

# Eastern Health

## POSITION DESCRIPTION

<b>Position Title:</b>	Senior Mental Health Clinician- Ongoing Full Time 1 EFT
<b>Award Classification:</b>	Registered Psychiatric Nurse (RPN 4); Clinical Psychologist (Grade 3); Social Worker (Grade 3), Occupational Therapist (Grade 3).
<b>Award / Agreement Name:</b>	Psychologists (Victorian Public Health Sector Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2016-2020,  Victorian Public Mental Health Enterprise Agreement 2016-2024
<b>Reports to:</b>	Line report: Team Leader, Central East Specialist Child Team Professional report: Allied Health Program Senior Mental Health Program or Director of Nursing, Mental Health Program (dependent upon discipline)

## 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**

This is a full-time permanent clinical position. The position will be part of a multidisciplinary specialist team in the provision of to provide high quality mental health assessment, case management and clinical treatment and interventions for children and young people (aged 0 – 12 years) and their families, as part of the Infant, Child & Youth Mental Health Service (ICYMHS).

The incumbent will work in partnership with the Team Leader to provide consistent and effective clinical and operational leadership to the multidisciplinary team alongside the provision of clinical services to a prescribed caseload. The incumbent will additionally be responsible for ensuring practice is in line with contemporary, evidenced based mental health models of care and current Victorian State Government initiatives, including the Recovery Framework. The incumbent will have considerable experience in mental health services and have a commitment to ongoing professional and service delivery development.

## **2. MAJOR DUTIES AND RESPONSIBILITIES**

- Work collaboratively with clients/consumers (aged 0 – 12 years) and their families, co-clinicians and key stakeholders in the management of mental illness or co-morbid mental illness and alcohol/drug affected states, diagnosed or suspected substance abuse disorder and where alcohol/drug dependency may be suspected.
- Support the Team Leader through high quality operational and clinical leadership that ensures the day to day activities of the team are carried out in an effective manner.
- Promote & implement a client-focused team approach to ensure continuous quality improvement and clinical care of a high standard using evidenced based best practice for infants, children, youth and their families.
- Demonstrated ability to provide supervision and reflective spaces for clinicians and interns/students.
- Liaise with key stakeholders (internal and external) where relevant.
- Provide advanced mental health care practice in assessment, diagnosis, formulation, collaborative individual recovery planning, multi-modal therapeutic treatment and thorough discharge planning which is consistent with standards outlined for CYMHS.
- Provide service co-ordination, consultation and ongoing feedback to referring agents and other relevant agencies through case liaison, preparing high quality assessment, review and discharge reports and communicating with external agencies
- Respond to crisis situations and manage clients presenting with acute mental health problems in collaboration with other team members.

- Provide specialist discipline specific assessment, and/or treatment for clients and their families referred from within the team and provide consultation to team members regarding case related discipline specific matters.
- 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 high quality clinical practice.
- Assist coordinated client care and support monitoring or accountability of clinical activities by documenting clinical services in the case record and completing appropriate and timely service statistics according to guidelines.
- Promote and participate in research and evaluation activities.
- Consult with and, where appropriate, involve families and significant others in the development and implementation of services and recovery and treatment plans in order to support families and minimise the impact of psychiatric illness on the family.
- Build and promote practices of excellent communication and collaboration across teams within CYMHS and the broader Mental Health Program.
- Provide specialist discipline specific assessment, and/or treatment for clients and their families referred from within the team 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.
- Demonstrate sound knowledge of the relevant legislation pertaining to working in mental health, e.g. Mental Health Act, Children, Youth and Families Act, etc.
- Assist coordinated client care and support monitoring or accountability of clinical activities by documenting clinical services in the case record and completing appropriate and timely service statistics.
- Complete appropriate documentation in a timely and organised way and contribute to service improvement through active involvement in Continuous Quality Improvement (CQI) activities, research, professional education activities within Eastern Health.
- 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 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.

### **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 fulfill 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 centered 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 2000.

## 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 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.*

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

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

## INCUMBENT STATEMENT

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

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

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

## ATTACHMENT 1

### KEY SELECTION CRITERIA

#### Essential

The successful applicant will have one of the following qualifications/experience:

- Social Work:
  - Holds a degree qualification 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 qualified/fully registered Social Worker.
- 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
- Occupational Therapist:
  - o Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency.
  - o A minimum of 5 years experience as a qualified/fully registered Occupational Therapist
- Psychology:
  - Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
  - Full registration or eligibility for full registration as a Psychologist by the Psychology Board of Australia (PBA).
  - Registration endorsement or eligibility for endorsement in the Approved Area of Practice of Clinical Psychology.
  - Hold approved Supervisor status with AHPRA
  - A minimum of five years' experience working as a fully registered Psychologist.

- Demonstrated experience in providing clinical care and evidence based interventions for infants, children, youth and their families, including a minimum of four years post qualification clinical experience in a child and youth public mental health setting. This includes experience in assessment, treatment, and consultation with individual clients and their families as well as broader systemic and community interventions.
- Demonstrated ability in providing clinical leadership to team, including the ability to build a high functioning team.
- Demonstrated ability in leading service improvement work
- Demonstrated experience in delivering supervision of clinical practice within a multi-disciplinary team.
- Sound knowledge of the relevant legislation and frameworks for recovery oriented practice pertaining to working in mental health and with children, youth and families.
- Detailed knowledge of the relevant legislation pertaining to working in mental health, eg. Mental Health Act 2014, Collaborative recovery model, Children, Youth and Families Act, etc.
- Highly developed communication skills, including the ability to manage conflict.
- High level of computer skills related to word processing, data analysis and communication.
- Current Victorian driver's licence.
- An understanding of Eastern Health's values and experience influencing a positive team culture.
- Commitment to ongoing professional development
- **Desirable**
  - Post-Graduate qualifications in Mental Health or related field.
  - Previous experience in senior positions in Child and Youth Mental Health.

