

Eastern Health

POSITION DESCRIPTION

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| Position Title: | Older Adults Community Mental Health Clinician- (APAT) Clinical Psychologist, Occupational Therapist, Social Worker, Registered Psychiatric Nurse |
| Award Classification: | PK1-Psychologist Grade 2 YB20 OT 2 Grade 2 YC42 SW 2 Grade 2 NP81 RPN Grade 3 |
| Award / Agreement Name: | Psychologists (41) (Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2017-2021) Health Professionals (77) (Victorian Public Health Services Enterprise Agreement 2021 - 2024) Psych Services (70) (Victorian Public Mental Health Services Enterprise Agreement 2021-2024) |
| Position Reports to: | Manager Older Adults Mental Health Community Programs Professionally to the Social Work or Occupational Therapy Or Psychology Program Senior or Director of Nursing - Mental Health Program |

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



1. POSITION PURPOSE

The Older Adults Mental Health Community Wellbeing Service (APAT) operates one large multidisciplinary community team comprising of 36 EFT that provides service throughout the catchment region. The Team is divided into x 3 Streams of just over approximately 8 EFT, plus Clopine Program, Wellness in the Home (WITH) and Triage service, which are all currently located at the Peter James Centre, Burwood Campus. A Community Mental Health clinician is required to manage a clinical case load working in partnership with consumers, carers, families and other service providers to ensure high quality mental health assessments, case management and clinical interventions for the Aged consumers and their families with a serious mental health illness are undertaken. In addition, it also provides discipline specific specialist assessments and interventions of clients referred to the APAT. The incumbent will be responsible for the ensuring ongoing Older Adults MH Community model of care provision, ensuring practice is in line with contemporary, evidence based mental health models of care and current Victorian State Government initiatives, such as the Recovery Framework, within the service objectives.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

| 2 MAJOR DUTIES AND/OR RESPONSIBILITIES |
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| <ul style="list-style-type: none">• Practices in accordance with the professional standards, codes and behaviours that are legislated through the Nursing and Midwifery Board of Australia (NMBA)• Ensures clinical interventions are evidence-based and consistent with policy, standard and clinical practice guidelines prescribed by the organisation.• Incorporates practice which aligns with the EH Practice Guideline, as relevant to the clinical setting.• Is accountable for reporting outcomes of interventions to the Manager, Stream Leader, Consultant Clinical Lead or delegate.• Develop specific knowledge of the Equally Well /Physical Health framework for specialist mental health services- developing and embedding the physical health screening tools into current assessment systems.• Treats all patients, clients, residents, visitors and staff in a courteous and non-discriminatory manner. Provides an efficient, effective and customer focussed service.• Facilitates effective patient flow processes in accordance with the guidelines established by APMHS Community Service and organisation.• Participate in the delivery of recovery focused services through the lens of the Collaborative Recovery Model• Provide recovery orientated case management services to support the individual's recovery goals whilst working collaboratively with consumers, families, carers and relevant agencies in the development, implementation and review of Treatment/ Individual Recovery Plans.• Works collaboratively with the multidisciplinary team to ensure the efficient, effective and responsive operation of the allocated work in APMH Community Service, in line with the Organisation's strategic direction.• Supports individuals accessing services and their family's understanding of care delivery and care planning through effective and timely communication with these individuals and their significant others, team members, and the public.• Practice Guidelines and Staff Handbook and Code of Conduct. Reports personal / other non-compliance to the Manager, Stream Leader or delegate.• Ensures that all administrative functions are completed within the mandates of the position and direction of the Manager Stream Leader or delegate.• Ensures clinical interventions are evidence-based and consistent with Standards, Policy, and Clinical Practice Guidelines prescribed by the Organisation. Is accountable for reporting outcomes of interventions to the Manager, Stream Leader or delegate.• Work collaboratively with consumers to undertake mental state, risk assessments and goal development and communicating this information with the multidisciplinary team and the person's support system.• Actively contribute to the daily handover and participate in clinical review meetings that guide implementation and evaluation of consumer treatment goals.• Collaborate and support consumers in the development and consolidation of their personal, domestic and community daily living skills in line with their goals.• Collaboratively engage with the multidisciplinary team to enable discipline specific assessment, treatment, and consultation with consumers, carers and other team members.• Develop knowledge of local resources and services to: make appropriate referral; provide advocacy; and initiate service development activities that will proactively enhance consumer access to community services.• Where required, undertake training and provide preceptorship to students.• Comply with data collection and reporting requirements along with administrative procedures as required including use of outcome measurement tools. |

