



POSITION DESCRIPTION

Position Title:	Senior Clinician/Case Manager, Enhanced Perinatal Emotional Health Service, Infant, Child, and Youth Mental Health Service (ICYMHS) Fixed term 0.8 EFT position till the 26 th of June 2026
Award Classification:	Grade 3 Occupational Therapist/Social Worker, Grade 3 Clinical Psychologist, Grade 4 Mental Health Nurse
Award / Agreement Name:	Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2021-2025) Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Position Reports to:	Team Leader, Perinatal Emotional Health Service Professional Report: Allied Health Program Senior MHP & SWS, Director of Nursing MHP (dependent upon discipline)

EASTERN HEALTH – GREAT CARE, EVERYWHERE, EVERY TIME

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 state-wide services to people and communities that are diverse in culture, age, and socio-economic status, population, and healthcare needs.

Our promise

Healthier together



1. POSITION PURPOSE

Eastern Health's Infant, Child and Youth Mental Health Service (ICYMHS) encompasses four community teams, five specialist teams, an adolescent inpatient psychiatric unit, and the Perinatal Emotional Health Service (PEHS). PEHS is a specialised, multidisciplinary service comprising a Team Leader, Consultant Psychiatrists, Senior Psychiatric Registrars, mental health clinicians, Clinical Midwife Consultants and Lived Experience Worker

PEHS provides specialist perinatal mental health care, aiming to improve the identification, referral, and treatment of women experiencing, or at risk of, perinatal mental health challenges from the antenatal period through to the infant's first year. The team works in close partnership with antenatal clinics, primary health providers, and maternal and child health services to ensure accessible, culturally sensitive, and integrated care.

The service focuses on:

- Enhancing early identification and intervention for perinatal mental health concerns.
- Strengthening referral and treatment pathways between clinical and community services.
- Providing accessible, evidence-based mental health assessment and treatment for women, infants, and their families.
- Managing the impact of maternal mental illness on mother-infant attachment and family wellbeing.
- Building workforce capacity to support women at risk of perinatal mental illness.

With recent additional funding, PEHS is expanding to enhance service delivery for priority populations, including Aboriginal and/or Torres Strait Islander communities, as well as asylum seeker and refugee women.

The Senior Mental Health Clinician will join a dedicated multidisciplinary team including a Consultant Psychiatrist and Clinical Midwife Consultant (Aboriginal Identified Role) to deliver culturally safe, responsive, and high-quality perinatal mental health care to women from vulnerable and underrepresented populations.

- Provide advanced clinical care, including comprehensive assessments, case management, and therapeutic interventions for women and families in the perinatal period. Clinical care to be provided in both in-reach and outreach capacity.
- Support the Team Leader and Consultant Psychiatrist in ensuring consistent clinical and operational leadership.
- Contribute to a positive team culture and uphold the values and clinical governance standards of the Mental Health and Wellbeing Program (MHWP).
- Supervise, mentor, and provide clinical support to students and graduates as directed.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

As a senior member of the team, the clinician will provide:

- Advanced mental health assessment, diagnosis, formulation and individualized recovery planning

