



POSITION INFORMATION DOCUMENT **AHP5 Clinical Lead**

ORGANISATIONAL OVERVIEW

South Australia Police (SAPOL) provides a diverse range of services to the community. These services are aimed at producing a safe and peaceful environment by the minimisation of crime and disorder. It is a large complex organisation which, because of the nature of its operations, is constantly subject to public scrutiny and accountability. It provides services to a range of different locations (over 100) spread across the state on a 24 hour a day basis.

SAPOL's vision is to provide 'Safer Communities'. All SAPOL employees are guided by Our Values of Service, Integrity, Courage, Leadership, Collaboration and Respect. SAPOL is an organization with a proud history and an exciting vision for the future.

POSITION OVERVIEW

Summary

The Clinical Lead, Employee Assistance Section (EAS), is accountable to the Manager, EAS for overseeing the psychosocial and physical health delivery that is provided by the Police Medical Officer(s), Senior Health Advisors, Psychosocial Clinicians, the Health and Wellbeing Coordinator and Exercise Physiologist(s) within EAS. EAS is one of three Sections within Health, Safety and Wellbeing, which forms part of the People, Culture and Wellbeing Service.

The Clinical Lead EAS is responsible for developing and implementing effective strategies, plans and programs to improve health and wellbeing outcomes for SAPOL employees. The incumbent will be responsible for ensuring strategic service planning processes are conducted, implemented and evaluated across the organisation and are consistent with the strategic directions of SAPOL. The Clinical Lead is responsible for leading and developing a multidisciplinary team, providing practice leadership, professional supervision, and strategic direction on matters relating to health and wellbeing.

Special Conditions

Work Status	The incumbent must hold a current Australian work eligibility status and will be subject to a criminal history check. The incumbent may be assigned to other duties at this remuneration level or equivalent.
Location	Adelaide CBD.
Qualifications	Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) or membership with the Australian Association of Social Workers (AASW); as appropriate. Masters Degree in Psychology, Nursing or Social Work.
Out of Hours Work	On occasion the incumbent may be required to work out of hours to conduct police training courses or selection programs. Some country travel may be required due to the provision of state wide support services. Must hold a current, Class C (car) driver's licence. Availability to be on-call after hours.
Travel	Some intrastate and interstate travel may be required.
Performance Management	The incumbent is required to participate in SAPOL's iEngage program.

Reporting / Working Relationships

The Clinical Lead reports to the Manager, EAS, however, is expected to work under only general direction and will often be accountable to the Director, Health, Safety and Wellbeing. The Clinical Lead has close working relationships with the Manager, Preventions Section and the Manager, Injury Management Section, and is expected to liaise as required with other managers and supervisors at a range of levels throughout SAPOL. The position is accountable for supervising, developing and coaching a multidisciplinary team of Psychologists, Social Workers Exercise Physiologists, Nurses, and Police Medical Officers.

Key Outcomes

- Lead the reform of clinical practice service to SAPOL employees by creating evidence based service which is integrated with community health, co-designed through collaboration with key stakeholders and the workforce, and underpinned with sound monitoring and evaluation to provide ongoing and clear visibility of opportunities for continuous improvement.
- Lead the clinical governance of practice for SAPOL Employees with professional independence but in accordance with the expectations of the SAPOL Executive.
- Lead the implementation of new initiatives including but not limited to the development, implementation and management of SAPOL's Suicide Prevention Plan and intervention to mitigate psychosocial risks.
- Manage, lead and coach a multidisciplinary clinical practice team by providing clinical leadership, professional supervision, strategic direction and holistic support.
- Provide oversight of practice, policy, and service development as it relates to SAPOL employees and their families, ensuring the standards and practice of staff meet required professional standards as well as the monitoring and reporting on the operational performance/effectiveness.
- Develop, deliver and evaluate critical state-wide SAPOL clinical programs and services to enhance the health and wellbeing of police officers to ensure SAPOL can achieve its corporate goals and deliver safer communities throughout the state of South Australia.
- Establish and maintain effective relationships and networks with internal and external stakeholders, including peak professional, academic and advisory bodies.
- Provide independent professional consultancy to key stakeholders for the development of strategies linked to legislative requirements such as; Suicide Prevention and Psychosocial Risk Management.
- Developing a risk management approach to identify the psychosocial risk profiles associated with various policing roles and design of interventions to effectively mitigate those risks – including the management, coordination, monitoring and evaluation of those interventions such as annual psychological reviews.
- Provide an independent research consultancy to key stakeholders for the development of sound and defensible policy positions relating to recruitment standards and work capacity assessments.
- Provide support on critical, complex and highly political case management issues involving SAPOL employees to maintain compliance with legislative requirements and related government and departmental policies and procedures.
- Operate in a highly complex policing environment to establish and/or modify standards, guidelines, equipment or programs.
- Develop and enhance the prevention and remedial support capability of the EAS consistent with the Section's objectives and strategies including:
 - ensuring the EAS team are responsive to changing priorities and demands
 - marshalling professional expertise by identifying and maintaining the critical skills and knowledge required for the EAS team

