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SA Health Job Pack

Job Title	Clinical Psychologist
Eligibility	Open to Everyone
Job Number	808536
Applications Closing Date	3 October 2022
Region / Division	Flinders and Upper North Local Health Network
Health Service	Community Mental Health Rehabilitation Service
Location	Whyalla
Classification	Multi-classed AHP1 / AHP2
Job Status	Ongoing Full Time
Salary	AHP1 \$66,469 - \$81,142 per annum AHP2 \$85,665 - \$99,241 per annum

Contact Details

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Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Human Services (DHS) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- Working with Children Screening - **DHS**
- National Disability Insurance Scheme (NDIS) Worker Check- **DHS**
- Unsupervised contact with Vulnerable groups- **NPC**
- Unsupervised contact with Aged Care Sector- **DHS**
- No contact with Vulnerable Groups - General Employment Probity Check - **NPC**

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category B (indirect contact with blood or body substances)

- *This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category B (indirect contact with blood or body substances). [Please click here for further information on these requirements.](#)*

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ✎ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ✎ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to [Guidelines for Applicants](#) for further information regarding

- Salary Packaging
- Opportunities for movement within SA Health
- Flexible working arrangements
- Criminal History screening and background checks
- Immunisation requirements
- Rights of review
- Information for applicants



Job Title	Provisional Psychologist	Classification	AHP1	Position Number	P21317
LHN	Flinders and Upper North Local Health Network (FUNLHN)	Term	Ongoing	Position Created	January 2016
Area	Whyalla Hospital and Health Services	FTE	Full time hours	Last Updated	February 2020
Criminal History Clearance Requirements:	<input checked="" type="checkbox"/>	Working With Children Check (WWCC) (DHS)			
	<input checked="" type="checkbox"/>	NDIS (NDIS) Worker Screening Check (DHS)			
	<input checked="" type="checkbox"/>	Unsupervised contact with vulnerable groups (NPC)			
Immunisation Risk Category:	<input type="checkbox"/>	Category A (direct contact with blood or body substances)			
	<input checked="" type="checkbox"/>	Category B (indirect contact with blood or body substances)			
	<input type="checkbox"/>	Category C (minimal patient contact)			

Broad Purpose of the Position

Under the direct supervision of a Senior Psychologist, the Provisional Psychologist will contribute to the delivery of a comprehensive and integrated range of health services, appropriate to the needs of the local community. To achieve this, the Provisional Psychologist works as a member of a multi-professional team, including health professionals and service providers from other sectors, and utilises a combination of preventative, early intervention, treatment / therapy and evaluation approaches.

Qualifications

Must hold a recognised qualification within the Psychology profession, and be eligible for full membership of the Psychology Board of Australia Professional Association. For those disciplines requiring Registration, all requirements to maintain current registration must be fulfilled. For self-regulated professions it is desirable to participate in the professional associations' accredited continuous professional development program

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.

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.



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 Statement

FUNLHN welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. FUNLHN is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture

Partnering with Consumers

The Flinders and Upper North Local Health Network is committed to involving consumers, communities and carers in the planning, design and evaluation of our health services. We do this through (but not limited to) Flinders and Upper North Local Health Network Board Consumer and Community Engagement Committee, Health Advisory Councils, Community Network Register and with consumer representation on operational committees. Furthermore, advocacy and advice is sought as appropriate from specialist support group Experts by Experience and representatives for mental health, aged care, child and youth care, disability and other groups.