- Evidence-based multi-modal therapeutic treatments for women and their families experiencing moderate to severe mental health concerns
- Mental health therapeutic case management including collaborative recovery planning, close liaison with health and welfare agencies to ensure high quality, integrated and holistic care
- Primary and secondary consultations to key stakeholders including to Eastern Health maternity services and Maternal and Child Health services within the Eastern Region with the two-fold aim of identifying and ensuring appropriate referral pathways for women with perinatal mental health concerns. Capacity building health professionals and services to identify and work with women with mental health concerns in the perinatal period.
- Support the implementation of universal mental health screening for women presenting to maternity services
- Maintaining case notes and contact data as required by the service
- Participate in the program evaluation of the Perinatal Emotional Health Service
- Assist the service to develop and implement a system that reflects integrated care by developing working relationship internally and with external service providers.
- Provide clinical services to clients/consumers, their families and to other agencies by having direct practice for 50% of their clinical hours per week for individual therapeutic activities as required by ICYMHS.
- Respond to crisis situations and urgent clinical problems by participating in the crisis response system with support of other team members.
- Provide service co-ordination, consultation, and ongoing feedback to referrers and other relevant agencies through case liaison, preparing high quality assessments, review, and discharge reports, and communicating with external agencies.
- Well-developed interpersonal and communication skills (written and verbal) including the ability to function respectfully in a multidisciplinary team, work in partnership with consumers, carers, families, and other service providers
- Ability to demonstrate conflict resolution and negotiation skills.
- Demonstrated ability to work both independently and interdependently within your scope of practice with a willingness to seek consultation within the team when indicated.
- Provide specialist discipline specific assessment, and/or treatment for clients and their families and provide consultation to team members regarding case related discipline specific matters.
- Sound knowledge of the relevant legislation and frameworks for recovery-oriented practice pertaining to working in mental health and with children, youth and families including MARAM implementation and CISS and FVISS.
- Assist coordinated client care and support monitoring or accountability of clinical activities by documenting clinical services and completing timely recording of service statistics and continuous Quality Improvement (CQI) activities.
- To participate in ongoing professional education.
- Support team members in creating a positive team culture
- Leadership duties in the absence of team leader.
- Supporting junior members of the team including graduates and students

3. 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, 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 Compensation (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

- The successful applicant will have one of the following qualifications:
 - **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 in order to meet the Eastern Health Allied Health credentialing standard.
 - A minimum of 5 years' experience as a fully qualified Social Worker.
- **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 or eligibility for endorsement in the Approved Area of Practice of Clinical Psychology.
 - Hold approved Supervisor status with AHPRA for higher degree placements and registrar programs.
 - A minimum of 5 years' experience as a fully registered psychologist
- **Psychiatric Nursing:**
 - Registered as a Nurse with the Australian Health Practitioner Regulation Authority with approved/endorsed postgraduate qualifications in Psychiatric Nursing.
 - A minimum of 4-5 years' experience in clinical mental health settings.

Desirable

- Experience in perinatal emotional health service provision
- Post-Graduate qualifications in Mental Health, for example, Family Therapy, Infant Mental Health
- Interest or experience in research or program evaluation

Knowledge and Skills:

- Substantive clinical experience in public mental health, and particular experience and skills in the practice of collaborative community-oriented practice. This includes mental health assessment, clinical risk assessment, evidence-based interventions, case management and consultation with women in the perinatal period and their families/carers as well as broader systemic and community interventions.
- 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."

- Experience in providing culturally sensitive, trauma informed mental health care.
- Ability to address risk relating to family violence, complete MARAMs and liaise with Child Protection where there are protective concerns for an infant of a PEHS consumer.
- Demonstrated experience in the provision of specialist primary and secondary consultation, advice and support to primary health and community health regarding the care of, and intervention with consumers with mental health difficulties.
- Sound knowledge of the relevant legislation and frameworks for recovery oriented practice pertaining to working in mental health and with women in the perinatal period.
- Experience in the delivery of family and systemic interventions.
- Demonstrated experience in the use and provision of clinical supervision
- Demonstrated ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of excellent conflict resolution skills
- Willingness to be part of senior leadership in the team such as acting as Team Leader when required
- Promote strong interagency relationships and ensure timely and accurate information sharing between services with shared consumers
- High level of computer skills related to word processing, record keeping, data analysis and communication
- Sets high performance standards for self and others
- Ability to work to defined timelines, meeting KPIs and completion of projects on time
- Current Victorian driver's licence
- Incumbent required to undergo a National Criminal History Check
- Incumbent required to hold a current Working with Children Check valid for employment purposes
- An understanding into Eastern Health's values and a commitment to achieving these
- Incumbent is required to complete iLearn training every 12 months

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