

# Eastern Health

## POSITION DESCRIPTION

<b>Position Title:</b>	Senior Mental Health Clinician, Box Hill Community Team Infant, Child, and Youth Mental Health Service (ICYMHS) 0.6 EFT Ongoing
<b>Award Classification:</b>	Grade 3 Occupational Therapist, Social Worker, & Clinical Psychologist Grade 4 Mental Health Nurse.
<b>Award / Agreement Name:</b>	Victorian Public Mental Health Services Enterprise Agreement 2021-2025 (Health Professionals). Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021-2025. Victorian Public Mental Health Services Enterprise Agreement 2021 – 2024 (Mental Health Nurse)
<b>Position Reports to:</b>	Line Report – Team Leader, Box Hill Community Team ICYMHS Professional Report – Allied Health Program Senior MHP

### EASTERN HEALTH – HEALTHIER TOGETHER

Eastern Health is one of Melbourne's largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs.



## **POSITION PURPOSE**

The Senior Clinician will provide both a clinical and a leadership role within the multidisciplinary Box Hill Community Team, which is part of the Infant, Child, and Youth Mental Health Service (ICYMHS). The Senior Mental Health Clinician will provide high quality mental health assessments, case management, and clinical interventions for children and young people, aged 0 to 26 years with a serious mental illness, and their families.

The Senior Clinician will have significant clinical experience in mental health service delivery and have a commitment to ongoing professional development. The position will be part of a high-quality service that is responsive to the needs of clients within the team. The position is supported by clinical, operational, and discipline specific supervision, ongoing professional development, and active participation in team and service planning and development.

In conjunction with a clinical caseload, the Senior Clinician will work as part of the leadership team with the Team Leader, Consultant Psychiatrist, and other Senior Clinicians to provide consistent and effective clinical and operational support to the team. The incumbent will have the opportunity to support the ongoing development and implementation of enhancements to the model of care for infants, children, youths, and families, ensuring practice is in line with contemporary, evidenced based mental health models of care and current Victorian State Government initiatives, including the Royal Commission into Victoria's Mental Health System's recommendations.

This role will also be focused on supporting new and early in career team members to build their capacity as mental health clinicians through joint work, co-therapy, and provision of supervision. The Senior Clinician will also be expected to provide discipline specific supervision to Grade 2 and Grade 1 clinicians in conjunction with their discipline Clinical Lead. The Senior Clinician will provide some discipline specific specialist assessments and interventions to clients referred within the team.

## **1. MAJOR DUTIES AND/OR RESPONSIBILITIES**

### Clinical

- Provide advanced mental health care practice in assessment, formulation, and individualised recovery planning, discharge, and multi-modal therapeutic treatment that is consistent with standards outlined ICYMHS clients.
- Work collaboratively with young people and their families, co-clinicians, and key stakeholders in the case management of mental illness or co-morbid mental illnesses.
- Assist the service to develop and implement a system of service that reflects integrated care.
- Provide clinical services to infants, children, young people, and their families and to other agencies by having clinical contact for a minimum of 50% of working hours per week for centre-based work, and participating in group, family, and individual therapeutic activities as required.
- Promote and implement a client-focused team approach to ensure continuous quality improvement and clinical care of a high standard using evidenced based best practice for young people and their families.

- Provide service co-ordination, consultation and ongoing feedback to referring agents and other relevant agencies through case liaison, preparing high quality assessments, review, and discharge reports and communicating with external agencies.
- Ability to provide primary and secondary consultation and support to other community agencies or services, in consultation with the Box Hill ICYMHS Team Leader.
- Respond to crisis situations and urgent clinical problems by participating in the crisis response duty roster with other team members.
- Provide specialist discipline specific assessments referred from within the team and provide consultation to team members regarding case related discipline specific matters.
- Assist co-ordinated client care and support, monitoring, and/or accountability of clinical activities by contemporaneously documenting clinical services in the case record, participating in clinical review including completion of all relevant documentation, and completing appropriate and timely service statistics.
- Demonstrate sound knowledge of the relevant legislation and frameworks for recovery-oriented practice pertaining to working in mental health and with infants, children, and young people and their families.
- Detailed knowledge of the relevant legislation pertaining to working in mental health, e.g. Mental Health Act, Children, Youth and Families Act, etc.
- Participation in afterhours clinical work in the future, if required.

#### Operational

- Support monitoring and accountability of clinical activities by documenting clinical services in the case record and completing appropriate and timely service statistics.
- Adhere to and comply with relevant legislation and policy frameworks.
- Participate in regular clinical supervision and professional development to build skills in reflection, collaboration, and quality clinical practice.
- Provide operational and clinical leadership that ensures the day-to-day activities are carried out in an effective manner in the absence of the Team Leader.
- Support the team, including administrative staff, in the implementation of their duties.

