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SA Health Job Pack

Job Title	Social Worker/Clinical Psychologist (Child Protection Services Clinician)
Job Number	663403
Applications Closing Date	29 June 2018
Region / Division	Northern Adelaide Local Health Network
Health Service	Northern Adelaide Local Health Network - Child Protection Services
Location	Salisbury
Classification	AHP2
Job Status	Multiple positions. Permanent full time
Indicative Total Remuneration*	\$88,075/ \$102,504 pa

Criminal History Assessment

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

- ☒ Child Related Employment Screening - **DCSI**
- ☒ Vulnerable Person-Related Employment Screening - **NPC**
- ☐ Aged Care Sector Employment Screening - **NPC**
- ☐ General Employment Probity Check - **NPC**

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

Contact Details

Full name	Loretta Whitehorn
Phone number	0481905882
Email address	loretta.whitehorn@sa.gov.au

Guide to submitting an application

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

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

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

We request that you attach the following to your application -

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

* Refer to <http://www.sahealthcareers.com.au/information/> for further information regarding

- The Indicative Total Remuneration which is inclusive of Award salary, superannuation and other monetary benefits.
- Information for Applicants
- Criminal History Assessment requirements



Government of South Australia
SA Health

Northern Adelaide Local Health Network (LHN) JOB AND PERSON SPECIFICATION (NON-MANAGERIAL)

TITLE OF POSITION: Clinical Psychologist	ADMINISTRATIVE UNIT: SA Health – Northern Adelaide LHN
Classification: AHP2	Health Unit: Child Protection Services
Classification Reviewed: May 2018	Division: Women's and Children's
	Department / Section:
	Position No: NW
	Position Created:

Job and Person Specification Approval

CEO or Delegate

_____/_____/_____
Date

JOB SPECIFICATION

PREAMBLE

The implementation of the National Health Reform in 2011 saw the establishment of five Local Health Networks across SA intended to promote, maintain and restore the health of the communities they serve.

The Northern Adelaide Local Health Network (LHN) provides care for around 341,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. More than 3,800 skilled staff provide high quality patient care, education, research and health promoting services.

The Northern Adelaide Local Health Network (NALHN) provides a range of acute and sub acute health services for people of all ages and covers 16 Statistical Local Areas and four Local Government Areas (one of which crosses the Central Adelaide Local Health Network) and includes the following:

- Lyell McEwin Hospital
- Modbury Hospital
- Sub-Acute
- GP Plus Health Care Centres and Super Clinics
- Aboriginal Health Care Services
- Mental Health Services (including two statewide services – Forensics and Adult Older Persons)

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

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

The Child Protection Service (Northern Adelaide Local Health Network) is one of three specialist medical and psychosocial assessment units in South Australia, providing services to children who have been, or are suspected to have experienced, abuse and neglect. While the primary clinical workload is assessment, ongoing therapeutic work may also be undertaken. The Child Protection Service provides assessments and/or interventions (psychological, forensic, medical, or developmental) for infants, children and adolescents aged between 0-18 years of age, and their families, following allegations of sexual, physical or emotional abuse or neglect. This includes antenatal assessments of high risk infants and comprehensive health and developmental assessments of children in out of home care.

SUMMARY OF THE BROAD PURPOSE OF THE POSITION and its responsibilities/duties

The Clinical Psychologist provides a range of comprehensive, specialist forensic and clinical/psychosocial assessment and therapy services for children and families referred to Child Protection Services.

The primary role of the Clinical Psychologist is to provide a tertiary clinical assessment service to infants, children, adolescents and their family where child abuse and neglect is identified by the Department for Child Protection and/or South Australian Police.

The Clinical Psychologist applies clinical experience, increasing clinical knowledge and professional competence to plan, implement and evaluate comprehensive and integrated services to the needs of clients of NALHN.

The Clinical Psychologist (AHP2) works under limited direct clinical supervision and may provide direction and support to less experienced clinicians and students.