Special Conditions

- A current driver’s license is essential, as is a willingness to drive on country roads and travel in light air craft as required. Intra state travel will be required; interstate travel may be required.
- Flexibility and some out of hours’ work may be required.
- 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 National Police Certificate (NPC).
- Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Department of Human Services (DHS) Screening Unit.
- Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of unsupervised contact with vulnerable groups.
- Prescribed positions under the Disability Services Act 1993 must obtain a satisfactory Disability Services Employment Screening through the Department of Human Services (DHS) Screening Unit
- NPCs and DHS Disability Services Employment Screenings must be renewed every 3 years thereafter from date of issue.
- WWCCs must be renewed every 5 years thereafter from date of issue.
- Will be required to comply with the requirements of the SA Health Procedure for Credentialing Allied Health and Scientific Health Professionals

Key Relationships

- Receives line supervision from the Mental Health Team Leader through to the Director Mental Health for operational and administrative matters.
- Works under Clinical Supervision and direction from the Clinical Senior [Psychologist, in accordance with the *SA Health Allied Health Clinical Support Framework*.
- Draws on multi-professional clinical networks for support in specialty areas of Mental Health service delivery
- Works within a multi-disciplinary team framework, in collaboration with other health professionals, service providers and the community
- May be required to temporarily fulfill a higher position, appropriate to the incumbent’s skills and capacity



<ul style="list-style-type: none"> Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met. 		
Key Result Areas	Generic Requirements	Specific or Local Requirements
1. Technical Skills and Application	<ol style="list-style-type: none"> 1.1 Provide a broad range of clinical services, selecting, adopting and applying methods, procedures and standards which are generally well established and straight forward 1.2 Exercise professional judgment within prescribed areas, with support from a Clinical Senior to verify methods and results 1.3 Provide straight forward clinical services, including one-on-one, group and health promotion activities 1.4 Manage and prioritise personal workload 	<ul style="list-style-type: none"> Continues to develop and maintain the core mental Health skills and knowledge essentials in being able to offer quality and safe mental health services to consumers with a severe and enduring illness within a multidisciplinary context. Provides high quality psychology service to consumer and their carers, incorporating psychological assessments and interventions that are evidence based and as appropriate to registration and credentialing status. Provides a combination of individual, group and population health services targeting at risk and priority consumer and groups within the community, in accordance with service eligibility and prioritisation criteria. Develops and maintains an understanding of the roles of other health care workers and agency personnel of facilitate holistic mental health and multi-disciplinary teamwork. Develops and maintains working knowledge of regional and local support programs. In collaboration with the TL CMHRS, contribute to the coordination and delivery of high quality, comprehensive and integrated Psychological services to eligible consumers or groups across CHSALHN MHS. Apply clinical skills to a broad scope of practice, delivering services which promote self care and personal responsibility, and are appropriate to local rural context. Coordinate an increasingly complex Psychology caseload and supports other team members in managing service demands Contribute to improvements in health outcomes by applying Primary Health Care principles in



		<p>the planning/delivery of services. <i>Describe scope of role; types of services provided / settings and geographic scope.</i> </p>
<p>2. Personal and Professional Development</p>	<p>2.1 Operate under direct supervision (which will decrease as experience increases), and draw on support from experienced peers of diverse professional backgrounds and /or Managers as required.</p> <p>2.2 Display a commitment to continuous personal and professional development by:</p> <ul style="list-style-type: none"> a. Attending all mandatory training and actively pursuing other training and development as required to maintain currency of clinical knowledge b. Applying reflective practice skills c. Utilising the support of mentors and peers d. Actively participating in the professional development and review (PDR) process <p>2.3 Contribute to the development of knowledge of effective practice through research, evaluation of services and information sharing with peers</p> <p>2.4 With at least 12 months post-graduate experience, may be required to review aspects of the work of peers, provide professional advice to more recently employed allied health professionals, and contribute to the supervision of students / AH assistants.</p>	<ul style="list-style-type: none"> ▪ Works under clinical supervision and receives advice and supports from a more senior psychologist in accordance with the <i>LHN supervision Allied Health Clinical Support Framework</i> and the Psychology Board approved supervision agreement. ▪ Receives clinical advice, mentorship and support from INSERT DETAIL ▪ Actively participates within regional LHN's Psychology Professional Network and LHN's Mental Health Professional development activities. ▪ All requirements of the psychology Board with regard to ongoing annual professional development and continuation of registration are maintained. ▪ Adopts a proactive approach to developing and maintain contemporary knowledge and skills in the psychology Profession through participation in continuing education and staff development. ▪ Attend mandatory and non-mandatory training opportunities required by the organization and or recommended by the direct manager or clinical supervisor. ▪ Develop and maintain inter and intra-professional clinical networks within the Region, SA Health and South Australia, actively sharing and seeking out knowledge of effective practice ▪ Participate in the SA Health [ALLIED HEALTH PROFESSION] Network ▪ As appropriate to experience and qualifications, provide support to peers and contributes to the supervision for students and support staff. ▪ With experience, provide support to peers and contribute to the supervision of work experience students / allied health assistants.



