# Southern Adelaide Local Health Network (LHN)

## JOB AND PERSON SPECIFICATION (NON-MANAGERIAL)

<table>
<thead>
<tr>
<th>Role Title:</th>
<th>Clinical Psychologist</th>
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<tbody>
<tr>
<td>Classification Code:</td>
<td>AHP2</td>
</tr>
<tr>
<td>Position Number:</td>
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<tr>
<td>LHN/ HN/ SAAS/ DHA:</td>
<td>SOUTHERN ADELAIDE LOCAL HEALTH NETWORK</td>
</tr>
<tr>
<td>Hospital/ Service/ Cluster:</td>
<td>Flinders Medical Centre</td>
</tr>
<tr>
<td>Division:</td>
<td>Mental Health Service</td>
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<tr>
<td>Department/Section / Unit/ Ward:</td>
<td>SEDS</td>
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</table>
| Role reports to: | **Operationally:** SEDS Team Manager  
**Professionally:** Principal Clinical Psychologist |
| Role Created/ Reviewed Date: | September 2017 |
| Criminal History Clearance Requirements: |  
☐ Aged (NPC)  
☒ Child- Prescribed (DCSI)  
☒ Vulnerable (NPC)  
☐ General Probit (NPC) |

## Job Specification

### Primary Objective(s) of role:

The Statewide Eating Disorder Service (SEDS) is a specialised, multidisciplinary mental health service providing care to clients across South Australia experiencing an Eating Disorder, including Anorexia Nervosa, Bulimia Nervosa and Other Specified Feeding and Eating Disorders. SEDS provides care through consultation liaison, evidence-based treatment, and integrated research. The service comprises an Inpatient Program, a Day Program, outpatient services, and a Consultation Liaison Service. SEDS also provides skills-based, group programs for families and carers and professional, eating disorder specific education to external clinicians working in the field.

Working as an integral member of the Statewide Eating Disorder Service (SEDS) the Clinical Psychologist provides direct clinical care to this specific client group and is responsible for the delivery of a range of other clinical activities, including care planning, clinical review, mental health assessment, and evidence-based treatment delivery.

The Clinical Psychologist will be expected to contribute to facilitating the Day Program, participate in delivery of Family Based Therapy, provide cognitive behavioural intervention to a defined case load, and deliver professional training and supervision.

### Key Relationships/ Interactions:

- The Clinical Psychologist works within a multi-disciplinary team and is accountable to the Team Manager for operational responsibilities.
- The Clinical Psychologist is professionally responsible to the Southern Principal Clinical Psychologist through the SEDS Senior Clinical Psychologist. The Clinical Psychologist maintains close collaborative working relationships with the multi-disciplinary team.
- The Clinical Psychologist builds and maintains relationships with other mental health teams and services, including primary health care to ensure an integrated service delivery.
• The Clinical Psychologist accepts direction from the Consultant Psychiatrist in the delivery of evidence-based interventions.

**Challenges associated with Role:**

Major challenges currently associated with the role include:

- Working in a highly specialised field
- Managing resources to provide a statewide service.
- Working with a client base, that require comprehensive risk assessment of both psychiatric and physical risk
- High level of work demand, due to severity and complexity of client presentations
- Working in a dynamic team, which continues to change, grow, and develop, and requires clinicians to take on multiple roles/duties, and manage their time and wellbeing effectively.

**Delegations:**

<table>
<thead>
<tr>
<th>Financial</th>
<th>N/A</th>
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<tr>
<td>Human Resources</td>
<td>N/A</td>
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<tr>
<td>Procurement</td>
<td>N/A</td>
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**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.

**General Requirements:**

- 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.
  - Return to Work Act 2014 (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
  - Meet immunisation requirements as outlined by the Immunisation Guidelines for Health Care Workers in South Australia 2014.
  - Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
  - Children’s Protection Act 1993 (Cth) – ‘Notification of Abuse or Neglect’.
  - Disability Discrimination.
  - Information Privacy Principles.
  - Relevant Australian Standards.
- Duty to maintain confidentiality.
- Smoke Free Workplace.
- To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.

**Handling of Official Information:**

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

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

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

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

**Special Conditions:**

- It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- Prescribed Positions under the Children’s Protection Act (1993) must obtain a satisfactory Background Screening and National Criminal History Clearance through the Screening and Licensing Unit, Department for Communities and Social Inclusion.
- Background Screening and National Criminal History Clearances must be renewed every 3 years thereafter from date of issue for ‘Prescribed Positions’ under the Children’s Protection Act 1993 (Cth) or ‘Approved Aged Care Provider Positions’ as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth).
- Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
STATEMENT OF KEY OUTCOMES AND ASSOCIATED ACTIVITIES

