

Non Managerial

Role Description

Southern Adelaide Local Health Network

Position	Clinician – SPEDS (Psychologist)
Classification	AHP2
Division	Mental Health Services (MHS)
Department / Section / Unit / Ward	Statewide Eating Disorder Service (SEDS)
Role reports to	Operationally: > Team Manager Professionally: > Principal Clinical Psychologist, Mental Health
CHRIS 21 Position Number P42090	Role Created / Review Date 17/11/2021
Criminal History Clearance Requirements ☒ National Police Clearance ☒ Child - Prescribed (Working with Children Check)	Immunisation Risk Category Category B (indirect contact with blood or body substances)

JOB SPECIFICATION

Primary Objective(s) of role:

- > The Statewide Eating Disorder Service (SEDS) is a specialised mental health service providing care to clients across South Australia suffering from Eating Disorders including Anorexia Nervosa, Bulimia Nervosa and Other Specified Feeding or Eating Disorders (OSFED). SEDS provides care using the evidence based, stepped care approach recommended by the National Eating Disorder Collaboration and Royal Australian and New Zealand College of Psychiatry and integrated research. Components of the service include inpatient services, a Day Program, outpatient clinics and adjunct group programs. The SEDS comprises a skilled multidisciplinary team. Working as an integral member of the Statewide Eating Disorder Service, the Clinical Psychologists, adolescent eating disorders, provides direct clinical care to a specific client group and is responsible for the delivery of a range of other clinical activities, including care planning, clinical review, psycho-social assessment and mental health assessment.
- > The Clinical Psychologist will be expected to provide evidence based therapeutic eating disorder specific approaches to a defined group of clients, predominately within the SEDS team base, in line with the Statewide Paediatric Eating Disorder Services (SPEDS) Model of Care, 2020.
- > Their core work will be with clients aged 15 to 18 years, and their families and/or support people.
- > They will work collaboratively with the SEDS multidisciplinary team, SALHN eating disorder services and various SPEDS teams across South Australia to contribute to the planning, delivery and evaluation of eating disorder care. There is a further expectation that the SEDS Clinical Psychologist, adolescent eating disorders, will be actively involved in delivering training and supervision to appropriate members of the wider mental health services.

Direct Reports: (List positions reporting directly to this position)

- > N/A

Key Relationships / Interactions:

Internal:

- > The Clinician – SPEDS (Psychologist) works within a multi-disciplinary team and is accountable to the SEDS Team Manager for operational responsibilities.

The Incumbent:

- > Is responsible to the Principal Clinical Psychologist, SALHN-MH for professional practice and development through the relevant professional Senior, and will participate in professional supervision with the relevant professional Senior.
- > Is clinically responsible to the SEDS Head of Unit and consults with the SEDS Consultant Psychiatrists in the delivery of evidence-based interventions.
- > Will maintain close collaborative working relationships with the multi-disciplinary team.

External:

- > Building and maintaining relationships with other mental health teams and services, including primary health care to ensure an integrated service delivery.
- > Maintain close, collaborative working relationships with members of the Statewide Paediatric Eating Disorder Services (SPEDS) and with eating disorder services providers within other local health networks (LHNs) and organisations, throughout South Australia.
- > Involve young people and their family/support network in health care planning and implementation for improved health and wellbeing.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Working in a highly specialised field
- > Managing resources to provide a statewide service
- > Working with a client base that requires comprehensive risk assessment of both psychiatric and physical risk
- > High level of work demand, due to severity and complexity of client presentations
- > Working in a dynamic team, which continues to change, grow, and develop, and requires clinicians to take on multiple roles/duties, and manage their time and wellbeing effectively.
- > Maintain adolescent focus and expertise, within the broader SEDS team
- > Working collaboratively with SEDS multidisciplinary team members, operating across multiple site.
- > Working collaboratively with the SPEDS multidisciplinary teams across other sites/Divisions and LHNs ensuring communication processes to enable best patient/client outcomes.

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN 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, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children's Protection Act 1993* (Cth) – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > 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.
- > *Mental Health Act 2009* (SA) and Regulations.

