



ROLE DESCRIPTION

Role Title:	Advanced Clinical Lead Psychologist – Perinatal Mental Health
Classification Code:	Allied Health Professional Level 4
LHN/ HN/ SAAS/ DHA:	Northern Adelaide Local Health Network
Hospital/ Service/ Cluster:	Division of Mental Health
Division:	Adult Mental Health
Department/ Section/ Unit/ Ward:	Perinatal Mental Health Service
Role reports to:	Operational – Nursing Director, Adult Inpatient Professional - Principal Psychologist DMH
Role Created/ Reviewed Date:	January 2024
Criminal and Relevant History Screening:	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working with Children Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)
Immunisation Risk Category Requirements:	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE CONTEXT

Primary Objective(s) of role:

The Advanced Clinical Lead Psychologist PMH is responsible for the planning, provision, standards and management of a co-ordinated clinical psychology service within Perinatal Mental Health Service. This role facilitates a professionally competent contribution to the health of the community served.

The Advanced Clinical Lead Psychologist PMH will have specialised training in perinatal mental health. The practitioner will see women with moderate to severe anxiety or depression who require more complex psychological treatment. They will also provide trauma counselling due to a past or recent birth experience. The Advanced Clinical Lead Psychologist will provide short to longer term therapy. Treatment can be offered as an individual or group therapy. The therapies will also focus on the mother-infant relationship and will be provided 1:1 or via group therapy.

Working in conjunction with other health professionals the Advanced Clinical Lead Psychologist optimises patient functional and health outcomes in this specialty area, ensuring the improved mental health outcomes for women, their infants and families.

As a highly skilled and competent clinician, the incumbent ensures the delivery of quality services and provides clinical expertise and consultancy in the area of Perinatal and Infant Mental Health within the NALHN Mental Health Services, providing support and supervision to less experienced staff. The incumbent will be expected to advance the clinical practice of Psychology and make a significant contribution towards the development and achievement of the strategic directions of the agency and the region and/or SA Health Local Health Network, SA Health Statewide Service and which may extend to the State or the Nation.

Key Relationships/ Interactions:

Internal

- > The Advanced Clinical Lead Psychologist is operationally responsible to the Nursing Director - Adult Inpatient.
- > The Advanced Clinical Lead Psychologist is Professionally accountable to the Principal Psychologist – NALHN DMH.
- > Maintains close collaborative working relationships with Perinatal Mental Health staff, Adult Mental Health Staff, Women's and Children's Division staff and other NALHN services.
- > Maintains a strong support and education role for NALHN Mental Health Services.

External

- > Maintains relationships with other government agencies and non-government organisations.
- > Provides leadership in local and national forums affecting policy, procedures and systems relating to the practice and provision of psychology services.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Highly specialised area of expertise.
- > High degree of autonomy.
- > The incumbent is required to triage and manage a caseload across a broad range of referral sources across the Perinatal Mental Health Service.
- > Working collaboratively within multidisciplinary teams and across organisational sites and promoting communication processes to enable best consumer outcomes.
- > Working collaboratively within the multidisciplinary team and across organisational Divisions/sites and promoting communication processes to enable best patient/client/ community outcomes.
- > Dealing appropriately and relevantly with patients and their families where there can be multiple complexities, diverse cultural backgrounds and consumer expectations and/or community expectations.
- > Maintaining contemporary professional standards of practice, implementing and monitoring evidence-based care and quality and safety initiatives.