<p>3 Client / Customer Service</p>	<p>3.1 Treat all clients with respect, be responsive to their needs, and act on opportunities to improve the quality of customer service in your operational area. 3.2 Promote cultural safety by valuing & promoting the cultural needs of the community. 3.3 Apply client-centered practice and community engagement principles in the provision of services, ensuring clients are meaningfully involved in all aspects of their care</p>	<ul style="list-style-type: none"> ▪ Under direction, supports consumers through the consumer journey providing effective assessments, timely referral, accurate information, coordinated care and prompt follow up. ▪ Utilise service eligibility and prioritisation framework to inform work plans and services in accordance with community needs ▪ Assist consumers, their carers and families to make informed choices about appropriate care options. ▪ Gain knowledge of local resources in order to ensure that the consumer has access to the range of services and activities that exist in the areas.
<p>4 Administration and Documentation</p>	<p>4.1 Comply with organisational requirements for the accurate and timely completion of documentation and statistics. 4.2 Contribute to the efficient and effective use of materials and resources. 4.3 Prepare reports which incorporate recommendations on straight forward operations. 4.4 Appropriately identify, use and apply relevant policies, procedures, reporting and documentation systems. 4.5 Competently utilise the Microsoft Office suite of software, Email and Internet in fulfilling the requirements of the role 4.6 May be required to undertake projects or assignments of limited scope and complexity, or contribute to a minor phase of a broader / more complex project.</p>	<ul style="list-style-type: none"> • Contribute to the review, development and adaptation of clinical and administrative resources to support psychology services, mental health programs and projects. • Maintain appropriate statistics and records in accordance with F&UN LHN and F&UN LHN requirements. • Contribute to the effective research, planning, coordination, reporting and evaluation of minor projects or aspects of major projects as required. • Utilise the Safety Learning System (SLS) to report consumer risks, incidents and feedback. <p>5</p>
<p>6 Teamwork and Communication</p>	<p>6.1 Participate in service planning to improve the effectiveness, efficiency, equitable distribution and evidence-based nature of FUNLHN services. 6.2 Promote service integration through the development of active collaborative partnership with relevant agencies and individuals. 6.3 Work positively within a team, develop effective working relationships and contribute constructively to achieving team goals 6.4 Communicate effectively with a range of people (both verbally and in writing)</p>	<ul style="list-style-type: none"> ▪ Contribute to the effective functioning of the multi-disciplinary team and quality of services by continually developing and applying: <ul style="list-style-type: none"> ○ clinical skills within the scope of practice appropriate to your profession; ○ knowledge of your own profession, other professions and other services; and



