



## ROLE DESCRIPTION

<b>Role Title:</b>	Psychologist /Provisional Psychologist		
<b>Classification Code:</b>	AHP2	Position Number	
<b>LHN/ HN/ SAAS/ DHA:</b>	Central Adelaide Local Health Network (LHN)		
<b>Site/Directorate</b>	Mental Health Clinical Program (MHCP)		
<b>Division:</b>	Mental Health		
<b>Department/Section / Unit/ Ward:</b>	Mental Health		
<b>Role reports to:</b>	Operationally: Team Manager for site/service Professionally: Principal Clinical Psychologist MHCP, via the Senior Clinical Psychologist		
<b>Role Created/ Reviewed Date:</b>	Reviewed January 2021		
<b>Criminal History Clearance Requirements:</b>	<input type="checkbox"/> Aged (NPC) <input checked="" type="checkbox"/> Working With Children's Check (WWCC) (DHS) <input checked="" type="checkbox"/> Vulnerable (NPC) <input type="checkbox"/> General Probity (NPC)		
<b>Immunisation Risk Category:</b>	<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

<b>Primary Objective(s) of role:</b>
<p>The Central Adelaide Local Health Network (CALHN) Mental Health Clinical Program is made up of a range of multidisciplinary teams providing recovery-focussed clinical services to consumers. These teams include inpatient and sub-acute, community and rehabilitation teams in youth, adult and older persons' services.</p> <p>Working as a part of a multi-disciplinary team, the Clinical Psychologist is responsible for the delivery of evidence-based discipline-specific assessment, case conceptualisation, consultation, individual and group therapy. The Clinical Psychologist may also be responsible for providing care coordination for consumers who are actively engaged in psychological therapy. These lead to improved clinical outcomes and goal attainment for consumers</p> <p>Consistent with the relevant Model of Care and Service Plan, they work collaboratively with consumers, carers, and other staff within the team and the community, across the service and network of government and non-government organisations in order to develop and implement clinical plans to maximise outcomes for consumers and support successful community tenure. The Clinical Psychologist participates in educational, supervision, quality improvement and planning activities.</p>
<b>Direct Reports:</b>
None.

### Key Relationships/ Interactions:

#### Internal

- The Psychologist/Clinical Psychologist works within a multi-disciplinary team and is accountable to the Team Leader for functional/operational responsibilities
- The Psychologist/Clinical Psychologist is responsible via the Senior Clinical Psychologist to the Principal Clinical Psychologist for their professional practice and development.
- The Psychologist/Clinical Psychologist is responsible for practice within own level of skills and knowledge base relevant to professional background.
- Attend regular Clinical Psychology professional meetings for the purpose of peer supervision, networking and role definition and development.

#### External

- Developing and maintaining links with other Government and non-Government agencies at local, state and national levels, to ensure coordinated care and promoting community integration for people with mental disorders and/or mental health problems.

### Challenges associated with Role:

Major challenges currently associated with the role include:

- Working with very complex consumer presentations and multiple comorbidities, regularly including psychosis, personality disorder, and substance use.
- Need for flexibility in therapeutic approach and in delivering psychological interventions that fit with a person's capacity.

### Delegations:

None.

### 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 the 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.
- Hours of duty will be in accordance with provisions of the SA Public Sector Wages Parity Enterprise Agreement
- Undertake discipline specific continuing professional development activities and supervision to maintain registration with the Psychology Board of Australia.
- Required to comply with and meet SA Health's credentialing requirements.
- May be required to work within other locations of the Central Adelaide Local Health Network.
- Must have a current, valid and unencumbered driver's licence and willingness to drive a government plated vehicle.
- On occasions will be required to travel between locations and work in community settings and within the client's own environment within the metropolitan region. • Intrastate travel may be required.
- May be required to undertake a health assessment prior to commencement.
- May be required to be rostered and to work ordinary hours over five, six, or seven days of the week and/or work reasonable overtime, and to participate in an on-call roster, including out of hours/weekend work, undertake shift coordination, duty work and rapid response. Roster arrangements may be reviewed/varied, in order to meet organisational requirements.

