

Eastern Health

POSITION DESCRIPTION

Position Title:	Stream Leader Older Adults Community Mental Health (formerly APAT)
Award Classification:	Registered Nurse Grade 4 Psychologist Grade 4 Occupational Therapist Grade 3 Social Worker Grade 3
Award / Agreement Name:	Psychologists (41) (Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2017-2021) Health Professionals (77) (Victorian Public Mental Health Services Enterprise Agreement 2021 - 2024) Psychologists (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 – 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 statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare



POSITION PURPOSE

The Older Adults Community Mental Health Assessment Program (formerly known as APAT) operates one large multidisciplinary community team comprising of 29 EFT that provides service throughout the Central and Outer East catchment region. The Team is divided into x 3 Streams of just over approximately 8 EFT, plus our Triage service and a Clopine Program which are all currently located at the Peter James Centre, Burwood Campus. The Stream Leader clinician is responsible for daily clinical leadership and will carry a clinical case load. They will ensure that a range of specialist interventions are provided to assist individual consumers to achieve the highest level of independent function, leading to successful community integration and improved quality of life outcomes for consumers.

The Stream Leader is required to provide professional leadership by ensuring that high quality clinical standards are met for quality improvement and is the driving force behind future service developments and ensure

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.

- Work collaboratively with individuals and their support network to ensure the pillars of Equally Well in Victoria Physical Health framework are addressed and prioritise alignment of both the Physical and Mental Health care needs alongside current model of care with the CRM tools and concepts.
- Possess knowledge of and ability to provide tailored interventions to meet the needs for consumers

MAJOR DUTIES AND/OR RESPONSIBILITIES

- 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, 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 OAPMHS Community Service and organisation.
- Participate in the delivery of recovery focused services through the lens of the Collaborative Recovery Model
- Provide recovery orientated clinical 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 OAPMH 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 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 of OAPMH 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.

Leading in research and innovation

- Promotes a culture of continuous quality service improvement within the unit and participates in activities designed to continuously improve standards of service and practice.
- Support and collaborate with interventions and initiatives arising through the Eastern Health Quality Framework, designed to address areas which fail to meet standards.
- Maintains own knowledge of evidence-based practice and updates own knowledge and skills accordingly.
- 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.

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 Compensations (WIRC) Act 2013.

Treats all employees of the organisation with respect and dignity and without discrimination or harassment.

Complies with Code of Professional conduct and professional standards as set out by the Nurses Registration Board.

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.

- Take responsibility in managing own learning needs.
- Participates in the support and preceptorship of students.
- Participates in a performance development process in accordance with EH guidelines.
- Complies with mandatory and other identified training requirements specified by Eastern Health and maintains accurate documentation of evidence of this training and professional development undertaken.
- Actively participate in professional development activities that include clinical supervision; attendance at workshops and seminars; as well as maintaining an up-to-date knowledge of contemporary recovery interventions in mental health.

Exhibits a working knowledge of the relevant Accreditation Standards adhering to organisational standards and practice guidelines relative to the mandates of the National Standards.

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 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 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. ATTACHMENTS

- Attachment 1 Key Selection Criteria

10. 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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Position Reports to:	Operational: Service Manager Professional: Director of Nursing or OT/SW/Psychology Clinical Lead Clinical: Consultant Psychiatrist

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.

Essential – qualifications and experience

- Registration with AHPRA as a registered nurse and appropriate qualifications in Psychiatric Nursing.
- Minimum of 5 years varied experience in psychiatric nursing in a range of settings including the community and post-graduate qualification relevant to mental health nursing or completion of specialist undergraduate mental health nursing program (or a specialist post basic course of training which lead to registration as a Division 3 nurse under the Nurses Board of Victoria).

or

- Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency.
- Minimum 5 years' experience as a registered occupational therapist

or

- 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.
- Minimum 5 years' experience as a social worker

or

- 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
- Minimum 5 years' experience as a registered clinical psychologist

Essential – all disciplines

- Advanced theoretical knowledge of discipline specific assessment and treatments in mental health.
- Demonstrated high level of ability in the delivery and evaluation of a range of high-quality services to consumers, families and carers within a mental health setting
- Demonstrated commitment to and ability to practice utilising the recovery approach in mental health treatment, therapy 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 provide leadership at a level consistent with the responsibilities of a senior clinician across domains as described in position responsibilities (clinical, supervision, teaching, training, team culture, service development and project work)
- Compliance with code of ethics and legal requirements of the respective profession
- Demonstrated commitment to provision and receipt of professional supervision and ongoing professional development
- Understanding and commitment to professional standards, codes and behaviours as legislated through the Health Act, Nursing Midwifery Board of Australia, other relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.
- Awareness and understanding of National Safety and Quality Health Service (NSQHS) Standards.
- Victorian and National Legislation governing area of practice (e.g. Mental Health Act 2014)
- Eastern Health Nursing and Midwifery Domains of Practice (2014) (For Nursing)
- 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.
- Current Victorian drivers licence

Additional desirable attributes

Research, publication and public presentation experience.

VALUES

Eastern Health Values

These values represent and describe the very heart of our organisation and what we stand for – all employees are required to abide by the Eastern Health Values: **Patients First**

Kindness
Respect
Excellence
Agility
Humility

Prior to accepting any offer of employment, prospective employees will be required to undertake a National Criminal Check

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. Staff employed by Eastern Health may, by negotiation, be required to work at any campus or facility of Eastern Health.

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.

I confirm I have read, understood and accepted the Position Description and associated attachments.

Employee Name:

Employee Signature:

Date: _____