	<p>6.5 Work in accordance with SA Health and FUNLHN's vision, mission, strategic priorities and values</p>	<ul style="list-style-type: none"> ○ skills in communication, collaboration and partnership building. ▪ Actively participate in team meetings and activities. ▪ Actively participate in cluster-wide and local site staff forums as required. ▪ Participates as a member of the psychology group in the local region and across the regional LHNs MH service.
<p>7 Continuous Improvement</p>	<p>7.1 Contribute to quality improvement programs and other organisational activities required to meet service / accreditation standards. 7.2 Contribute to the ongoing monitoring, evaluation and review of services. 7.3 Proactively respond to client complaints and feedback. 7.4 Contribute to discipline-specific and trans-professional research and service development, through data collection, collation, analysis and the development of recommendations on basic operations. 7.5 Complying with the Code of Ethics for Public Sector Employees.</p>	<ul style="list-style-type: none"> ▪ Contribute to the ongoing review, development, evaluation and implementation of Allied Health Related services within regional LHN MH Service ▪ Contribute to the ongoing review, development and evaluation of the effectiveness of Psychology services in FUNLHN

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, 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, Limestone Coast Local Health Network, Riverland Mallee Coorong Local Health Network, Yorke and Northern 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:

Partnering with Consumers

The Flinders and Upper North Local Health Network is committed to involving consumers, communities and carers in the planning, design and evaluation of our health services. We do this through (but not limited to) Flinders and Upper North Local Health Network Board Consumer and Community Engagement Committee, Health Advisory Councils, Community Network Register and with consumer representation on operational committees. Furthermore, advocacy and advice is sought as appropriate from specialist support group Experts by Experience and representatives for mental health, aged care, child and youth care, disability and other groups.

POSITION DESCRIPTION

OFFICIAL



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.

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

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.

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

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:



APPLICANT GUIDELINES

Job Title	Provisional Psychologist	Classification	AHP1
LHN	Flinders & Upper North Local Health Network	Term	Ongoing
Area	Whyalla Hospital and Health Services	FTE	Full time hours

To apply for the position, you will need to provide:

- (1) A current Curriculum Vitae (CV), outlining your relevant qualifications, work experience and contact details of 3 professional referees
- (2) A cover letter, including:
 - Title of the position and vacancy reference number (from advertisement)
 - Outline of your reasons for applying for the position
 - Brief summary of your ability to fulfil the role:
 - Please address each of the 6 Key Result Areas (KRA) separately, using dot points. Refer to the table below for some suggestions of the type of information you may like to include.
 - You do not need to address the selection criteria individually in your written application. These may be used to assess your suitability for the role during the merit-based selection process.
 - Keep it brief – no more than 2 pages

Please forward your application by the due date, as per the details outlined in the job advertisement.

Key Result Area	Selection Criteria <i>(suggestions of information to include in your application)</i>
1. Technical Skills and Application	a) Your professional qualifications, professional association membership and registration status (if relevant) - <i>refer page 1 for minimum qualification requirements</i> b) Professional experience <i>relevant to this role</i> : <ul style="list-style-type: none"> ▪ Outline scope and nature of previous professional roles ▪ Previous involvement in service development (may include outcome measures, research & evaluation) ▪ Project management skills or knowledge of project management principles ▪ Examples of competency in applying primary health care principles c) <i>Examples</i> of other skills, knowledge or experiences that demonstrate your suitability for the role. <ul style="list-style-type: none"> ▪ e.g.: creativity, resourcefulness, flexibility, adaptability, problem solving skills
2. Personal & professional development	a) Outline previous initiatives that demonstrate your commitment to reflective practice, and proactive development of self and others. May include reference to training or additional qualifications <i>of relevance to this role</i> . b) Any experience in leadership and management - work or non-work roles
3. Client / Customer Service	a) Knowledge of SA Health services, priorities and strategic directions b) Previous experience & skills in community engagement, client-centred practice and cultural competency
4. Administration & Documentation	a) Highlight <i>relevant</i> skills, experience or training. Include reference to specific systems or software programs <i>if relevant</i> .
5. Teamwork and Communication	a) Outline your communication and team work skills, <i>with examples</i> b) <i>Examples</i> of your ability to contribute to an effective team, including working with diverse health professionals, the community and service providers from other sectors
6. Continuous Improvement	a) <i>Examples</i> of how you have contributed previously to quality improvement, evaluation and research or demonstrated understanding of how this role would contribute to continuous improvement