### 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 (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.

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

### **Performance Development**

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

### **Handling of Official Information:**

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

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

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

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

### **White Ribbon:**

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

<b>Cultural Commitment:</b>
CALHN welcomes and respects Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. In acknowledgement of this, CALHN is committed to increasing the Aboriginal and Torres Strait Islander Workforce. Our Reconciliation Action Plan guides, supports and holds us accountable as we uphold our values and focus on making reconciliation a reality. The plan can be found at <a href="http://centraladelaide.health.sa.gov.au">centraladelaide.health.sa.gov.au</a> .
<b>Resilience:</b>
SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.
<b>Integrity Statement:</b>
As a public sector employee, the incumbent will have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that the incumbent act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

## Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
<p>The Clinical Psychologist will provide high quality clinical consumer care by:</p>	<ul style="list-style-type: none"> <li>• Taking responsibility for the provision of evidence based Clinical Psychology services to Team consumers including assessment, formulation, treatment, and the appropriate referral of clients if required.</li> <li>• Providing consultation and advice to the multi-disciplinary team in relation to appropriate psychological assessment and treatment methodologies.</li> <li>• Planning and providing specialist clinical plans (which include cognitive and behaviour therapies) for clients with psychological disorders.</li> <li>• Developing and delivering group therapy programs as appropriate.</li> <li>• Ensuring appropriate use of outcome measures to evaluate practise.</li> <li>• Ensuring equity of access and continuity of care for consumers by providing psychological treatment and assessment across a range of sites, streams, or services within the CALHN Mental Health Clinical Program as required by the service.</li> </ul>
<p>The Clinical Psychologist will ensure the quality of Clinical Psychological service by:</p>	<ul style="list-style-type: none"> <li>• Promoting clinical psychology philosophy, principles, ethics and values in all aspects of professional practice</li> <li>• Attending professional supervision with the Principal Clinical Psychologist as necessary and in accordance with the AHPRA and CALHN requirements.</li> <li>• Participating in ongoing professional development consistent with AHPRA requirements.</li> <li>• Participating in peer group supervision as required.</li> <li>• Participating and contributing as a member of the Clinical Psychology professional groups held within the sector.</li> <li>• Undertaking research pertinent to the improvement in standards of clinical service delivery and on issues relevant to Mental Health.</li> </ul>
<p>The Clinical Psychologist will work as an effective member of a multidisciplinary team by:</p>	<ul style="list-style-type: none"> <li>• Participating in matters relating to Clinical Psychology and fulfilling the role and duties of the Psychologist/Clinical Psychologist.</li> <li>• Acting as a professional consultant for other non-Psychology staff members and service providers in relation to Clinical Psychology matters and in the management of individual clients.</li> <li>• Requesting the assistance of other disciplines when necessary, to contribute to the consumer's care plan.</li> <li>• Developing and maintaining collaborative relationships within the multidisciplinary team to ensure effective care.</li> <li>• Contributing to the formulation and attainment of team</li> </ul>

	<p>goals and objectives.</p> <ul style="list-style-type: none"> <li>• Being aware of own communication style and behaviours and modifying these to achieve positive outcomes and relationships.</li> <li>• Providing honest and sensitive feedback, whilst being receptive to and encouraging constructive critical feedback.</li> <li>• Assisting with the mentoring or supervision of psychology students on clinical placement and providing input to trainees of other disciplines as required.</li> </ul>
Working effectively with families and carers by:	<ul style="list-style-type: none"> <li>• Ensuring that family and carer input are recognised and their needs addressed.</li> <li>• Offering opportunities for families and carers to be involved in planning and service provision.</li> <li>• Taking into account social and cultural diversities to ensure access to and utilisation of culturally specific services.</li> <li>• Recognising the safety and needs of children who have a parent with mental illness, and partnering with agencies when appropriate</li> </ul>
The Clinical Psychologist will undertake the collection, monitoring and evaluation of key performance indicators including quality assessment and standards analysis by:	<ul style="list-style-type: none"> <li>• Maintaining accurate clinical documents</li> <li>• Monitoring and evaluating intervention outcomes</li> <li>• Participating in continuous quality improvement and other relevant research and evaluation activities to promote service development and quality improvement</li> <li>• Providing required statistical information within prescribed time frame</li> <li>• Meeting legal obligations in relation to these matters.</li> <li>• Maintaining KPIs in accordance with organisational requirements</li> </ul>