Contribute to the provision of high quality clinical services to consumers by:
• Undertaking a clinical case load and providing individual support and psychological intervention to clients with a diagnosed eating disorder.
• Undertaking assessments and planning positive outcome-focussed therapeutic interventions with each client within a case load.
• Offering specialist, evidence-based, group, or individual programs according to own knowledge base and individual skill, as determined by service/team requirements.
• Evaluating the progress made with each client.
• Evaluating the impact of a range of therapeutic interventions
• Participating in the triage of referrals including obtaining information from referral sources and obtaining historical and collateral information.
• Providing consultation and assistance to Community Mental Health Teams and CAMHS to meet the mental health care needs of the clients.
• Requesting the assistance of other disciplines when necessary, to contribute to the client’s care plan.
• Planning, developing and implementing interventions that focus on enhancing the clients capacity to self-manage their illness in collaboration with clients, their families or carers and other key stakeholders.
• Working assertively with families and carers by:
  • ensuring that family and carer input is recognised and their needs addressed.
  • offering opportunities to be involved in program planning.
• taking into account social and cultural diversities to ensure access to and utilisation of culturally specific services.
• Ensuring practice is in accordance with the Mental Health Act 2009, National Practice Standards for the Mental Health Workforce, National Mental Health Strategy and UN Principles on the Protection of People with a Mental Illness and improvement in mental health care, and professional discipline code of conduct.

Provide continuity of care and support for the client through mental health and wider health and social systems by:
• Providing services to clients which promote and facilitate the use of supports available at the local community level and which take into account social and cultural diversities.
• Linking and co-ordinating an appropriate range of resources and specialist and general services within and across LHNs.
• Advocating and negotiating on behalf of the client with relevant groups/organisations.
• Communicating with other mental health professionals when clients move across the LHN/Sector boundaries.

Participate in community development and educational activities by:
• Responding to requests to provide mental health consultation/information.
• Initiating educational activities within the local community which raise awareness of the needs, treatment and other issues associated with eating disorders & mental illness.
• Liaising and collaborating with other agencies, health care professionals and service providers to determine how to best meet the needs of people who have an eating disorder and ensure best outcomes for clients.

Participate in continuous quality improvement programs and activities, linked to the organisation’s strategic and corporate directions and targets by:
• Monitoring and evaluating intervention outcomes.
• Being involved in continuous quality improvement and other relevant research and evaluation activities to promote service development and quality improvement.
• Contributing to the service development through discipline specific, multi-disciplinary and trans-professional research and evaluation as required.
• Delivering training and supervision to appropriate members of the wider mental health service. Providing feedback to management to contribute to improvements in the client journey including assisting the identification of new service models in response to agency directions.

Promote cooperation, teamwork and consumer involvement by;
• Delivering non-discriminatory treatment and support that is sensitive to the social and cultural values of the client, the client’s family, carers and the community.
• Contributing to the formulation and attainment of team goals and objectives.
• Developing and maintaining collaborative relationships within the multidisciplinary team to ensure the delivery of effective care.
• Participating in communication forums with staff, clients, their families and carers.
• Being aware of own communication style and behaviours and modifying these to achieve positive outcomes and relationships;
• Providing honest and sensitive feedback, whilst being receptive to and encouraging constructive critical feedback.

Contributes to the achievement of professional expertise through the maintenance of ongoing personal professional development/continuing education by;
• Managing own professional development activities and portfolio, supporting the development of others and contributing to learning in the work area.
• Actively engaging in clinical supervision.
• Promoting the SEDS philosophy, principle, ethics and values in all aspects of professional practice.
• Provide support, supervision and training of students and graduates within SEDS where appropriate.

Contribute to the promotion and implementation of the General Public Sector Management Aims, personnel management standards and employee conduct standards and in particular Equal Opportunity and Occupational Health Safety and Welfare by adhering to the provisions of relevant legislative requirements.

Contribute 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.

Commitment to achieving and complying with National Safety & Quality Health Service Standards.

Acknowledged by Occupant:______________________________ Date:_____/_____/_____

______________________________
Person Specification

1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- Appropriate Degree or equivalent qualification and general registration with the Psychology Board of Australia.

Personal Abilities/Aptitudes/Skills

- Comprehensive assessment skills (including risk) to inform a psychological case conceptualisation and treatment planning.
- Ability to implement and evaluate psychological interventions
- Clinical endorsement with AHPRA or eligible and willing to participate in AHPRA registrar program for endorsement in Clinical Psychology. Ability to/or willing to work towards being able to provide supervision to provisional psychologists (clinical) and/or other staff.
- Must be highly motivated and have the ability to engage with clients who have extremely high service needs.
- Ability to work collaboratively with clients, carers, other agencies and community services.
- Ability to co-ordinate comprehensive service provision for clients who require early intervention and/or have enduring and severe disability and complex needs.
- Ability to work cohesively within a multi-disciplinary team.
- Ability to provide psychological consultancy within the team and regional programs.
- Ability to critically evaluate own work and work collaboratively with supervisors.
- Commitment to on-going professional development in line with the requirements set out by the Psychology Board of Australia.
- Ability to facilitate groups in a therapeutic setting, and effectively manage complex group dynamics.
- Effective written and verbal communication skills and ability to express complex ideas succinctly and logically.
- Ability to effectively and efficiently manage time and other resources.
- Proven commitment to the principles and practise of:
  - EEO, Ethical Conduct, diversity and WHS;
  - Quality management and client oriented service;
  - Risk management.