Delegations:

Nil

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
Provide high quality advanced Clinical Psychology services to maximise patient health and safety outcomes, and the safety of the community:	<ul style="list-style-type: none">> Using advanced professional knowledge and skills to provide assessments, interpret findings, and plan and implement intervention in conjunction with mental health professionals, consumers, carers and other Government agencies.> Maintain a complex clinical caseload commensurate with an advanced clinical skillset associated with an AHP4 level.> Providing expert opinion and input to the assessment and clinical care of consumers presenting with mental health concerns within the perinatal service.> Providing expert opinion and input to the assessment and clinical care of consumers presenting to the Perinatal Mental Health Service.> Providing expert opinion and input into the assessment of complex capacity assessments, and training, supervision and support of other clinicians, across disciplines, engaging in assessment..> Developing, implementing and evaluating assessment and treatment

	<p>plans for consumers presenting to the Perinatal Mental Health Service.</p> <ul style="list-style-type: none"> > Managing with reduced supervision, non-routine clinical situations when more complex problem solving, professional decision making and practice skills are required. > Demonstrated proactive approach to the development and implementation of psychology practice and service delivery. > Liaising with mental health professionals and line managers and the Executive Team regarding medico legal issues and consumer complaints. > Managing the workforce and professional service strategies, priorities and work standards within different work settings, to ensure a best practice approach to service delivery. > Contributing to a multiagency and multidisciplinary team in the provision of quality development and improvement of services. > Ensuring documentation is consistent with service policy and practice. > Undertaking comprehensive discharge planning in conjunction with other team members.
<p>Provide effective collaborative multiagency and multidisciplinary care:</p>	<ul style="list-style-type: none"> > Contributing to a coordinated approach to client care services with a statewide remit by networking and liaising with key stakeholders to provide optimum outcomes for complex cases and integrated services. > Developing and implementing a health outcomes approach to resource allocation, ongoing continuous quality management and customer focused service development to meet Divisional needs. > Working collaboratively with multidisciplinary teams within the Perinatal Mental Health Service and broadly across the NALHN Division of Mental Health. > Working collaboratively with consumers, families, carers and communities. > Participating in and leading case review meetings and multiagency case conferences.
<p>Provide high quality advice, support and education to NALHN Multidisciplinary Teams, Statewide Services, and the Community:</p>	<ul style="list-style-type: none"> > Providing advanced psychology advice and support to the Perinatal Mental Health Service and broadly across NALHN Division of Mental Health as required. > Contributing to and delivering information and education about the role of Psychologists in delivering Perinatal Mental Health services. > Contributing to and delivering education about the management and care of complex cases to multidisciplinary teams within the Perinatal Mental Health Service and broadly across the NALHN Division of Mental Health. > Directing, facilitating and participating in research activities within the Department, including developing submissions in line with NALHN's Research and Ethics Committee protocols. > Promoting cohesive, cooperative and collaborative multiagency team working relationships which facilitate effective communication and enables issues to be discussed and resolved in an open and productive manner.
<p>Make significant contributions to National, State and Network strategic goals:</p>	<ul style="list-style-type: none"> > Provide effective Psychology services in accordance with the criteria established by the Australian Health Practitioner Regulation Agency (AHPRA) and the Guidelines established by the Australian Psychological Society. > Provide effective Psychology services in accordance with the legislation of South Australia and the policies and procedures of the Department for Health and Wellbeing. > Provide effective Psychology services in accordance with the policies and procedures of NALHN.