POSITION DESCRIPTION



Job Title	Psychologist	Classification	AHP2	Position Number	P24535
Region	Flinders and Upper North Local Health Network Inc. (F&UN LHN)	Term	Ongoing / Permanent	Position Created	
Area	Community Mental Health Rehabilitation Service, Whyalla	FTE	Full time 1.0	Last Updated	February 2014
Criminal History Clearance Requirements:		<input checked="" type="checkbox"/> Working With Children Check (WWCC) (DHS) <input checked="" type="checkbox"/> NDIS (NDIS) Worker Screening Check (DHS) <input checked="" type="checkbox"/> Unsupervised contact with vulnerable groups (NPC)			
Immunisation Risk Category:		<input type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)			

Broad Purpose of the Position

The Psychologist, Community Mental Health Rehabilitation Service (CMHRS) applies clinical experience, specialist clinical knowledge and professional competence to plan, implement and evaluate a comprehensive and integrated range of services, appropriate to the provision of mental health services that are consumer centred and recovery focused in the rehabilitation and community setting. The Psychologist works under limited clinical direction, and may contribute to the clinical support of other psychologists, support workers and students. As a member of a multi-disciplinary team, including health professionals and service providers from other sectors, the Psychologist utilises a range of psychological assessment and therapeutic approaches.

Qualifications

Must hold an appropriate Degree or equivalent qualification and general registration with the Psychology Board of Australia (PBA).
 For appointment at this level, must be able to demonstrate AHP2 level competencies, or have a 2 year post-graduate Masters with a related allied health undergraduate degree.

Special Conditions

- A current driver's license is essential, as is a willingness to drive on country roads and travel in light air craft as required. Intra state travel will be required; interstate travel may be required.
- Flexibility and some out of hours work may be required.
- Willing to participate in a seven (7) day roster.
- May be required to be on call.
- Willing to work within both community and inpatient based service settings.
- Will be required to comply with the requirements of the CHSALHN Procedure for Credentialling Allied Health and Scientific Health Professionals.
- F&UN LHN Mental Health Services (MHS) embraces the principles of positive psychology and aims to be a flourishing mental health service that

Key Relationships

- Operationally responsible to the Network Manager through the Team Leader (TL) CMHRS.
- Responsible for clinical outcomes to the Clinical Director F&UN LHN MHS through the TL CMHRS and Clinical Lead Psychiatrist.
- Receives clinical supervision, advice and support from the Advanced Clinical Lead (ACL) Psychology or Senior Psychologist / Clinical Psychologist under formal arrangement in accordance with the F&UN LHN Allied Health Clinical Support Framework, and PBA requirements.
- May contribute to the supervision of less experienced professional officers, para-professional staff and students, under direction from the ACL Psychology.
- Works within a multi-disciplinary team framework, in collaboration with other health professionals, service providers and the community.

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<p>impacts meaningfully and positively on the communities it serves. To this end, F&UN LHN MHS promotes the principles of PERMA, as described by Dr Martin Seligman- Adelaide Thinker in Residence Program, for our staff, consumers and partners.</p> <ul style="list-style-type: none">▪ Appointment is subject to a satisfactory Child Related & Aged Care Sector 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.▪ 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 <i>Public Sector Act 2009</i> for Public Sector employees or the <i>SA Health (Health Care Act) Human Resources Manual</i> 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.	<ul style="list-style-type: none">▪ May be required to temporarily fulfill a higher position, appropriate to the incumbent's skills and capacity.
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POSITION DESCRIPTION



