



AHP3 Senior Social Worker Employee Assistance Section Health, Safety and Wellbeing Branch

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 organisation with a proud history and an exciting vision for the future.

POSITION OVERVIEW

Summary

The People Culture and Wellbeing Service provides a holistic approach to the future development of our people and the organisation. Through strategic leadership and direction, People, Culture and Wellbeing will ensure our employees are skilled and supported to deliver a more efficient and effective service to the community.

The Employee Assistance Section provides support services and programs delivered by qualified health professionals. Services include health and wellbeing programs, work capacity assessments, wellbeing reviews, recruitment psychometric assessments and pre-employment medical assessments.

The Senior Social Worker is accountable for the delivery of social work services and expert consultancy within the Employee Assistance Section (EAS). The Senior Clinical Social Worker is responsible for the autonomous delivery of a range of psychosocial activities, including conducting clinical interviews and assessments, evaluation and compiling reports regarding risk assessments of SAPOL employees, as well as applicants, seeking to join the organisation. In addition, they are required to conduct intake/triaging duties and deliver social work interventions.

Service

Integrity

Leadership

Collaboration

Courage

Respect



The Senior Social Worker will work as a part of a team, providing expert consultancy regarding issues of social work practice. The Senior Social Worker is an experienced clinician who applies specialised expertise providing discipline specific assessments, interventions and consultancy services to SAPOL. The Senior Social Worker will also provide supervision to other personnel.

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	Social Worker - an appropriate tertiary qualification in Social Work or equivalent qualification which gives eligibility for full membership of the Australian Association of Social Workers. Must also be able to obtain full registration with the Social Workers Registration Board SA. Guide-to-Registration-Education-phase.PDF
Out of Hours Work	Some out of hours work will be required.
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 Senior Social Worker is professionally accountable to the Clinical Lead for all clinical matters, including the provision of psychosocial expertise in assessment, intervention, training and the support of police. For day-to-day management and reporting, the position is accountable to the Manager of the Employee Assistance Section. The role also contributes to the provision of a psychosocial consultancy service to the South Australia Police (SAPOL) throughout the State.

KEY OUTCOMES

- Contributing to police operational efficiency and effectiveness by making practically meaningful clinical recommendations regarding the support and management of SAPOL Personnel.
- Undertaking effective and efficient clinical assessments of SAPOL Applicants, by selecting appropriate assessment techniques, conducting relevant clinical psychosocial interviews and assessments, interpreting findings, clinical reasoning, and dissemination of practically relevant reports.
- Autonomously conduct interviews and assessments of SAPOL employees, including conducting risk assessments, and make recommendations in relation to risk, wellbeing and/or operational safety.
- Improving organisational effectiveness and wellbeing by developing and presenting training programmes relative to psychological aspects of policing. Act as a role model, by demonstrating professional behaviour and clinical reasoning.

- Navigating and reconciling the complex and often competing priorities of individual member support with SAPOL's broader organisational goals, ensuring alignment with strategic objectives while maintaining a people-centred approach.
- Maintaining awareness and up to date knowledge of developments in the literature, therapeutic interventions and best practice in the profession.
- Working autonomously, accepting professional responsibility for a high standard of complex, specialised or strategically significant work and drawing on professional direction in the application of new evidence-based practice.
- Contributing to the development and implementation of workflow processes, quality assurance processes and ensuring documentation is consistent with service policy and practice.
- Participating in the analysis and interpretation of legislation, regulations and other guidelines to enable their operationalisation within the service.
- Maintain professional and confidential records in line with legislation and local policies.
- Developing and maintaining collaborative working relationships across SAPOL as well as other government and non-government agencies.
- Hold a specialised portfolio of clinical or administrative responsibility which contributes to the broad objectives of the Employee Assistance Section and HSWB..
- Undertake duties as delegated by the Clinical Lead, including supervision of student placements, induction of new staff and professional support of AHP2 Social Workers and where appropriate, formal supervision of AHP2 Social Workers.

QUALIFICATIONS / SKILLS / KNOWLEDGE / EXPERIENCE

Essential Minimum Requirements

- An appropriate degree or equivalent qualification in Social Work which entitles full membership of the Australian Association of Social Workers.
- Extensive evidence based clinical knowledge, sufficient to enable safe and effective work with minimal supervision, including a demonstrated ability to independently apply a high level of professional judgement.
- Substantial and recent experience in an area of social work clinical speciality to enable input at a senior clinician level.
- Demonstrated experience in managing complex clinical situations with minimal supervision.
- Advanced ability to implement employee centred, evidence-based and trauma-informed practice.
- Strong collaboration and communication skills with an ability to generate trust.
- Ability to foster a culture that values critical thinking and problem solving, and encourages constructive feedback, engagement, respectful behaviour, inclusion and diversity at all levels
- Advanced written and verbal communication skills which ensure effective communication with staff, patients, families, carers and community agencies.
- Ability to interact with other people in a tactful, sensitive and ethical manner.
- Demonstrated ability to set priorities, organise activities and achieve timely outcomes in a range of clinical and non-clinical situations.
- Demonstrated comprehensive knowledge of research methodologies, clinical evaluation processes and current assessment and evaluation tools and methodologies.
- Demonstrated skills, knowledge, and capabilities to effectively engage with people from a diverse range of backgrounds and lived experiences. This includes a strong understanding of inclusion and equity principles, the ability to communicate respectfully and adaptively with individuals of varying identities, abilities, cultures, and perspectives, and experience in tailoring services or approaches to meet the needs of diverse populations.

Desirable Characteristics

- Additional qualifications in mental health, counselling interventions, or other relevant areas.
- Demonstrated experience in working in a police or kindred environment.

CORPORATE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.
- Actively contribute to SAPOL's commitment to being an inclusive workplace where everyone is safe, respected and supported to reach their potential by demonstrating inclusive behaviour and showing respect for diverse backgrounds, experiences and perspective.
- Demonstrate an understanding and commitment to **WH&S legislation**, principles and practices and risk assessment in accordance with the **WH&S Act (2012)**, regulations, approved codes of practice and AS/NZS ISO 31000:2018 Risk Management – Principles and Guidelines.