	<ul style="list-style-type: none"> > Developing and implementing a health outcomes approach to resource allocation, ongoing continuous quality management and customer focused service development in alignment with Divisional needs. > Contributing to the operational efficiency of the Divisional information system and providing, analysing and interpreting financial and clinical activity data for NALHN. > Leading continuous Quality Improvement activities, including the identification of performance standards and increased efficiencies. > Leading reviews and redesign processes related to the Psychology service as required. > Collaborating with other senior discipline and service leadership in service development across the Perinatal Mental Health Service, the Division of Mental Health and the Local Health Network.
<p>Maintain and develop advanced clinical and professional skills:</p>	<ul style="list-style-type: none"> > Contributing to National and interstate training and conferences. > Participating in NALHN mandatory training and development. > Participating in departmental and divisional professional development programs. > Contributing to the development of divisional procedures and policies. > Leading quality improvement activities, research and performance enhancement.
<p>Participate in the development of a high quality service and the ongoing development of psychological practice:</p>	<ul style="list-style-type: none"> > Utilising expert knowledge of developments in the field to enable the provision of specialist advice and strategic planning in line with contemporary practice. > Advancing the discipline of clinical psychology through the application of the latest evidence-base, translating this into their own practice, the practice of their supervisees, and ensuring necessary clinical service changes are made as necessary. > Leading the implementation of any new technological advancements in the field of psychology including the use of electronic assessment measures and innovative IT solutions. > Promoting and participating in departmental in-service education and internship programs, literature reviews, journal clubs, clinical and management courses, seminars, workshops, conferences and relevant courses of study. > Developing, reviewing and evaluating clinical protocols, policies, procedures and resources within a best practice framework within various service streams. > Coordinating continuous quality improvement, research and / or service development activities to improve services and ensure quality patient outcomes. > Developing and leading high quality clinical review structures, data collection and service evaluation / review in-line with Mental Health Key Performance Indicators and service requirements consistent with the Clinical Business Rules. > Being responsible for the consistent implementation of risk management practices in accordance with NALHN policies and procedures. > Assessing and implementing intervention / treatment programs that reflect best practice guidelines. > Facilitating a collaborative relationship with universities to ensure undergraduate and postgraduate training of tertiary students meets the needs of the Perinatal Mental Health Service, NALHN and the broader profession. > Fostering innovative practice and promoting a learning culture.

<p>Provision of training and supervision of clinical psychology:</p>	<ul style="list-style-type: none"> > Supervision of psychology staff including primary and secondary registrar program supervision (as directed). > Providing multidisciplinary case / clinical supervision for Perinatal Mental Health Service consumers and broadly for consumers across the NALHN Division of Mental Health as required. > Creating a discipline culture and practice environment that fosters research by clinicians and students. > Identifying psychology and mental health training and development needs and provide scope for staff to engage in learning activities. > Encouraging and supporting staff to participate in continuing internal and external education programmes. > Providing leadership in the promotion of human resource management practices including equal employment opportunities. > Providing support to psychologists and multidisciplinary teams as required. > Providing a role model, by demonstrating professional behaviour, and clinical reasoning. > Provide placement and learning opportunities for national and international students and registrars.
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Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications:

- > Must hold an appropriate Degree (Master's Degree in Psychology) or equivalent qualification recognised by the PsyBA.
- > Must hold general registration with PsyBA and be endorsed in an Area of Practice Endorsement consistent with the requirements of the role.
- > Must hold approved supervisor status with the PsyBA at all levels of supervision (primary and secondary).

Personal Abilities/Aptitudes/Skills:

- > Advanced skills in the provision of a range of evidence-based therapeutic Psychological assessments and interventions particularly those targeted to the perinatal population.
- > Advanced skills in providing expert opinion and input to the assessment and clinical care of consumers presenting with mental health concerns to the Perinatal Mental Health Service.).
- > Advanced skills in providing expert opinion and input into the assessment of complex capacity assessments, and training, supervision and support of other clinicians, across disciplines, engaging in assessment of capacity.
- > Advanced skills in providing expert opinion and input into the assessment of complex capacity assessments, and training, supervision and support of other clinicians, across disciplines, engaging in assessment of capacity.
- > Advanced skills safety planning, psychoeducation, relapse prevention, care planning and discharge planning.
- > Advanced skills in the assessment of risk to ensure child safety.
- > Advanced knowledge of referral sources to external agencies, services and organisations.
- > Demonstrated high level interpersonal skills including negotiation, consultation and conflict resolution skills.
- > Demonstrated ability to establish and maintain effective networks and partnerships with a broad range of culturally diverse clients and stakeholders, including patients and their families, community services / agencies and other service providers, within a multi-disciplinary setting.