Key Result Areas	Generic Requirements	Specific or Local Requirements
<p>1. Technical Skills and Application</p>	<p>1.1 Apply professional expertise, developing generalist / specialist knowledge, clinical competence and experience to provide professional services to client groups in circumstances requiring increasingly complex practice skills.</p> <p>1.2 Exercise professional judgment in the selection and adaptation of established methods, procedures and techniques within the profession.</p> <p>1.3 May provide a broad range of clinical and consultative services across a range of service settings, including one-on-one, group based and health promotion activities.</p> <p>1.4 Manage and prioritise personal work load and support others in developing workload management plans, including in the allocation of team resources.</p>	<ul style="list-style-type: none"> ▪ In collaboration with the TL CMHRS, contribute to the coordination and delivery of high quality, comprehensive and integrated Psychological services to eligible consumers or groups across CHSALHN MHS. ▪ Apply clinical skills to a broad scope of practice, delivering services which promote self care and personal responsibility, and are appropriate to local rural context. ▪ Coordinate an increasingly complex Psychology caseload and supports other team members in managing service demands ▪ Contribute to improvements in health outcomes by applying Primary Health Care principles in the planning/delivery of services.
<p>2. Personal and Professional Development</p>	<p>2.1 Work under reduced clinical supervision, and proactively draw on the support of experienced peers of diverse professional backgrounds, Clinical Seniors, Advanced Clinical Leads and / or managers when required.</p> <p>2.2 Display a commitment to continuous personal / professional development by:</p> <ul style="list-style-type: none"> a. Attending all mandatory training and actively pursuing other training and development as required to maintain currency of clinical knowledge; b. Applying well-developed reflective practice skills to your own work, and supporting others to develop reflective practice skills; c. Utilising the support of mentors and peers; d. Actively participating in the Professional Development and Review (PDR) process, including developing and pursuing a personal / professional development plan in consultation with your line manager / clinical supervisor; and e. May provide professional leadership in the relevant network, including facilitating access to training for professional staff. <p>2.1 May be required to contribute to clinical / professional supervision, support and oversight of AHP1 level staff, allied health assistants and profession-specific professional students or multi-disciplinary student teams.</p> <p>2.2 Develop, share and support your peers to gain knowledge of effective practice through research, evaluation of services and information sharing (eg: via professional networks, presenting / publishing papers).</p>	<ul style="list-style-type: none"> ▪ Receive clinical supervision, direction, advice, mentorship and support from the designated ACL Psychologist. ▪ In collaboration with the TL CMHRS and ACL Psychologist, develop a formal Clinical Supervision agreement that satisfies PBA requirements and is consistent with the CHSALHN AHP Clinical Support Policy. Fulfil all obligations under this agreement and review it as required, at least annually. ▪ Develop and maintain inter and intra-professional clinical networks within the F&UN LHN and South Australia, actively sharing and seeking out knowledge of effective practice ▪ Actively participate in the F&UN LHN MHS Psychology Network. ▪ Provide clinical support to less experienced MH professional and support staff in the region. ▪ Contribute to the support of psychology students on clinical placement in the CMHRS team. ▪ Adopt a proactive approach to developing and maintaining contemporary knowledge and skills in psychology.

