service delivery</p>	<ul style="list-style-type: none"> > Existing practices and policies are continuously reviewed to reduce inconsistencies. > Use expert knowledge to monitor and evaluate research activities. > Provide leadership in the development, implementation and evaluation of practice guidelines, protocols/audits and quality indicators.
<p>Contribute to Research and Evaluation Programs.</p>	<ul style="list-style-type: none"> > Participate in the evaluation of clinical programs with a view to ensuring their adequacy, as well as identifying opportunities for new and improved services. > Maintain statistical information of activities for planning research, service delivery and service development. > Design, conduct and report on original research relevant to child and adolescent mental health. > Seek funding when appropriate from relevant sources to support ongoing research activities.

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:

The incumbent must possess a high level of interpersonal skills, with the ability to:

- > Communicate and work with other professionals, facilitate group functions and work as a team member.
- > Communicate clearly in both written and verbal forms.
- > Work with a high degree of responsibility with limited supervision and direction.
- > Supervise other professionals and students.
- > Demonstrate a commitment to the development of personal and professional skills.

Experience:

- > Extensive clinical experience in the delivery of social work practice to children and adolescents, with advanced clinical experience in the delivery of at least one clinical modality relevant to Child and Adolescent Mental Health.
- > Extensive experience in the area of supervision of clinical staff.
- > Demonstrated ability to carry out assessments and interventions of a highly complex nature with emotionally disturbed children and adolescents, and their families using a range of theoretical models in assessment and intervention.
- > Developing, designing, implementing and evaluating preventative and/or therapeutic programs.
- > Working in a multidisciplinary team.
- > Liaising with other agencies and professional groups.

Knowledge:

- > Advanced knowledge in at least one area of clinical practice relevant to Child and Adolescent Mental Health.
- > Knowledge of developmental theory.
- > Demonstrated knowledge of the theory and practice of clinical work within the individual's professional speciality area, including group work.
- > Knowledge of a variety of assessment and intervention models for working with children, adolescent and families.
- > Knowledge of the wider system and the relationship between social contexts and mental health.
- > Knowledge of the impact of government policy affecting the area of child, adolescent and family health and welfare services.
- > Knowledge of primary health care principles.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- > Higher qualifications or recognised formal training in at least one modality of clinical practice relevant to Child and Adolescent Mental Health, or within the discipline of social work, including AASW Mental Health Accreditation.
- > Formal training in a recognised model of supervision relevant to the mental health setting
- > Further clinical training relevant to the goals of the organisation e.g. family therapy, group therapy.

Experience:

- > Active involvement in professional organisations.
- > Experience of qualitative/quantitative evaluation outcome measures or programs.
- > Group work experience.
- > Experience providing clinical services in rural or remote locations and/or defined areas of practice (e.g. forensic, guardianship, family therapy, Aboriginal, early childhood attachment intervention...)

Knowledge:

- > Knowledge of child protection legislation

Organisational Context

Organisational Overview:

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

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

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse.

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

SA Health Challenges:

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

Health Network/ Division/ Department:

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

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

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

Values

SA Health Values

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

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

Domestic and Family Violence

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

Code of Ethics

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

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

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

Approvals

Role Description Approval

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

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

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

Name:

Signature:

Date

Strategic Management Plan 2018-2020

Our Purpose: Improving the health and wellbeing of our community

Lead

Imagining the future

- Care for our staff so that we can care for our community
- Continue to strengthen person and family centred care
- Enable an innovative and productive culture to ensure we are delivering excellent care
- Ensure women, youth and children's safety
- Improve health outcomes for Aboriginal women, children and families
- Improve wellbeing and resilience of our young people
- Plan for the new Women's and Children's Hospital
- Work towards embedding a focus on the first 1000 days of life

Partner

Together we do better

Build a caring, innovative, productive and safe workplace culture that enables an engaged, skilled workforce

Create a climate to foster research excellence and translation into practice

Embed collaboration, teamwork and partnership to lead quality service delivery for a range of complex needs

Encourage consumer and community engagement at all levels

Envision what excellence in care and continuous learning means

Deliver

Improving the experience

Achieve ongoing accreditation under the National Safety and Quality Health Service Standards

Capitalise on service delivery benefits of modernised ICT infrastructure

Deliver greater efficiencies across outpatient services

Key goals

Develop resourceful strategies for sustainment of current WCH site

Ensure that all of our services are financially sustainable

Implement recommendations from the Child Protection Systems Royal Commission

Implement successful CAMHS and CaFHS service model improvements