- ensuring the EAS team operate in compliance with professional requirements, legislative policy, EAS policy and regulatory frameworks
 - providing subject matter expertise in support of the recruitment of Clinicians and Exercise Physiologists
- Development and validation of recruitment policies and procedures for police recruits, specialists and promotional roles.
 - Support the Manager, EAS to set clear performance standards and addressing performance when necessary.
 - Contribute to the development, implementation, and evaluation of key organisational strategies including SAPOL's Health and Wellbeing Strategy which will align with State Government objectives.
 - Managing and coordinating critical incident response and follow-up.
 - Developing marketing and communication strategies to grow SAPOL's psychosocial, medical and Health and Wellbeing Network services.
 - Participate in strategic management and service development decisions which involve participation in committees and/or working parties which have an influence on the strategic direction of SAPOL.
 - Demonstrated knowledge and commitment to work, health and safety legislation, principles and practices; and risk assessment in accordance with the *Work Health and Safety Act 2012*, Regulation, approved codes of practice and AS/NZS ISO 45001:2018 Occupational health and safety management systems - requirements with guidance for use and ISO 45003:2021 Psychological health and safety at work.

Note: Any other responsibilities in line with the classification level of the role as assigned by Manager EAS and/or Director Health Safety and Wellbeing. The responsibilities as specified above may be altered in accordance with the changing requirements of the role.

QUALIFICATIONS / SKILLS / KNOWLEDGE / EXPERIENCE**Essential Minimum Requirements**

- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) or membership with the Australian Association of Social Workers (AASW); as appropriate.
- Demonstrated experience working autonomously with limited direction and supervision.
- Master's Degree in Psychology, Social Work or Nursing
- Minimum of five (5) years demonstrated practice post internship in a relevant area of applied practice – Psychology, Social Work or Nursing
- Experience in leading and managing significant programs, high level skills in operational management, strategic planning, service development, and highly developed people management skills which engender confidence and trust.
- Comprehensive understanding and awareness of the major social and health issues facing SAPOL employees and their families including knowledge of these impacts on their health and financial outcomes.
- Ability to advise, consult, liaise, and negotiate on matters of clinical and cultural significance for SAPOL employees and with all levels of management utilising knowledge of contemporary psychosocial assessments and interventions with SAPOL employees.
- Demonstrated skills in best practice service administration, proactively and positively leading multi-disciplinary teams to achieve organisational outcomes, and an ability to critically reflect on and review practice in an environment of change and conflicting priorities.
- Proven high level verbal and written communication and interpersonal skills that can both develop and maintain productive working relationships with staff, all levels of Government and non-government agencies.

Desirable Characteristics

- Additional tertiary qualifications in Human Resources or Law.
- Experience in complex data analysis research methods.
- Demonstrated experience working in a police or kindred environment.

LEAD CONSULTANTS...

Confidential telephone enquiries are welcome on (+618) 8212 0999:



NICK STILLWELL
General Manager

ALL ENQUIRIES AND APPLICATIONS ARE TREATED WITH THE STRICTEST LEVEL OF PRIVACY AND CONFIDENTIALITY.

HOW TO APPLY...

Please visit <https://www.stillwellmanagement.com.au/jobs> and select 'Clinical Lead, Employee Assistance Section' to view the full advertisement.

Click 'Apply Online' and complete the online form (paying special attention to questions marked with an asterisk), and attach:

- your current CV/resume, and
 - your CV should include details of your full employment history as well as a detailed synopsis of your key responsibilities and achievements of the positions you have held over the last 10-15 years, or as relevant to the role you are applying for
- a one-to-two-page Cover Letter addressed to the Consultant(s) listed above, highlighting your ability to demonstrate the skills and attributes required of the successful appointee

Immediately you will receive a receipt of your application and we ask that you verify your email address per the link in the email to ensure we are able to communicate with you using your correct details. If you do not receive this email, please check your junk inbox.