

Eastern Health

POSITION DESCRIPTION

Position Title:	PARC Mental Health Clinician. Registered Nurse, Occupational Therapist, Social Worker.
Award Classification:	Registered Nurse Grade 3/ Occupational Therapist Grade 2/ Social Worker Grade 2.
Award / Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024; Victorian Public Health Sector.
Position Reports to:	Operational: Manager Adult Rehabilitation Mental Health & Wellbeing Services; Team Leader PARC Professional: Director of Nursing OR Occupational Therapy / Social Work / Mental Health and Wellbeing Services

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 Clinician within the Prevention and Recovery Care (PARC) service will work collaboratively with the Consultant Psychiatrist, AMHS Rehabilitation Manager, PARC Team Leader, Senior Clinicians and other Clinicians in PARC providing high quality clinical standards, quality improvement and ongoing development of the Rehabilitation Service.

Key responsibilities of this position are:

- To ensure that Eastern Health's objectives are upheld and that the standards, practice guidelines and legal requirements are adhered to and/or implemented.
- Contribute to the clinical service delivery, and collaboration within the multidisciplinary team to consider clinical quality and risk, service performance and care standards.
- Promote the principles and practice of service coordination to ensure that consumers are at the centre of service delivery and receive a timely, coordinated response to their health and social needs.
- Practice in accordance with the recovery principles as outlined in the 'Framework for recovery-oriented practice' (Department of Health 2011).
- Adhere to and comply with relevant legislation i.e. Mental Health Act.
- To actively contribute to team planning and development activities within PARC and work to enhance the profile of the PARC program across the Eastern Health Area Mental Health Service through the provision of clinical treatment, effective liaison and service development.
- At all times works within the professional standards, codes and behaviours that are legislated through the relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.

"Our mental health & wellbeing adult rehabilitation program vision is to provide culturally sensitive, holistic and wellness focused services that promotes, values and respects the dignity and lived experience of individuals facing mental health challenges. We will do this by using evidence based strategies in our services, by supporting staff training and wellbeing, by working collaboratively with individuals and their support networks to help them pursue a life based on their own strengths, values and recovery goals, and by continuing to strive for excellence in all that we do". March 2023

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Provide an in-reach model to clinically support consumers and our MHCSS partners.
- Undertake comprehensive mental health and risk assessment of referred consumers to ensure that consumers meet PARC eligibility criteria and ensure referrers and consumers are informed of referral outcomes.
- Participate in the delivery of recovery orientated services and actively support other clinicians working with consumers in following recovery orientated principles.
- Observe and model practices consistent with Eastern Health and MHCSS partner standards and practice guidelines especially the emergency and health and safety standard that protect consumers, staff and visitors.
- Demonstrated ability to provide a range of services at a high standard, including specialist assessment and therapeutic intervention to people with a serious mental illness and a serious substance disorder within a demanding work environment.
- Support the Team Leader and Senior clinicians at handover and clinical meetings via active contribution and coordination to enable smooth implementation and evaluation of consumer treatment objectives provided by the MHCSS partner and other clinical staff when required.
- Participate in daily DOS meetings in order to be involved in clinical decision making related to EH bed management that supports access to PARC.
- Support effective and safe access to medication as part of a comprehensive assessment ensuring this

plan is well understood by both the consumer and the MHCSS staff.

- Be familiar with relevant practice guidelines and local procedures related to medication storage and safe handling.
- Hold the duty phone when required and actively support the Senior Clinicians with duty tasks as relevant.
- Develop knowledge of local resources and services to: make appropriate referrals; provide advocacy; and initiate service development activities that will proactively enhance consumer access to community services.
- 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.
- Participate in community development activities as appropriate, through liaison, consultation and education services for other community agencies and groups, community groups and agencies.
- Participate in service development, planning, and quality improvement activities, both on a team level and within the organization as a whole.
- Promote strong interagency relationships and ensure timely and accurate information sharing between all services with shared consumers.
- Comply with data collection and reporting requirements along with administrative procedures as required including use of Outcome Measurement tools.
- Commitment to flexible working which may include extended hours and supporting the whole PARC service through working at a different physical site when operationally required.
- Participate in and meet the standards of the EH Allied Health Credentialing and Professional Standards (Allied Health staff).
- Actively participate in the development, delivery and coordination of Orientation, induction, mentoring, supervision, education and professional development, of more junior staff, students (including work experience students) and other EH personnel as required.
- Exhibits behavior which reflects the Eastern Health values; and promotes and contributes to a supportive and engaged team environment.
- Respectful, collaborative and kind.
- Ensure maintenance of Australian Health Practitioner Regulation Agency (AHPRA) and Continuing Professional Development (CPD) requirements at all times.
- Other duties as directed by the Team Leader PARC & Manager AMHS Rehabilitation Services or delegates for the efficient and effective running of the service.