- > Demonstrated high level verbal and written communication skills including the ability to prepare concise, accurate and timely clinical reports and data.
- > Demonstrated skills and abilities in leadership; supervision of staff; flexibility; working independently and within an inter-disciplinary team; managing variable workloads and competing priorities; and adapting to changing service provision needs.
- > Demonstrated commitment to improve personal and professional skills through self-directed learning and evaluation in line with NALHN objectives.
- > Demonstrated ability to coordinate, promote and participate in research projects relevant to Clinical Psychology evidence-based practice, and/or clinical improvement.
- > Demonstrated high level skills in individualised care planning and coordinating comprehensive service provision with people who have high or complex needs.
- > Demonstrated flexibility and ability to adapt to changing service provision needs.
- > Demonstrated competency in culturally appropriate interventions for Aboriginal consumers and consumers from diverse cultural backgrounds.
- > Ability to provide a broad range of services within a secure care environment that is complex and requires the worker to operate with limited direction.

Experience:

- > Extensive experience in psychological practice with women and children at risk due to mental health concerns in a general hospital, psychiatric hospital or specialist unit.
- > Recognition by peers as an authority in the field of Perinatal Psychology.
- > Demonstrated competency in the clinical management and treatment of a broad range of conditions, including but not limited to the assessment and diagnosis of depression, anxiety, psychosis and personality disorders as relevant to perinatal mental health
- > Experience in providing clinical leadership including formal and informal supervision, fostering and developing professional development and identifying and meeting training needs.
- > Leading quality improvement activities.
- > Demonstrated experience in the use of Microsoft Office (including Word and Excel) and database packages.

Knowledge:

- > Advanced knowledge of Psychology assessments and interventions to meet the complex needs of consumers.
- > Advanced knowledge of a range of Psychology theories, frames of reference and evidence-based interventions, and implementing these into practice.
- > Understanding of the Australian Psychological Society Code of Ethics.
- > Understanding of Work Health and Safety principles and procedures.
- > Understanding of the Australian National Safety & Quality Health Service Standards.
- > Demonstrated broad knowledge of Psychology professional standards.
- > Knowledge of continuous quality improvement principles and methods.
- > Demonstrated knowledge in the development, implementation and evaluation of departmental policies and procedures relevant in a hospital setting.
- > Demonstrated knowledge of NDIS and NDIA processes.

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- > PhD in Psychology from a recognised University.
- > Qualifications relating to assessment and intervention for persons presenting to Perinatal Mental Health Services.

Personal Abilities/Aptitudes/Skills:

- > Experience as an expert witness in medico-legal cases.
- > Demonstrated record of success in attracting external research funding.
- > Demonstrated experience in the provision of lectures and one-to-one clinical and research supervision.
- > Demonstrated active involvement in professional organisations (e.g., Australian Psychological Society) through the holding of office.
- > Demonstrated commitment to excellence and innovation in work practices.
- > Demonstrated flexibility and ability to adapt to changing service provision needs.

Experience:

- > Experience in a broad range of mental health clinical setting.
- > Experience in accessing and negotiating with community services.

Knowledge:

- > Knowledge of the South Australian Public Health System.
- > Knowledge of research methodology and aspects of community-oriented care.
- > Breadth and depth of knowledge base is sufficient to enable person to act in senior role as required.

Special Conditions:

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the *SA Health Criminal and Relevant History Screening Policy Directive*.
- > For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit. For other positions, a satisfactory National Police Certificate (NPC) assessment is required.
- > For 'Prescribed Positions' under the *Child Safety (Prohibited Persons) Act (2016)*, the individual's WWCCs must be renewed every 5 years from the date of issue; and for 'Approved Aged Care Provider Positions' every 3 years from date of issue as required by the *Accountability Principles 2014* issued pursuant to the *Aged Care Act 1997 (Cth)*.
- > Appointment is subject to immunisation risk category requirements. There may be ongoing immunisation requirements that must be met.
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the *Public Sector Act 2009* for Public Sector employees or the *SA Health (Health Care Act) Human Resources Manual* for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > Must have a current SA driver's licence and willingness to drive a Government vehicle is essential.