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

- > 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 Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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.

Key Result Areas	Major Responsibilities
Direct/indirect patient/client care	> Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > Undertaking a clinical caseload and providing individual support to adolescent clients with a diagnosed eating disorder and their family/supports. > Undertaking assessments and planning recovery focussed services for individual clients, their family/supports, including bio-psycho-social assessment and mental state examination, including risk assessment of all clients referred to the service. > Offering specialist, evidence-based group or individual therapeutic interventions, as determined by service/team requirements and in line with the SPEDS Model of Care, 2020. > Evaluating the progress made with each client. > Evaluating the impact of a range of therapeutic interventions > Participating in the triage of referrals including obtaining information from referral sources and obtaining historical and collateral information. > Providing consultation and assistance to identified teams and organisations to meet the mental health care needs of the clients. > Developing and regularly reviewing Care Plans in collaboration with clients and family/supports. > Requesting the assistance of other disciplines when necessary, to contribute to the client's care plan. > Planning, developing and implementing interventions that focus on enhancing the client's capacity to self-manage their illness in collaboration with clients, their families or carers and other key stakeholders. > Working assertively with families and their supports by: - o Ensuring that family and carer input is recognised and their needs addressed. - o Offering opportunities to be involved in program planning. - o Taking into account social and cultural diversities to ensure access to and utilisation of culturally specific services. > Ensuring practice is in accordance with the Mental Health Act 2009, 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.
Provide continuity of care and support for the client through mental health and wider health and social systems by:	> Providing services to clients which promote and facilitate the use of supports available at the local community level and which take into account social and cultural diversities. > Linking and co-ordinating an appropriate range of resources and specialist and general services within and across LHNs. > Advocating and negotiating on behalf of the client with relevant groups/organisations. > Communicating with other mental health professionals when clients move across the LHN/Sector boundaries.
Participate in community development and educational activities by:	> Responding to requests to provide mental health consultation/information.

	> Liaising and collaborating with other agencies, health care professionals and service providers to determine how to best meet the needs of people who have an eating disorder and ensure best outcomes for clients.
Participate in continuous quality improvement programs and activities, linked to the organisation's strategic and corporate directions and targets by:	> Monitoring and evaluating intervention outcomes. > Being involved in continuous quality improvement and other relevant research and evaluation activities to promote service development and quality improvement. > Contributing to the service development through discipline specific, multi-disciplinary and trans-professional research and evaluation as required. > Delivering training and supervision to the appropriate members of the wider mental health service. > Providing feedback to management to contribute to improvements in the client journey including assisting the identification of new service models in response to agency directions.
Promote cooperation, teamwork and consumer involvement by:	> Delivering non-discriminatory treatment and support that is sensitive to the social and cultural values of the client, the client's family, carers and the community. > Contributing to the formulation and attainment of team goals and objectives. > Developing and maintaining collaborative relationships within the multidisciplinary team and the other SPEDS services, to ensure the delivery of effective care. > Participating in communication forums with staff, clients, their families and carers. > Being aware of own communication style and behaviours and modifying these to achieve positive outcomes and relationships; > Providing honest and sensitive feedback, whilst being receptive to and encouraging constructive critical feedback.
Contributes to the achievement of professional expertise through the maintenance of ongoing personal professional development/continuing education by:	> Managing own professional development activities and portfolio, supporting the development of others and contributing to learning in the work area. > Actively engaging in clinical supervision. > Promoting the SEDS philosophy, principle, ethics and values in all aspects of professional practice. > Provide support, supervision and training of students and graduates within SEDS where appropriate.
Contribution to effective operation of unit	> Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA) (WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required in attaining and maintaining required competency of skills and knowledge applicable to the role.

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Must hold an appropriate degree Masters of Clinical Psychology or equivalent qualification as recognised by the Psychology Board of Australia (PsyBA) .
- > Must hold general registration with the PsyBA.