REPORTING/WORKING RELATIONSHIPS (to whom the person reports, staff for whom the person is responsible, and other significant connections and working relationships within the organisation)

- The incumbent is responsible to the Clinical Services Manager (AHP4) through the CPS Clinical Coordinator (AHP3) to whom they directly report.
- The Clinical Psychologist may directly and indirectly supervise students.
- The Child Protection Service is a multidisciplinary service which employs paediatricians, psychologists and social workers. The Child Protection Service works closely with the NALHN Emergency Departments and the various units of the Women's and Children Division, including the Paediatric ward, the Special Care Nursery, Women's Health Unit and Allied Health.
- The Clinical Psychologist provides consultation about infant, child and adolescent abuse concerns to a variety of agencies such as; the Department for Child Protection, South Australian Police, Child and Adolescent Mental Health Services and other therapeutic services, education services, legal practitioners,

and the Youth, Family and criminal Courts). This consultation may include attending meetings such as case conferences and pre-court meetings, and providing expert testimony to Courts either by appearing as a witness or clarifying a report already provided to the Department for Child Protection. Consultation is also provided to medical practitioners and the wider public.

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 (such as non-metropolitan location, travel requirements, frequent overtime, etc)

- Appointment is subject to current satisfactory credentialing including 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.'
 - The incumbent will be required to participate in the organisation's Performance Review & Development Program.
 - Will be required to work within other locations of the Northern Adelaide Local Health Networks.
 - Out of hours work and participation in an after –hours and weekend on call roster will be required.
 - Support values consistent with the aims of SA Health and the LHN, including honesty, respect and integrity.
 - May be required to undertake a health assessment prior to commencement.
 - Comply with the Principles of the Code of Fair Information Practice, adopted by the Department of Health, which regulate the collection, use, disclosure, storage and transfer of all personal patient/client information within the Department and throughout its funded service providers.
 - A current driver's licence and a willingness to drive are essential.
 - Country travel may be required. This may be by road or air as determined by the operational needs of the Child Protection Service.
-

STATEMENT OF KEY OUTCOMES AND ASSOCIATED ACTIVITIES (group in to major areas of responsibility / activity and list in descending order of importance)

1. Provide clinical/psychosocial assessment in a forensic setting by:

- Providing a clinical service which includes the forensic and/or clinical/psychosocial assessment of children and their parents where allegations of abuse and neglect have been raised to identify risk factors and difficulties in the child's care and to identify therapeutic needs.
- Providing parenting capacity assessments to assess: the capacity of caregivers to adequately care for and protect the child; the quality and nature of family relationships; the impact of abuse and neglect; and the potential for change.
- Constructing high quality comprehensive written reports for completed assessments.
- Providing evidence via written assessment reports and/or as an expert witness in legal proceedings to inform decisions in the areas of child abuse and neglect in all Court jurisdictions (Youth, Family and Criminal Courts).
- Delivering an urgent crisis response service to inpatients and outpatients referred to Child Protection Services.
- Contributing to comprehensive health and developmental assessments of children and young people in out of home care.
- Providing antenatal assessments of high risk infants and their families.

- 2. Provide therapy services to children and their family/caregiver/s by:**
 - Delivering therapy services using a range of treatment modes, which contribute to the recovery from abuse, improved quality of family relationships and prevention of further abuse.
 - Ensuring therapeutic services are evidence based, trauma and attachment informed and culturally safe.
- 3. Provide a consultation and liaison service to referring agents and the community by:**
 - Consulting with professionals in order to provide advice and recommendations about child abuse and neglect issues.
 - Delivering intake services to referring agents and providing a Child Protection consultation service to the region and the general community
 - Working in accordance with the Interagency Code of Practice (Child Abuse and Neglect).
- 4. Contribute on a broad level to the child protection system by:**
 - Participating in decision making about children's welfare and protection through attendance at case conferences and through liaison with other appropriate professionals.
 - Contributing to the development of an effective child protection system by promoting interagency cooperation, identifying gaps and problems in service delivery and contributing to their resolution.
 - Formulating and accurately communicating objective clinical opinion and recommendations to referring agents, statutory bodies (DCP and SAPOL), and Courts.
 - Providing evidence, as an expert witness, within the various Court jurisdictions.
 - Providing children and their family/carer/s with objective, accurate information.
 - Advocating for individual clients and their family, as appropriate.
 - Referring to other services and agencies, as appropriate
- 5. Maintain and develop clinical and professional skills by:**
 - Participating in approved professional development activities including clinical supervision.
 - Undertaking professional training, and where relevant and in conjunction with clinical supervision, integrating current approaches into clinical practice
- 6. Participate in quality management, quality assurance and risk management activities and improvement of services**
 - Continuously reviewing existing practices and promoting change where required.
 - Attending relevant meetings and contributing to the development of practice guidelines and integrating outcome/s, where relevant, into clinical practice.
 - Contributing, as a member of a multidisciplinary team, to the development of policy and procedures
 - Actively participating in service development and planning processes.
 - Developing health promotion strategies in relation to child protection.
 - Contributing to the Child Protection Service's research and evaluation programme by participating as a team member in evaluating the service and conducting research on child abuse issues by collating and analysing data recorded about the consumers of the service.
 - Preparing journal articles for publication.
- 7. Provide Training and Education to Other Professional Groups by:**
 - Offering training to students, professionals and others who work with abused and neglected children and their families by preparing and presenting lectures, seminars and workshops in order to share knowledge and skills.
 - Increasing awareness of the issues associated with child abuse by developing, implementing and recommending strategies that will assist in the protection of children and their recovery after abuse.
 - Supervising tertiary students on placement at the Child Protection Service and providing training to enhance their practice, performance and professional development and the university requirements of their placement.
- 8. Encourage and foster a positive culture and safe work environment by:**
 - Contributing to a safe and healthy work environment, free from discrimination and harassment by working in accordance with legislative requirements, the Code of Ethics for the South Australian Public Sector and departmental human resource policies, including WHS requirements.
 - Complying with National Safety & Quality Health Service Standards
 - Contributing to a team environment, which promotes positivity, learning and development, safety and welfare of employees, acknowledges cultural and personal differences, and encourages creativity and innovation.
 - Demonstrating a positive approach and commitment to client service.
 - Maintaining a positive team by actively dealing with conflict and inappropriate behaviours expediently and effectively.