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)* maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act, and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017 (SA)* 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012 (SA)*.
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.
- > Adhering to the principles of the National Standards for Mental Health Services.

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

Performance Development:

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

NALHN 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, NALHN 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.

Organisational Context

SA Health

SA Health is committed to protecting and improving the health of all South Australians by providing leadership in health reform, public health services, health and medical research, policy development and planning, with an increased focus on wellbeing, illness prevention, early intervention and quality care.

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health, the Minister for Health & Wellbeing. The State Government has reformed the governance of SA Health, including establishing 10 Local Health Networks (LHNs), each with its own Governing Board.

These reforms have taken a staged approach, with the most significant changes to taking place from 1 July 2019 when the new Governing Boards become fully operational.

SA Health is comprised of the Department for Health and Wellbeing and the following legal entities:

- > Central Adelaide Local Health Network
- > **Northern Adelaide Local Health Network**
- > Southern Adelaide Local Health Network
- > Women's and Children's Health Network
- > Barossa Hills Fleurieu Local Health Network
- > Eyre and Far North Local Health Network
- > Flinders and Upper North Local Health Network
- > Riverland Mallee Coorong Local Health Network
- > Limestone Coast Local Health Network
- > Yorke and Northern Local Health Network
- > SA Ambulance Service

Northern Adelaide Local Health Network

The Northern Adelaide Local Health Network (NALHN) provides care to more than 400,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. NALHN works to ensure quality and timely delivery of health care, whilst building a highly skilled, engaged and resilient workforce based on a culture of collaboration, respect, integrity and accountability.

NALHN offers a range of primary health care services across the northern metropolitan area of Adelaide, with a focus on providing preventive and health promoting programs in the community, and transition and hospital substitution and avoidance programs targeted at chronic disease and frail aged.

Clinical leadership of care systems is central to the current national and state wide health reforms. NALHN care delivery is configured within clinical divisions that are patient-focused, clinically led groupings of services. Clinical Divisions are responsible for managing service delivery activities across NALHN campuses and units, bringing together empowered experts to directly make relevant decisions.

NALHN includes:

- > Lyell McEwin Hospital (LMH) - a 336-bed specialist referral public teaching hospital which has links to the University of Adelaide, University of South Australia and Flinders University. LMH provides a full range of high-quality medical, surgical, diagnostic, emergency and support services.
- > Modbury Hospital is a 174-bed, acute care teaching hospital that provides inpatient, outpatient, emergency services, Aged Care, Rehabilitation and Palliative Care. GP Plus Health Care Centres and Super Clinics
- > Aboriginal Health Services
- > Mental Health Services (including two statewide services – Forensics and Older Persons)
- > Sub-acute Services

The total operating budget for 23/24 for NALHN is \$1.02 bn with a workforce of 4,710 FTE / 6,325 head count.

NALHN Governing Board

The Governing Board members bring to NALHN a wealth of knowledge and experience across many areas.

NALHN is confident that with the support of our highly qualified Governing Board, NALHN will be well placed to achieve better health service decisions tailored to local needs and deliver a safe, high quality and financially sustainable LHN into the future.

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.

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.

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

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:

Version control and change history

Version	Date from	Date to	Amendment
V1	10/02/17	09/04/17	Original version.
V2	10/04/17	04/07/17	Safety & Quality statement in General Requirements.
V3	04/07/17	14/05/20	Minor formatting with order of information amended.
V4	15/05/20	19/10/2020	Organisation Context Updated
V5	20/10/2020	08/04/2021	Organisation Context Updated
V6	09/04/2021	20/12/2023	Financial Delegation Updated Management Position Clause Updated Code of Ethics Clause Updated
V7	21/12/2023		Special Conditions Updated General Requirements Updated Organisational Context Updated