Personal Abilities/Aptitudes/Skills

- > Comprehensive assessment skills (including risk) to inform a case conceptualisation and treatment planning.
- > Ability to implement and evaluate treatment interventions
- > Must be highly motivated and have the ability to engage with clients who have extremely high service needs.
- > Skills in comprehensive program planning including community service co-ordination for social support. Comprehensive assessment skills including those of mental state assessment, identification of client strengths and needs, risk assessment / risk management and appropriate use of specific eating disorder assessment tools.
- > Ability to work collaboratively with clients, carers, other agencies and community services.
- > Ability to co-ordinate comprehensive service provision for clients who require early intervention and / or have enduring and severe disability and complex needs.
- > Ability to work cohesively within a multi-disciplinary team.
- > Ability to critically evaluate own work and work collaboratively with supervisors.
- > Commitment to supervision in line with the requirements set out by the relevant professional body.
- > Effective written and verbal communication skills and ability to express complex ideas succinctly and logically.
- > Ability to effectively and efficiently manage time and other resources.
- > Proven commitment to the principles and practise of:
 - > EEO, Ethical Conduct, diversity and WHS;
 - > Quality management and client oriented service;
 - > Risk management.

Experience

- > Competent in applying cognitive, behavioural and other evidence-based treatment methodologies.
- > Experience in a clinical role in mental health services.
- > Has worked successfully within a multi-disciplinary environment.
- > Experience in working with a range of government and non-government agencies.
- > Proven experience in delivering high quality and safe care consistent with the National Safety and Quality Health Care Service Standards. (Mandatory for all clinical positions.)

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > Understanding of current theoretical concepts and research strategies within the science of psychology and their application to mental health issues and problems.

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- > Knowledge relating to the assessment and therapeutic treatment of clients with eating disorders and related conditions.
- > Knowledge of current psychiatric diagnostic and classification assessment tools.
- > A general knowledge of relevant Acts and legislation pertaining to the Psychology profession.
- > A general knowledge of the South Australian Mental Health Act and the Guardianship and Administration Act.

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Developed leadership and interpersonal skills.
- > Ability to manage people effectively, including problem solving, negotiating and resolving conflict.
- > Contracting and negotiation skills in collaborative planning, implementation and evaluation.

Experience

- > Proven experience in basic computing skills, including email and word processing.
- > Experience of working with clients diagnosed with an eating disorder and related conditions.
- > Experience working with children or adolescents and their family/supports.
- > Successful participation in a community-based multidisciplinary team.

Knowledge

- > Awareness of the Charter of Health and Community Services rights.
- > Knowledge of the South Australian Public Health System.
- > Knowledge of contemporary professional issues
- > Knowledge of research methodology and aspects of community oriented care
- > Knowledge of human resource management principles
- > Knowledge and understanding of performance appraisal systems
- > Breadth and depth of knowledge base is sufficient to enable person to act in senior role as required.
- > Knowledge of Family Based Therapy, Cognitive Behavioural Therapy and Motivational Interviewing.
- > Familiarity with aspects of medication management including knowledge of relevant medications, indications, common dosages, side-effects, special precautions, and drugs of abuse.
- > Knowledge of the physical health consequences of an eating disorder.
- > Knowledge of community resources, formal and informal, relevant to those having enduring and severe mental disorder and disability.
- >

Educational/Vocational Qualifications

- > Post Graduate qualification relevant to clinical setting
- > Relevant additional study specific to working with clients with Eating Disorders.

Other Details

- > Must have current South Australian, unencumbered, driver's licence and willingness to drive a government plated vehicle when employed in a community setting.

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.

SA Health Challenges

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

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.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



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; it sets out the **South Australian Public Sector Values** as:

- > **Service** – We proudly serve the community and Government of South Australia.
- > **Professionalism** – We strive for excellence.
- > **Trust** – We have confidence in the ability of others.
- > **Respect** – We value every individual.
- > **Collaboration & engagement** – We create solutions together.
- > **Honesty & integrity** – We act truthfully, consistently, and fairly.
- > **Courage & tenacity** – We never give up.
- > **Sustainability** – We work to get the best results for current and future generations of South Australians.

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

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Clinician – SPEDS (Psychologist) in the Mental Health Services, Statewide Eating Disorder Service and organisational context and the values of SA Health as described within this document.

Name

Signature

Date