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<p>3 Consumer Service</p>	<p>3.1 Treat all consumers with respect, be responsive to their needs, and act on opportunities to improve the quality of customer service in your operational area.</p> <p>3.2 Promote cultural safety by valuing and promoting the cultural needs of the community.</p> <p>3.3 Contribute to improvements in the consumer-journey driven distribution of services and apply consumer-centred practice and community engagement principles in development and delivery of services; ensuring consumers are meaningfully involved in all aspects of their care.</p>	<ul style="list-style-type: none"> ▪ Support consumers / carers / families across the consumer journey, providing effective assessment and triage, timely referrals, accurate information, coordinated care and prompt follow up. ▪ Develop and apply increasing understanding of the needs of rural, culturally diverse and Aboriginal communities. ▪ Ensure consumers receive appropriate psychology services by applying cultural sensitivity, social justice and community participation principles ▪ Provide education and training to F&UN LHN staff and other service providers as required. ▪ Utilise and review service prioritisation and eligibility criteria. ▪ Ensuring services are delivered in a culturally sensitive manner by: <ul style="list-style-type: none"> ○ Acknowledging all cultures and their individually diverse communities, including the acknowledgment of the local Aboriginal community and their unique cultural background; ○ Promoting access and equity of services for people from multi-cultural, and linguistically diverse backgrounds; and ○ Providing services that are culturally sensitive to the needs of people and enable them to make decisions concerning their mental health.
<p>4 Administration and Documentation</p>	<p>4.1 Comply with organisational requirements for the accurate and timely completion of documentation and statistics.</p> <p>4.2 Contribute to the efficient and effective use of materials and resources.</p> <p>4.3 Prepare reports and / or recommendations to assist management decision making.</p> <p>4.4 Appropriately identify, use and apply relevant policies, procedures, reporting and documentation systems.</p> <p>4.5 Competently utilise the Microsoft Office suite of software, Email and Internet in fulfilling the requirements of the role.</p> <p>4.6 May be required to coordinate discrete projects and / or contribute to areas of policy that are considered to be complex, requiring discipline knowledge and experience, and which are undertaken under limited direction.</p>	<ul style="list-style-type: none"> ▪ Contribute to the review, development and adaptation of clinical and administrative resources to support psychology services, mental health programs and projects. ▪ Maintain appropriate statistics and records in accordance with F&UN LHN and F&UN LHN requirements. ▪ Contribute to the effective research, planning, coordination, reporting and evaluation of minor projects or aspects of major projects as required. ▪ Utilise the Safety Learning System (SLS) to report consumer risks, incidents and feedback.
<p>5 Teamwork and Communication</p>	<p>5.1 Utilise professional knowledge and skills in contributing to research and / or service development activities at the local level and / or within your profession across CHSA; to support the effective, efficient, equitable distribution (according to need) and evidence-based nature of CHSA</p>	<ul style="list-style-type: none"> ▪ Contribute to the effective functioning of the multi-disciplinary team and quality of services by continually developing and applying: <ul style="list-style-type: none"> ○ clinical skills within the scope of practice appropriate to

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	<p>services.</p> <p>5.2 Promote service integration through the development of active collaborative partnership with relevant agencies and individuals.</p> <p>5.3 Work positively within a team, foster teamwork and support others to develop effective working relationships and achieve team goals</p> <p>5.4 Communicate and negotiate effectively both verbally and in writing with a diverse range of people including clients, the community, team members, management and other stakeholders.</p> <p>5.5 Work in accordance with SA Health and CHSALHN's vision, mission, strategic priorities and values.</p>	<p>your profession;</p> <ul style="list-style-type: none"> ○ knowledge of your own profession, other professions and other services; and ○ skills in communication, collaboration and partnership building. <ul style="list-style-type: none"> ▪ Actively participate in team meetings and activities. ▪ Actively participate in cluster-wide and local site staff forums as required. ▪ Provide regular reports to the TL CMHRS regarding service issues, service planning, waiting lists and other relevant issues as required. 	
<p>6 Continuous Improvement</p>	<p>6.1 Contribute to quality improvement programs and other organisational activities required to meet Service / Accreditation standards, and support supervised staff / students to comply with requirements.</p> <p>6.2 Proactively seek opportunities to improve professional tasks and services, by monitoring service access, emerging trends and community needs, and contributing to ongoing evaluation of services.</p> <p>6.3 Seek consumer feedback on services and respond proactively to consumer complaints and feedback. As required, contribute to investigations of consumer complaints, with a view to informing systematic improvements in services.</p> <p>6.4 Contribute to discipline-specific and multi-professional research, service development, and advances of techniques used, through research (under direction), data analysis, evaluation of services and development of recommendations to assist Management decision making.</p> <p>6.5 Complying with the Code of Ethics for Public Sector Employees.</p>	<ul style="list-style-type: none"> ▪ Contribute to the ongoing review, development and evaluation of the effectiveness of psychology services in the service. ▪ Contribute to local quality improvement activities and the Accreditation process. ▪ Supports the collection of data to inform practice and planning. ▪ Contribute to the effective use of clinical resources, through optimising the balance between direct service provision to individuals and groups, preventative and health promotion activities and consultancy to external agencies. ▪ Ensures consumer/carer complaints and feedback are responded to and documented in accordance with F&UN LHN MHS procedures. ▪ In collaboration with the TL CMHRS, develop reports, submissions and proposals as required. 	
<p>Approved by Authorised Officer</p>	<p>..... / /</p>	<p>Accepted by Incumbent</p>	<p>..... / /</p>



