

Eastern Health

POSITION DESCRIPTION

Position Title:	Forensic Clinical Specialist - Eastern Health Mental Health and Wellbeing Program
Award Classification:	RPN 5 / OT4 / P4 / SW4
Award / Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2021 – 2024 Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2021-2025
Position Reports to:	Operational: Service Manager, Mental Health & Wellbeing Specialist Services Professional: Director of Nursing or OT/SW/Psychology Clinical Lead

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. *'Being part of Eastern Health is being part of a welcoming team of healthcare experts'* is achieved through Eastern Health's strategic goal of HEALTHIER TOGETHER.



1. POSITION PURPOSE

The Forensic Clinical Specialist, based in Ringwood East, supports the building of capacity within the Adult Mental Health and Wellbeing Service (AMHS) in assisting consumers with highly complex challenges associated with co-morbid mental health and forensic issues. The role also works with Aged Person's Mental Health Services and provides support and secondary consultation to the Child and Youth Mental Health Services. Whilst this role will focus on supporting Mental Health Services located within outer east area, there will also be capacity to support equivalent services located within the central east area.

This role will involve the provision of primary and secondary consultation regarding identified consumers with mental health and forensic issues, to assist services in developing appropriate recovery and risk mitigation plans. The role will also support service development and training and education on contemporary practice regarding risk assessment and the management of consumers with complex forensic issues. This position will have ongoing support and training from Forensicare to assist with the development of service delivery development initiatives in supporting this consumer group.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Utilising specialist knowledge and skills the Forensic Clinical Specialist will work to promote best practice and optimal recovery outcomes for consumers who are high-risk, violent or aggressive and have a forensic/criminal history, as part of core 'business-as-usual' service provision. Forensic Clinical Specialists provide services across four broad domains. These include:

- Clinical Consultancy (including primary, secondary and tertiary consultation)
- Service Development and Quality Improvement
- Education and Training
- Partnerships and Networking

Additionally, the Forensic Clinical Specialist will aim to strengthen support for people on non-custodial supervision orders by providing clinical mental health programs with access to the expert advice and support they need to assess, treat and rehabilitate high-risk offenders with a severe mental illness safely in the community. The role also works to improve pathways of care from prisons and courts to specialist mental health care.

The aims of the Forensic Clinical Specialist (FCS) are to:

- Prioritise mental health care for consumers living in Eastern Health's area mental health catchment exhibiting high-risk offending behaviours and/or a forensic history.
- Improve pathways for people exiting prisons and courts (supporting the role of the Mental Health Advice and Response Service [MHARS]) into specialist mental health care.
- Improve leadership and workforce capability of the adult mental health and wellbeing service resulting in greater and more effective engagement with and treatment of the target cohort.
- Develop stronger and sustainable collaborative practice between clinical mental health services, Forensicare - Victorian Institute of Forensic Mental Health (VIFMH), the justice system (including corrections and courts), Justice Health, prison based mental health services and Mental Health Community Support Service to support access and delivery of care within the specialist mental health service system.

The Forensic Clinical Specialist Service (FCS) reports to the Manager Mental health and Wellbeing Specialist, Adult Community Mental Health Service and sits alongside the Eastern Dual Diagnosis Service (EDDS), Families Where a Parent has a Mental Illness (FaPMI), the Mental Health Social and Emotional Wellbeing Team (MH SEWBT).

3. SAFE PRACTICE AND ENVIRONMENT

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#).

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 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.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of 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.

Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the [Australian Immunisation handbook \(based on ATAGI advice\)](#). Seasonal vaccination against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to 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

Qualifications & Registration

- Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency.
- 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 in order to meet the Eastern Health Allied Health credentialing standard.
- 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 or eligibility for endorsement in Approved Area of Practice of Clinical Psychology. Hold approved Supervisor status with AHPRA
- Registration with Nursing and Midwifery Board as a Division 1 nurse and completion of post graduate diploma in mental health nursing.

Experience and skills

- 10 years' experience as a qualified/fully registered Occupational Therapist/Psychologist/Social Worker/Registered Nurse in mental health including at least 2 years' experience as a senior clinician.