## **Knowledge, Skills and Experience**

### **ESSENTIAL MINIMUM REQUIREMENTS**

#### **Educational/Vocational Qualifications**

- Must hold an appropriate Master's degree in 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 bio-psychosocial assessment skills (including risk) to inform a psychological case conceptualisation and a treatment plan.
- Competent in applying cognitive, behavioural and other evidence-based treatment methodologies to individuals, families and groups.
- Competent in evaluating the outcome of psychological interventions.
- Skilled at developing individualised psychologically informed mental health clinical plans and coordinating their implementation.
- Ability to demonstrate flexibility and creativity in the application and modification of evidence-based clinical psychological treatments for consumers with complex, multi-level difficulties and co-morbid problems. •
- Ability to provide psychological consultancy services to other staff.
- Ability to work collaboratively with consumers, carers, staff, other agencies, community services and the multi-disciplinary team.
- Effective written and verbal communication skills and ability to express complex ideas succinctly and logically.
- Ability to understand the value systems and cultural differences of people from diverse backgrounds.
- Ability to effectively and efficiently manage time and other resources.
- Ability to critically evaluate own work and work collaboratively with supervisors.

#### **Experience**

- Experience with individuals with mental health conditions.
- Experience in the development and maintenance of therapeutic working relationships working as a psychologist.
- Experience in the development and implementation of group therapy programs based upon evidence-based practice.

#### **Knowledge**

- Understanding of current theoretical concepts, therapies and research strategies within the science of psychology and their application to mental health issues and problems.
- A general knowledge of the comprehensive individualised needs of consumers within Mental Health Services.
- Knowledge of current psychiatric diagnostic and classification systems, assessment tools, medications and management, including medication side effects and drugs of abuse.
- A general knowledge of relevant Acts and legislation pertaining to mental health.
- Knowledge of the Psychology Code of Ethics and the PsyBA Competency Standards for Clinical Psychology.



- Knowledge of Work Health and Safety policies and procedures and their application in the workplace.

## **DESIRABLE CHARACTERISTICS**

### **Educational/Vocational Qualifications**

- Endorsement in the area of Clinical Psychology as recognised by PsyBA, or eligible and willing to participate in a registrar program for endorsement in clinical psychology as recognised by PsyBA.
- Relevant additional undergraduate or post-graduate qualifications specific to clinical practice.
- Additional clinical skills achieved by completion of a recognised psychological training course.

### **Personal Abilities/Aptitudes/Skills:**

- Contracting and negotiation skills in collaborative planning, implementation and evaluation.
- Hold, or be willing to work towards achieving, approved supervisor status as recognised by PsyBA
- Evidence of skills in a specialised area of Clinical Psychology practice

### **Experience**

- Experience in the collaborative development, implementation and monitoring of clinical treatment plans for Mental Health consumers.
- Experience working within Adult Mental Health services.
- A broad range of experience working with people with mental health problems.
- Successful participation in a multi-disciplinary team environment whilst maintaining a clear professional role and identity

### **Knowledge**

- Knowledge of community resources, formal and informal, relevant to people with enduring mental health problems.

## Organisational Context

### Organisational Overview:

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

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

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

### Our Legal Entities:

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

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

### SA Health Challenges:

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

### Central Adelaide Local Health Network:

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

CALHN is responsible for the following health services:

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

CALHN also has governance over numerous community mental health and primary health services including Prison Health Service, SA Dental Service and DonateLife SA. Of note also is governance of the Statewide Clinical Support Services (SCSS) including SA Medical Imaging (SAMI), SA Pathology SA Pharmacy and BreastScreenSA, responsibility of which has vacillated between CALHN and DHW over the past few years.

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

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

To find out more about CALHN visit [centraladelaide.health.sa.gov.au](http://centraladelaide.health.sa.gov.au).

### **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 and behaviours

### Central Adelaide Local Health Network Values

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

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

### Code of Ethics

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

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

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

## Approvals

### Role Description Approval

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

**Name:**

**Role Title:**

**Signature:**

**Date:**

### Role Acceptance

#### Incumbent Acceptance

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

<b>Name:</b>	<b>Signature:</b>	<b>Date:</b>
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