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, 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 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 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
- Attachment 2 Local Work Environment (as relevant)
- Attachment 3 Nursing & Midwifery Domains of Practice

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 Qualifications:

As a Registered Nurse:

- A current annual Registration in Division 1 issued by the Australian Health Practitioner Regulation Agency (AHPRA).
- A minimum of 24 months post graduate nursing experience in a mental health setting.
- Completion of or enrolment in a relevant post graduate mental health qualification.
Demonstrated high level of ability to provide discipline specific and mental health assessment consultation and advice to consumers, carers and other team members ensuring medication, including depot preparations are delivered in a timely manner and are stored appropriately in line with the Nurses Act and Drugs and Poisons Act and EH practice guidelines.

As an Allied Health Clinician (as appropriate):

- Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency.
 - Sound theoretical knowledge of occupational therapy assessment and treatments in mental health.
- 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.
- A minimum 12-months experience as a registered clinician (as relevant) in a mental health setting
- Sound theoretical knowledge of occupational therapy/social work assessment and interventions in mental health.
- Demonstrated ability in the delivery and evaluation of a range of high-quality occupational therapy/social work services to consumers, families and carers within a mental health setting.

Desirable Qualifications:

- Additional relevant qualifications or progression towards these, (over and above the essential qualifications).
- Knowledge of and experience working with the Collaborative Recovery Model.
- AMPS & ESI trained (Occupational Therapist).
- Training in Single Session Family Consultations (Social Worker).

Essential Experience:

- Compliance with the code of ethics and legal requirements of the profession.
- Sound knowledge of the Victorian Mental Health Act and other relevant legislation.
- An understanding of the role of a Mental Health Nurse/ Occupational Therapist/ Psychologist or Social worker in an intensive role and demonstrated ability to provide a range of recovery orientated services within a demanding work environment, to people with a mental illness.
- Demonstrated skills/ experience working with consumers with lived experience of mental illness including skills in assessment, crisis intervention, counseling, relapse prevention and recovery focused interventions.
- Demonstrated ability to independently assess, plan and implement treatment and management of consumers lived experience of mental ill health.
- Demonstrated ability to work with people with dual diagnosis.
- Demonstrated clinical experience in the mental health field, with particular emphasis on recovery in the community.
- Demonstrated knowledge of the Collaborative Recovery Model and contemporary recovery principles.
- Demonstrated commitment to and ability to practice utilizing a 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.
- Demonstrated ability to liaise, collaborate and negotiate with other services and consumer and carer groups.
- Excellent interpersonal and communication skills (written and verbal) and proven ability to liaise negotiate and communicate with staff, families/carers, other service providers and the wider service system.
- Demonstrated commitment to supervised practice, ongoing professional development and further developing skills in clinical mental health.
- Demonstrated ability to supervise students and ability to provide professional supervision for more junior staff of their relevant profession.
- Computer literacy and embracing of health technologies and informatics.
- Current Victorian Driver's License
- Ability to work across a 7-day roster
- A satisfactory police check is required prior to appointment

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

Attachment 2

LOCAL WORK ENVIRONMENT (as relevant)

The PARC Program is an initiative to expand support and treatment options within mental health services. The service is jointly run by the Eastern Health Adult Mental Health Service (EHAMHS) and MHCSS (a mental health community support service).

Linwood PARC is an 8 bed residential facility with 24-hour staffing based at **5 Hood Street, Mont Albert**.
Maroondah PARC is a 10 bed residential facility with 24-hour staffing based at **2 Bona St East Ringwood**.

The purpose of each facility is to provide brief (1 – 4 weeks) intensive residential recovery care. The target group to be served will be adults requiring more support following an inpatient admission prior to returning home or those who are at risk of relapse where participation in the PARC program could prevent relapse from occurring. Each team will provide individualised care to consumers, assisting them with the support required to prevent further deterioration of their illness and assist in their recovery. The PARCs employ a highly collaborative service model, working with other parts of the service system and family and carers to support the consumers in meeting their goals.

Both PARCS are currently jointly run by a MHCSS partner and Eastern Health Adult Mental Health Service. The MHCSS partner is a leading provider of consumer-focused mental health services in Victoria. The MHCSS partner works with people who experience mental health difficulties, to help them live well in the community, with or without symptoms. The MHCSS partner offers a diverse range of services that are recovery-focused for individuals and Families and Carers. These include, personalised support services and facilitation, transition from acute settings to community support, residential services for young people and adults, Prevention and Recovery Care services, Family and Carer services, volunteer and mentor programs, information, advice and referral pathways and care coordination services.. This diversity offer staff significant opportunities for ongoing learning and professional development.

The MHCSS partner service approaches are grounded in consumer and family/carer focused recovery practices, our people work collaboratively with our consumers, their families and carers, and other service agencies and professionals, in supporting our consumers on their recovery journey. We recognise the individual, respect their rights and preferences, and actively encourage their engagement with our organisation.

ATTACHMENT 3 – 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