9. **Senior Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:**
 - Work Health and Safety Act 2012 (SA) and when relevant WHS Defined Officers must meet due diligence requirements.
10. **Contributes to patient safety and quality by adhering to the Australian Charter of Health Care Rights, understanding the intent of the Australian National Safety & Quality Health Service Standards and participating in quality improvement activities as necessary.**
11. **All employees are responsible and accountable for keeping accurate, legible and complete records of their activities.**
12. **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.**

Acknowledged by Occupant: _____ Date: ____/____/____

PERSON SPECIFICATION

ESSENTIAL MINIMUM REQUIREMENTS (those characteristics considered absolutely necessary)

Educational/Vocational Qualifications

- Appropriate Degree (Masters of Clinical or Applied Psychology) or equivalent qualification recognised by the PsyBA and eligible for general registration with PsyBA and either an endorsed area of practice in Clinical Psychology, or undertaking or eligible to commence a registrar program in an endorsed area of practice.
-

Personal Abilities/Aptitudes/Skills

- Demonstrated competency and knowledge in assessments and therapeutic interventions with infants, children, adolescents and their families, using a wide range of best-practice models and approaches.
 - Demonstrated commitment to learn new skills and to constantly expand one's knowledge base and an ability to evaluate one's own personal performance.
 - Excellent communication and interpersonal skills, particularly in relation to, liaison, presentation of complex information and conflict resolution and demonstrated ability to produce high quality clinical reports.
 - Demonstrated time management skills including ability to manage high workloads, work under pressure, set priorities, work to strict timelines, and meet deadlines.
 - Demonstrated ability to work effectively with members of a multidisciplinary team and to liaise with other agencies and professional group, to negotiate effectively and relate well to people from a wide range of backgrounds and professions
-

Experience

- Demonstrated clinical experience in the field of child protection and/or child mental health.
 - Demonstrated experience in working directly with infants, children, adolescents and vulnerable or complex families.
 - Demonstrated experience working with Aboriginal and/or Torres Strait Islander families or families from Culturally and Linguistically Diverse communities.
 - Demonstrated psychological ability to work in a difficult and emotionally demanding area of professional practice.
 - Demonstrated experience in the use of electronic administrative databases and accurate note taking and recording.
-

Knowledge

- Understanding of Work Health and Safety principles and procedures.
- Understanding of the Australian National Safety & Quality Health Service Standards.
- Demonstrated broad knowledge of Psychology professional standards.
- Knowledge of continuous quality improvement principles and methods
- Knowledge of the child protection system in South Australia and a clear understanding of legislation affecting practice.
- Sound theoretical knowledge in the field of child adolescent mental health and child protection including knowledge of child development and attachment theory.
- Demonstrated broad knowledge of the dynamics and effects of child abuse and neglect and of the impact of child abuse and trauma on children.
- Knowledge of the factors which contribute to the occurrence of child abuse and neglect and of the impact of parental substance misuse, mental health problems and domestic violence on children.
- Knowledge of culturally appropriate assessment frameworks.