Experience

- Competence in applying cognitive, behavioural, and other evidence-based psychological treatment methodologies.
- Clinical experience in direct service provision to clients with an eating disorder and their carers.
- Experience in development and maintenance of therapeutic working relationships with clients with an eating disorder with acute and enduring/complex needs, and their carers.
- Clinical experience with young people and their families and carers.
- Successful participation in a multidisciplinary team environment.
- Clinical experience within a mental health service setting.
- Experience in the facilitation of groups in a mental health setting.
- Proven experience in basic computing skills, including email and word processing.
Knowledge

- Understanding of current theoretical concepts and research strategies within the science of psychology and their application to mental health issues and problems.
- Knowledge relating to the assessment and therapeutic treatment of clients with eating disorders and related conditions.
- A general knowledge of the comprehensive individualised needs of clients within the community setting.
- Knowledge of current psychiatric diagnostic and classification assessment tools.
- A general knowledge of relevant Acts and legislation pertaining to the Psychology Profession.
- A general knowledge of the South Australian Mental Health Act and the Guardianship and Administration Act.
- Understanding of Work Health Safety principles and procedures.
- Understanding of Quality management principles and procedures.
- Understanding of Delegated Safety Roles and Responsibilities.
- Awareness of National Safety and Quality Health Service Standards.

2. DESIRABLE CHARACTERISTICS

Personal Abilities/Aptitudes/Skills

- Contracting and negotiation skills in collaborative planning, implementation and evaluation.
- Skills in comprehensive program planning including community service co-ordination for social support. Comprehensive assessment skills including those of mental state assessment, identification of client strengths and needs, risk assessment/risk management and appropriate use of specific eating disorder assessment tools.
- Evidence of advanced skills in a specialised area of mental health care.

Experience

- Experience of working with clients diagnosed with an eating disorder and related conditions.
- Experience in facilitating evidence-based group programs.
- A demonstrated period of practice in the provision of Family Based Therapy, Cognitive Behavioural Therapy and/or Motivational Interviewing with clients who have a mental illness.
- Successful participation in a community-based multidisciplinary team.
- Extensive experience in working with children, young people and adults who have a mental illness.

Knowledge

- Knowledge of Family Based Therapy, Cognitive Behavioural Therapy and Motivational Interviewing.
- Familiarity with aspects of medication management including knowledge of relevant medications, indications, common dosages, side-effects, special precautions, and drugs of abuse.
- Knowledge of the physical health consequences of an eating disorder.
- Knowledge of community resources, formal and informal, relevant to those having enduring and severe mental disorder and disability.
- Familiarity with current psychiatric diagnostic and classification system and assessment tools.
- Awareness of the Charter of Health and Community Services rights.
Educational/Vocational Qualifications

- Relevant undergraduate or postgraduate qualifications specific to working with clients with Eating Disorders.
- Registered or willing to work towards AHPRA ‘board-approved’ supervision status at all levels.

Other details
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, socio economic, 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, Country Health SA 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:
The Southern Adelaide Local Health Network (LHN) provides care for around 341,000 people living in the southern metropolitan area of Adelaide as well as providing a number of state-wide services, and services to those in regional areas. More than 7,000 skilled staff provides high quality patient care, education, research and health promoting services.

Southern Adelaide LHN provides a range of acute and sub-acute health services for people of all ages, and has three hospitals, Flinders Medical Centre, Noarlunga Hospital and the Repatriation General Hospital.

Southern Adelaide LHN Intermediate Care Services will deliver multi-disciplinary clinical care, addressing complexity through targeted approaches to complex chronic disease management in the community, and supported hospital discharge and avoidance programs. There is a key focus on building partnerships across the care continuum supporting interfaces between acute sites, GPs, Primary Care and Community based services.

Mental Health Services provides a range of integrated services across community and hospital settings, targeted at all age groups, in collaboration with non-Government organisations and Adelaide Primary Health Network.
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; it sets out the South Australian Public Sector values as:

- Service – Proudly serve the community and Government of South Australia.
- Professionalism – Strive for excellence.
- Trust – Have confidence in the ability of others.
- Respect – Value every individual.
- Collaboration & engagement – Create solutions together.
- Honesty & integrity – Act truthfully, consistently, and fairly.
- Courage & tenacity – Never give up.
- Sustainability – Work to get the best results for current and future generations of South Australians.

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

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

SALHN Vision
We believe in providing the standard of health care that we desire for our own families and friends.

SALHN core value TRUST
Building positive relationships; with our patients, employees and partners.

Approvals

Job and Person Specification 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: