

Memo



Health
Northern NSW
Local Health District

TO Lynne Weir, Director Clinical Operations

CC Lisa Beasley, General Manager Community & Allied Health
Dr Rosa Flaherty, Manager IPARVAN

FROM Richard Buss, Director Workforce

DATE 3 August 2022

SUBJECT Grading Assessment Outcome – IPARVAN – Clinical Lead – Sexual Assault Service

Request:

To approve the outcome of the grading evaluations as per below:

Position	Team Leader - (Senior Psychologist or Social Worker) 1.0 FTE
Grading outcome	Social Worker (Allied Health Level 4) under the <i>NSW Health Service Health Professionals (State) Award</i> OR Senior Psychologist under the <i>Health and Community Employees Psychologists (State) Award</i> OR

Background

1. The IPARVAN Clinical Stream was established 4th April 2022. The previous position graded in 2020 was assessed as (Allied Health Professional Level 4) and covered the Richmond Clarence Sexual Assault service.
2. This multigraded new position (Allied Health Professional Level 4/Senior Psychologist) will cover the entire LHD Sexual Assault Service, furthermore this position will cover sexual assault positions in Tweed Byron area as well. This is due to the IPARVAN service now being LHD-wide and under one central management structure in clinical operations directorate, rather than the previous multiple and separate community and allied health management structure segregated as Tweed Byron and Richmond Clarence.
3. The 'Clinical Lead' approach was endorsed by the Executive of NNSWLHD as the model to be implemented via the restructure of the service. This approach was consulted, including with staff and unions, and received no opposition.
4. The aim of the service is to adopt a strength-based, family- focused and culturally centred trauma-informed approach to working with children and families to help prevent behaviours from escalating.
5. The position is currently vacant, therefore has no personal impact on an incumbent.

Assessment

This application has been assessed under the *NSW Health Service Health Professionals (State) Award*. Consistent with the Award, the position's key accountabilities are reflective of Level 4 descriptors including:

- Expertise in their area of specialty is such that they provide a consultancy service in their speciality area across an Area, geographic region or clinical network.
- Breadth of knowledge and expertise in general practice is such that they provide a consultancy service on a range of clinical areas within their discipline across an Area, geographic region or clinical network.
- Provide advice to service managers on clinical service delivery development, practice and redesign.
- Ability to assist and provide guidance to service managers in the development of clinical services in response to demand and client needs.
- Make a contribution to education activities related to their area of expertise.

This application has also been assessed under the *Health and Community Employees Psychologists (State) Award*. Consistent with the Award, the positions accountabilities are reflect of a Psychologist descriptors including:

- Contribute to service planning and policy development



- Participate in psychological research and evaluation of projects
- Involved in provision of inservices to staff and students
- Undertake liaison with relevant internal and external stakeholders

HR assessment is that the PD meets **Health Professional Level 4** under *Health Professionals (State) Award* and/or **Senior Psychologist** under the *Community Employees Psychologists (State) Award*.

Comparitive Positions

- Comparison made across NNSW LHD and in other Local Health Districts to ensure that the LHD meets organisational consistency not only within the LHD but also NSW Health.
- There are several Allied Health Level 4 positions in Mental Health, providing District wide support and advice within Mental Health services.
- Please refer to the Appendix's below for the assessment

Recommendation

- It is a requirement under the Grading Committee (Social Workers and Dieticians) Determination of 2007, that this position is graded by a Committee which has consulted with the Health Services union. Mr Michael Kearns (HSU Representative) will need to be provided with an opportunity to contribute to this grading assessment.
- Please re-consult with Ms Kerry Byrne, Workforce Systems Best Practice and Quality Manager to ensure position description is reflective of the requirement of the role and in relation to LHD consistency and formatting of the Position Description.

Assessed by:

Katrina Van Blanken

Katrina Van Blanken
HR Advisor
29/07/2021

[Signature]
Richard Buss
Director Workforce

Peer Reviewed by:

Helena Bernard

Helena Bernard
HR Manager
29/07/2021