- Possess sound working knowledge of evidenced based models of assessment and management of risk relevant to forensic mental health and commitment to working with and delivering high quality outcomes for high-risk clients and those with a history of offending.
- Extensive experience and skills in assessment and management of people with serious mental illness and co-occurring complex issues including experience and skill in working with consumers with substance use and addiction.
- Demonstrated experience and skill working with consumers presenting with challenging behaviours.
- Experience in providing primary assessment and secondary consultation for individuals and teams around complex and contentious practice dilemmas.
- Demonstrated commitment to and ability to practice utilising the recovery approach in mental health treatment and support, with a focus on working collaboratively with consumers and carers to promote self-determination and enable progress towards reaching personal recovery goals.
- Excellent knowledge of Mental Health Act Vic 2022 and its associated principles, the Crimes (Mental Impairment and Unfitness to be Tried) Act 1997, the Sentencing Act 1991, and other relevant legislation.
- Ability to establish and foster collaborative working relationships with key internal and external stakeholders including consumers, carers, colleagues, Forensicare, Police, Courts, MHARS, Prisons, Community Corrections and relevant community agencies.
- A sound 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 ability to work autonomously, utilising well developed critical analysis skills to achieve efficiency and effectiveness and to work effectively across a range of mental health teams.
- Evidence of commitment to ongoing professional development and clinical supervision.
- Evidence of leading a quality improvement or research activity in a specific mental health setting.
- A Proven ability in developing and delivering high quality mental health training and education for medical, clinical and non-clinical workforces.
- Demonstrated excellence in clinical leadership within the multidisciplinary workforce and across the agency.
- Excellent communication skills including written, verbal and interpersonal with demonstrated ability to collaborate and work as an effective team member at a local and organisational level to deliver organisational outcomes. Ability to consult, liaise and negotiate with a range of internal and external service providers.
- Demonstrated negotiation, problem solving and analytical skills.
- Proficient in a range of electronic applications including but not limited to CPF, CMI, PFM, Microsoft, Outlook, Excel or as relevant to role.
- A current Victorian driver's licence.
- A satisfactory Police Check is required prior to appointment.

Desirable

- Demonstrated experience and skill in working with consumers with a forensic history.
- Training or qualification in the areas of Solution Focussed Therapy, Sensory Modulation, Acceptance and Commitment Therapy, Developmental Psychiatry Course or other therapies
- Research, publication and public presentation experience.
- Flexibility in working hours to provide leave cover as negotiated.

NURSING SPECIFIC INFORMATION

NURSING & MIDWIFERY DOMAINS OF PRACTICE

The **Nursing Midwifery Domains of Practice** resource has been developed by the Eastern Health Nursing Midwifery Executive using the domains of nursing as identified by Ackerman et al. (1996)(1) and the National Common Health Capability Resource (2013). Its aim is to support the individual clinician by promoting common behaviours and skills which comprise and represent the complex role of nursing and midwifery.

There are five domains of practice which are considered integral components of the role of all Eastern Health nurses and midwives: comprehensive patient care, support of systems, education, research and professional leadership. (see summary at Table 2)

Recognising that the level of skills acquisition will be dependent on nurses and midwives' specific roles and experience, the domains have been referenced to the 'novice to expert' skills acquisition model first developed by Dreyfus(2) and adapted for nursing by Benner.(3)

Behaviours are specified at five different levels, and reflect an increasing degree of autonomy, complexity, awareness and activity being performed.

Table 1: Summary of Behaviour Levels

Novice	Advanced Beginner	Competent	Proficient	Expert
Works within a known and stable context , consulting when abnormalities arise before taking action	Works within a known and stable context , consulting when abnormalities arise	Acts independently in routine situations within scope, and responds to known dilemmas	Acts independently in complex situations within scope, and responds to unknown dilemmas	Provide vision and direction and shape and implement strategies and initiatives that enable others to perform as required

Levels do not equate to roles or hierarchy within the workforce. Instead, the levels reflect what level of behavioural skill is required to achieve the desired care goals or outcomes in a given situation.

Levels should be treated as cumulative, meaning that behavioural indicators at subsequent levels in the scale should be read in conjunction with the behaviours specified at any lower level.

Some levels may serve as an aspirational standard in some instances, rather than accurately reflecting behaviours of current practice. Where a gap exists between current and future practice behavioural skill requirements, there should be aspiration to meet the standard specified to enhance or effectively meet individual and community health needs.

Table 2: Domains of Practice

Domains of Practice				
Direct comprehensive care	Support of systems	Education	Research	Professional leadership
• Patient history • Patient assessment • Perform and deliver care • Monitor & Evaluate Care	• Planning for the Future • Safety and Quality • Recruitment & Retention	• Education of patients & families, relationship building • Own professional education • Professional education of others	• Knowledge of research evidence relevant to area of practice • Involvement and dissemination of research	• Professional conduct • Accountability

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. 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