- Knowledge of working therapeutically with infants, children, adolescents and families who have experienced trauma.

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

Personal Abilities/Aptitudes/Skills

- Demonstrated leadership skills.
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Experience

- Experience with valid research techniques.
 - At least two years post graduate experience providing clinical services to children, adolescents and families
 - Experience in the provision of therapeutic services to children, adolescents and families
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Knowledge

- Knowledge of forensic interviewing and children's testimony and reliability.
 - Knowledge in qualitative and quantitative research techniques.
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Educational/Vocational Qualifications (considered useful in carrying out the responsibilities of the position)

Successful completion of:

- Advanced Practice in Forensic Interviewing of Children (also called Specialist Vulnerable Witness Forensic Interview Training) conducted by the Centre for Investigative Interviewing, Deakin University
 - Specialist Investigative Interviewing conducted by the Centre for Investigative Interviewing, Deakin University
 - Specialist Investigative Interviewing - Specialist Vulnerable Witness Forensic Interview Training, conducted by the Centre for Investigative Interviewing, Griffith University
 - Endorsed area of practice in Clinical Psychology
 - Board Approved Supervisor with the Psychology Board of Australia
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Other details



Northern Adelaide Local Health Network (LHN) JOB AND PERSON SPECIFICATION (NON-MANAGERIAL)

TITLE OF POSITION: Social Worker	ADMINISTRATIVE UNIT: SA Health – Northern Adelaide LHN
Classification: AHP2	Health Unit: Child Protection Services
Classification Reviewed: May 2018	Division: Women's and Children's
	Department / Section:
	Position No: NW
	Position Created:

Job and Person Specification Approval

CEO or Delegate

____/____/____
Date

JOB SPECIFICATION

PREAMBLE

The implementation of the National Health Reform in 2011 saw the establishment of five Local Health Networks across SA intended to promote, maintain and restore the health of the communities they serve.

The Northern Adelaide Local Health Network (LHN) provides care for around 341,000 people living in the northern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. More than 3,800 skilled staff provide high quality patient care, education, research and health promoting services.

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interventions (psychological, forensic, medical or developmental) for infants, children and adolescents aged between 0-18 years of age, and their families, following allegations of sexual, physical or emotional abuse or neglect. This includes antenatal assessments of high risk infants and comprehensive health and developmental assessments of children in out of home care.

SUMMARY OF THE BROAD PURPOSE OF THE POSITION and its responsibilities/duties

The Social Worker provides a range of comprehensive specialist forensic and clinical/psychosocial assessment and therapy services for children and families referred to Child Protection Services.

The primary role of the Social Worker is to provide a tertiary clinical assessment service to infants, children, adolescents and their family where child abuse and neglect is identified by the Department for Child Protection and/or South Australian Police.

The Social Worker applies clinical experience, increasing clinical knowledge and professional competence to plan, implement and evaluate comprehensive and integrated services to the needs of clients of NALHN.

The Social Worker works under limited direct clinical supervision and may provide direction and support to less experienced clinicians and students.

REPORTING/WORKING RELATIONSHIPS (to whom the person reports, staff for whom the person is responsible, and other significant connections and working relationships within the organisation)

- The incumbent is responsible to the Clinical Services Manager (AHP4) though the Clinical Coordinator (AHP3) to whom they directly report.
 - The Social Worker may directly and indirectly supervise students.
 - The Child Protection Service is a multidisciplinary service which employs paediatricians, psychologists and social workers. The Child Protection Service works closely with the NALHN Emergency Departments and the various units of the Women's and Children Division, including the Paediatric ward, the Special Care Nursery, Women's Health Unit and Allied Health.
 - The Social Worker provides consultation about infant, child and adolescent abuse concerns to a variety of agencies such as; the Department for Child Protection, South Australian Police, Child and Adolescent Mental Health Services and other therapeutic services, education services, legal practitioners, and the Youth, Family and criminal Courts). This consultation may include attending meetings such as case conferences and pre-court meetings, and providing expert testimony to Courts either by appearing as a witness or clarifying a report already provided to the Department for Child Protection. Consultation is also provided to medical practitioners and the wider public.
-

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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 (such as non-metropolitan location, travel requirements, frequent overtime, etc)