#### Mentoring and training

- Cross disciplinary mentoring of early career clinicians in case management, mental health assessment, and treatment.
- Provision of supervision and training to Graduates, students, and new staff in all aspects of the role which may also include joint work in assessment, treatment, and discharge.

## **2. SAFE PRACTICE AND ENVIRONMENT**

### **Occupational Health and Safety**

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent

with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.

### **3. TRAINING AND DEVELOPMENT**

Relevant, practical, and timely education should direct, facilitate, enhance, and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem-solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

### **4. QUALITY**

Eastern Health staff members are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards, and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centred care.

### **6. CONFIDENTIALITY**

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

### **7. EQUAL EMPLOYMENT OPPORTUNITY**

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour, and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

### **8. PERFORMANCE DEVELOPMENT**

A Performance Review, that includes agreed targets, will occur three (3) months from commencement, and then annually, based on the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the

immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

## 9. EASTERN HEALTH'S PROMISE

Our promise to our communities, patients, consumers and staff is that we will be **HEALTHIER TOGETHER**. Bolder than a vision for the future, our promise calls us to action. We know that working together is the only way we can achieve what is necessary for a healthier future.

Our values are ones in action and are the behaviours that matter most.

- Respect for all
- Safe always
- Partnering in care
- Learning and improving everyday

Learning from the challenges of the past and looking to the future, we understand that we are building towards a more engaged, more reliable, always safe health service in partnership with our people to improve every day.

## 10. ATTACHMENTS

- Attachment 1 Key Selection Criteria

## 11. NOTE

*Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.*

*Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity, and Confidentiality.*

*Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.*

Signed: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Manager

### INCUMBENT STATEMENT

*I \_\_\_\_\_ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.*

Signed: \_\_\_\_\_

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

## ATTACHMENT 1

### KEY SELECTION CRITERIA

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### Essential

Minimum of five years post qualification clinical experience in child and youth mental health.

### Occupational Therapist:

Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency.

- A minimum of 5 years' experience as a qualified/fully registered Occupational Therapist.

### Social Work:

- Holds a degree qualification in Social Work that has been approved by the Australian Association of Social Workers (AASW) for membership as a Social Worker.
- Maintains compliance with the AASW Continuing Professional Development Policy to meet the Eastern Health Allied Health credentialing standard.
- A minimum of 5 years' experience as a qualified/fully registered Social Worker.
- A member, or eligibility for membership, of the AASW.

**Psychology:**

- Full registration or eligibility for full registration as a Psychologist by the Psychology Board of Australia (PBA).
- Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
- Registration endorsement in the Approved Area of Practice of Clinical Psychology.
- Hold approved supervisor status with AHPRA.
- A minimum of 5 years' experience as a qualified/fully registered Psychologist.

**Psychiatric Nursing:**

- Registered as a Nurse with the Australian Health Practitioner Regulation Authority with approved/endorsed postgraduate qualifications in Psychiatric Nursing.

**Desirable:**

Post-Graduate qualifications in Family Therapy or relevant study.

**Skills and Knowledge**

- Beginning level of ability to provide clinical leadership and supervision of clinical practice within a multi-disciplinary team including to students and graduates.
- The Senior Clinician will have relevant clinical experience in child, adolescent, or young adult mental health assessment, case management, treatment, and particular experience and skills in the practice of collaborative community-oriented practice.
- Demonstrated ability to think systemically and have knowledge of broader systemic and community interventions.
- Demonstrated ability in providing clinical care and evidence-based interventions for children and young people and their families at high risk of developing severe mental illness preferably in a community mental health setting.
- Demonstrated ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of joint clinical work, teamwork, information sharing, and conflict resolution skills.
- Able to demonstrate sound knowledge of the relevant legislation and policy frameworks such as recovery-oriented practice, Child Protection, MARAM, Child Information Sharing Scheme pertaining to working in mental health and with children and their families. Detailed knowledge of the relevant legislation pertaining to working in mental health, e.g. Mental Health Act, and Children, Youth, and Families Act, etc.
- High level communication, both written and verbal, demonstrating a high level of interpersonal skills with consumers, their families, and all health care professionals.
- Demonstration of relevant family violence practice according to allocated responsibility level in the mental health program workforce mapping tool. This aligns with the Multi-Agency Risk assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements and related Eastern Health guidelines.
- Ability to manage a caseload, with timely completion of documentation and contact data/statistics.
- A demonstrated ability to be reflective and demonstrate self-care.

**Aboriginal & Torres Strait Islander Candidates**

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 has recently been released. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

Should you require further information regarding this position or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at [Aboriginal.Workforce@easternhealth.org.au](mailto:Aboriginal.Workforce@easternhealth.org.au)