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, 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, Limestone Coast Local Health Network, Riverland Mallee Coorong Local Health Network, Yorke and Northern 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:

Partnering with Consumers

The Flinders and Upper North Local Health Network is committed to involving consumers, communities and carers in the planning, design and evaluation of our health services. We do this through (but not limited to) Flinders and Upper North Local Health Network Board Consumer and Community Engagement Committee, Health Advisory Councils, Community Network Register and with consumer representation on operational committees. Furthermore, advocacy and advice is sought as appropriate from specialist support group Experts by Experience and representatives for mental health, aged care, child and youth care, disability and other groups.

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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.

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

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.

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

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:

APPLICANT GUIDELINES



Job Title	Psychologist	Classification	AHP2
Region	Flinders & Upper North Local Health Network	Term	Ongoing / Permanent
Area	Community Mental Health Rehabilitation Service	FTE	1 FTE

To apply for the position, you will need to provide:

- (1) A current Curriculum Vitae (CV), outlining your relevant qualifications, work experience and contact details of 3 professional referees
- (2) A cover letter, including:
 - Title of the position and vacancy reference number (from advertisement)
 - Outline of your reasons for applying for the position
 - Brief summary of your ability to fulfil the role:
 - Please address each of the 6 Key Result Areas (KRA) separately, using dot points. Refer to the table below for some suggestions of type of information you may like to include.
 - You do not need to address the selection criteria individually in your written application. They may be used to assess your suitability for the role during the merit-based selection process.
 - Keep it brief – no more than 2 pages

Please forward your application by the due date, as per the details outlined in the job advertisement.

Key Result Area	Selection Criteria
1. Technical Skills and Application	a) Your professional qualifications, professional association membership and registration status (if relevant) – <i>refer to page 1 for minimum qualification requirements</i> b) Broad professional experience <i>relevant to this role</i> : <ul style="list-style-type: none"> ▪ Outline scope and nature of previous professional roles, including experience working in rural and remote contexts, rehabilitation, community setting and in multi-disciplinary teams. ▪ Psychological skills and experience with recovery focused in rehabilitation and community mental health settings. ▪ Previous involvement in service development, including research & evaluation. ▪ Competency in applying primary health care principles. c) Examples of other skills, knowledge or experiences that demonstrate your suitability for the role <ul style="list-style-type: none"> ▪ creativity, adaptability, resourcefulness, prioritisation & problem solving skills.
2. Personal & professional development	a) Outline previous initiatives that demonstrate your commitment to reflective practice, and proactive development of self and others. E.g.: <i>relevant</i> additional professional development or qualifications. b) Information about your leadership / management style and experience.
3. Consumer Service	a) Knowledge of and commitment to F&UN LHN services, priorities & strategic directions. b) Examples that demonstrate skills in community engagement, client-centred practice and cultural competency.
4. Administration & Documentation	a) Information about relevant skills, experience and training – including those related to data management, competent use of technology etc.
5. Teamwork and Communication	a) Examples of how you have contributed previously to service planning and development. b) Outline your communication, team work and problem solving skills, with examples.
6. Continuous Improvement	a) Examples of how you have contributed previously to quality improvement, evaluation, outcome measures and research.