- Appointment is subject to current satisfactory credentialing including 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.'
 - The incumbent will be required to participate in the organisation's Performance Review & Development Program.
 - Will be required to work within other locations of the Northern Adelaide Local Health Networks.
 - Out of hours work and participation in an after-hours and weekend on call roster will be required.
 - Support values consistent with the aims of SA Health and the LHN, including honesty, respect and integrity.
 - May be required to undertake a health assessment prior to commencement.
 - Comply with the Principles of the Code of Fair Information Practice, adopted by the Department of Health, which regulate the collection, use, disclosure, storage and transfer of all personal patient/client information within the Department and throughout its funded service providers.
 - A current driver's licence and a willingness to drive are essential.
 - Country travel may be required. This may be by road or air as determined by the operational needs of the Child Protection Service.
-

STATEMENT OF KEY OUTCOMES AND ASSOCIATED ACTIVITIES (group in to major areas of responsibility / activity and list in descending order of importance)

1. **Provide clinical/psychosocial assessment in a forensic setting by:**
 - Providing a clinical service which includes the forensic and/or clinical/psychosocial assessment of children and their parents where allegations of abuse and neglect have been raised to identify risk factors and difficulties in the child's care and to identify therapeutic needs.
 - Providing parenting capacity assessments to assess: the capacity of caregivers to adequately care for and protect the child; the quality and nature of family relationships; the impact of abuse and neglect; and the potential for change.
 - Constructing high quality comprehensive written reports for completed assessments.
 - Providing evidence via written assessment reports and/or as an expert witness in legal proceedings to inform decisions in the areas of child abuse and neglect in all Court jurisdictions (Youth, Family and Criminal Courts).
 - Delivering an urgent crisis response service to inpatients and outpatients referred to Child Protection Services.
 - Contributing to comprehensive health and developmental assessments of children and young people in out of home care.
 - Providing antenatal assessments of high risk infants and their families.
2. **Provide therapy services to children and their family/caregiver/s by:**
 - Delivering therapy services using a range of treatment modes, which contribute to the recovery from abuse, improved quality of family relationships and prevention of further abuse.
 - Ensuring therapeutic services are evidence based, trauma and attachment informed and culturally safe.
3. **Provide a consultation and liaison service to referring agents and the community by:**
 - Consulting with professionals in order to provide advice and recommendations about child abuse and neglect issues.
 - Delivering intake services to referring agents and providing a Child Protection consultation service to the region and the general community
 - Working in accordance with the Interagency Code of Practice (Child Abuse and Neglect).

4. Contribute on a broad level to the child protection system by:

- Participating in decision making about children's welfare and protection through attendance at case conferences and through liaison with other appropriate professionals.
- Contributing to the development of an effective child protection system by promoting interagency cooperation, identifying gaps and problems in service delivery and contributing to their resolution.
- Formulating and accurately communicating objective clinical opinion and recommendations to referring agents, statutory bodies (DCP and SAPOL), and Courts.
- Providing evidence, as an expert witness, within the various Court jurisdictions.
- Providing children and their family/carer/s with objective, accurate information.
- Advocating for individual clients and their family, as appropriate.
- Referring to other services and agencies, as appropriate

5. Maintain and develop clinical and professional skills by:

- Participating in approved professional development activities including clinical supervision.
- Undertaking professional training, and where relevant and in conjunction with clinical supervision, integrating current approaches into clinical practice

6. Participate in quality management, quality assurance and risk management activities and improvement of services

- Continuously reviewing existing practices and promoting change where required.
- Attending relevant meetings and contributing to the development of practice guidelines and integrating outcome/s, where relevant, into clinical practice.
- Contributing, as a member of a multidisciplinary team, to the development of policy and procedures
- Actively participating in service development and planning processes.
- Developing health promotion strategies in relation to child protection
- Contributing to the Child Protection Service's research and evaluation programme by participating as a team member in evaluating the service and conducting research on child abuse issues by collating and analysing data recorded about the consumers of the service.
- Preparing journal articles for publication.

7. Provide Training and Education to Other Professional Groups by:

- Offering training to students, professionals and others who work with abused and neglected children and their families by preparing and presenting lectures, seminars and workshops in order to share knowledge and skills.
- Increasing awareness of the issues associated with child abuse by developing, implementing and recommending strategies that will assist in the protection of children and their recovery after abuse.
- Supervising tertiary students on placement at the Child Protection Service and providing training to enhance their practice, performance and professional development and the university requirements of their placement.