- Contribute to sustaining a positive team environment that maximises the range of consumer services available through the multidisciplinary team.
- Participate in service development, planning, and quality improvement activities, both on a team level and within the organization as a whole.
- Collaborate with consumers and other agencies to provide timely and accurate information sharing between all parties.
- Collaborate with consumers to achieve their goals through service coordination which may include Mental Health Community Support Services (MHCSS) AOD services, homelessness support and primary health services.
- Other duties as directed by the Manager, Stream Leader of OAMH Community Services or delegate for the efficient and effective running of the service.
- 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.

3 SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to providing and maintaining 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, particularly 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 Compensations (WIRC) Act 2013.

4 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.

5 QUALITY

As a staff member of Eastern Health staff 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 A current Victorian Driver's License.

Demonstrated ability to develop and facilitate both Telehealth and Face to Face therapeutic group modalities including- Mindfulness, Cognitive Behavioural Therapy and Acceptance and Commitment Therapy.
Comprehensive understanding of the Equally well in Victoria –Physical health framework
Mental Health Nurse

- Bachelor of Nursing / Midwifery or other recognised equivalent formal qualification leading to condition free registration in Australia with approved/endorsed postgraduate qualifications in Psychiatric Nursing
- Registration with the Nursing and Midwifery Board of Australia (NMBA) via AHPRA

Clinical Psychologist

- 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 is approved by the Psychology Board of Australia
- Registration endorsement in Approved Area of Practice of Clinical Psychology or eligibility for this endorsement or working towards this endorsement.

Occupational Therapist

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

Social Worker

Holds a degree qualification in Social Work that has been approved by the Australian Association of Social Workers for membership as a social worker

- Maintains compliance with the AASW Continuing Professional Development Policy to meet the Eastern Health Allied Health credentialing standard

Additional desirable attributes

Master's qualification in a related field.

Experience:

- Nursing, Occupational Therapy, Clinical Psychologist and Social Work - An understanding of the role in a community mental health setting and demonstrated ability to provide a range of recovery orientated services within the work environment to people with a mental illness
- Minimum 12 months' experience as a mental health clinician with demonstrated ability to work with diverse and complex clinical presentations.
- Demonstrated clinical skills in the mental health sector aligned with experience and scope of practice.
- Sound knowledge of the relevant legislation pertaining to Older Persons Mental Health including the Mental Health Act Vic 2014 and its associated principles

Desirable

Research, publication and public presentation experience.

Knowledge and skills:

- A working knowledge of, and commitment to, working with consumers from a wide range of ethnic and social backgrounds and providing services that are family and gender sensitive
- Demonstrated experience and skill in working with consumers with a dual diagnosis
- Understanding and commitment to professional standards, codes and behaviours as legislated through the Health Act, Nursing Midwifery Board of Australia and Eastern Health Policy, Standards and Practice Guidelines.
- Awareness and understanding of National Standards and Accreditation Standards.
- Victorian and National Legislation governing area of practice (e.g. Mental Health Act 2014)
- High level communication, written and verbal, with demonstrated high level of interpersonal skills with consumers, their families and all health care professionals.
- Commitment to ongoing professional development.
- Computer literacy with common Microsoft platforms and patient management systems and embracing of health technologies and informatics.

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