8. Encourage and foster a positive culture and safe work environment by:

- Contributing to a safe and healthy work environment, free from discrimination and harassment by working in accordance with legislative requirements, the Code of Ethics for the South Australian Public Sector and departmental human resource policies, including WHS requirements.
- Complying with National Safety & Quality Health Service Standards
- Contributing to a team environment, which promotes positivity, learning and development, safety and welfare of employees, acknowledges cultural and personal differences, and encourages creativity and innovation.
- Demonstrating a positive approach and commitment to client service.
- Maintaining a positive team by actively dealing with conflict and inappropriate behaviours expediently and effectively.

9. Senior Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:

- Work Health and Safety Act 2012 (SA) and when relevant WHS Defined Officers must meet due diligence requirements.

10. **Contributes to patient safety and quality by adhering to the Australian Charter of Health Care Rights, understanding the intent of the Australian National Safety & Quality Health Service Standards and participating in quality improvement activities as necessary.**
11. **All employees are responsible and accountable for keeping accurate, legible and complete records of their activities.**
12. **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.**

Acknowledged by Occupant: _____ Date: ____/____/____

PERSON SPECIFICATION

ESSENTIAL MINIMUM REQUIREMENTS (those characteristics considered absolutely necessary)

Educational/Vocational Qualifications

- An appropriate degree or equivalent qualification which gives eligibility for full membership of the Australian Association of Social Workers.
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Personal Abilities/Aptitudes/Skills

- Demonstrated competency and knowledge in assessments and therapeutic interventions with infants, children, adolescents and their families, using a wide range of best-practice models and approaches.
 - Demonstrated commitment to learn new skills and to constantly expand one's knowledge base and an ability to evaluate one's own personal performance.
 - Excellent communication and interpersonal skills, particularly in relation to, liaison, presentation of complex information and conflict resolution and demonstrated ability to produce high quality clinical reports.
 - Demonstrated time management skills including ability to manage high workloads, work under pressure, set priorities, work to strict timelines, and meet deadlines.
 - Demonstrated ability to work effectively with members of a multidisciplinary team and to liaise with other agencies and professional group, to negotiate effectively and relate well to people from a wide range of backgrounds and professions
-

Experience

- Demonstrated clinical experience in the field of child protection and/or child mental health.
 - Demonstrated experience in working directly with infants, children, adolescents and vulnerable or complex families.
 - Demonstrated experience working with Aboriginal and/or Torres Strait Islander families or families from Culturally and Linguistically Diverse communities.
 - Demonstrated psychological ability to work in a difficult and emotionally demanding area of professional practice.
 - Demonstrated experience in the use of electronic administrative databases and accurate note taking and recording.
-

Knowledge

- Understanding of Work Health and Safety principles and procedures.
- Understanding of the Australian National Safety & Quality Health Service Standards.
- Demonstrated broad knowledge of Psychology professional standards.
- Knowledge of continuous quality improvement principles and methods
- Knowledge of the child protection system in South Australia and a clear understanding of legislation affecting practice.
- Sound theoretical knowledge in the field of child adolescent mental health and child protection including knowledge of child development and attachment theory.
- Demonstrated broad knowledge of the dynamics and effects of child abuse and neglect and of the impact of child abuse and trauma on children.
- Knowledge of the factors which contribute to the occurrence of child abuse and neglect and of the impact of parental substance misuse, mental health problems and domestic violence on children.

- Knowledge of culturally appropriate assessment frameworks.
 - Knowledge of working therapeutically with infants, children, adolescents and families who have experienced trauma.
-

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

Personal Abilities/Aptitudes/Skills

- Demonstrated leadership skills.
-

Experience

- Experience with valid research techniques.
 - At least two years post graduate experience providing clinical services to children, adolescents and families
 - Experience in the provision of therapeutic services to children, adolescents and families
-

Knowledge

- Knowledge of forensic interviewing and children's testimony and reliability.
 - Knowledge in qualitative and quantitative research techniques.
-

Educational/Vocational Qualifications (considered useful in carrying out the responsibilities of the position)

Successful completion of:

- Advanced Practice in Forensic Interviewing of Children (also called Specialist Vulnerable Witness Forensic Interview Training) conducted by the Centre for Investigative Interviewing, Deakin University
 - Specialist Investigative Interviewing conducted by the Centre for Investigative Interviewing, Deakin University
 - Specialist Investigative Interviewing - Specialist Vulnerable Witness Forensic Interview Training, conducted by the Centre for Investigative Interviewing, Griffith University
-

Other details
