

# Eastern Health

## POSITION DESCRIPTION

<b>Position Title:</b>	<b>Senior Mental Health Clinician, Community Engagement Team, Infant, Child and Youth, Mental Health Service</b>
<b>Award Classification:</b>	Grade 3 Occupational Therapist, Social Worker, Clinical Psychologist, Grade 4 Mental Health Nurse
<b>Award / Agreement Name:</b>	Victorian Public Mental Health Services Enterprise Agreement 2021 – 2024  Public Health Sector(Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021-2025
<b>Position Reports to:</b>	<b>Operational Line Report:</b> Team Leader, Community Engagement Team - Infant, Child and Youth Mental Health and Wellbeing Service  <b>Professional Report-</b> to the ICYMHS Clinical Lead for the Allied Health Discipline or the Director of Nursing, Mental Health

### 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 Senior Mental Health Clinician, Community Engagement Team will participate in the planning, delivery and evaluation of the ICYMHS secondary consultation and community education program. This program delivers regular contracted secondary consultation and community education and training to staff working in the education, health and welfare sectors in the Eastern Metropolitan region. The aim for these staff is to build knowledge and understanding of mental health difficulties experienced by 0-24 year olds and increase their capacity and confidence to respond to, and support infants, children, young people and their families presenting with mental health difficulties.

Additionally, the senior clinician will play a key role in developing and maintaining effective working relationships and partnerships between the Infant, Child and Youth Mental Health and Wellbeing Service and key agencies that work with infants, children, young people and families in the Eastern Metropolitan region.

The Senior Mental Health Clinician, Community Engagement Team will line report to the Team Leader, Community Engagement Team.

The ICYMHS Community Engagement Senior Clinician position is a part time ongoing position.

This position will be based in the Ringwood area and will work across the Eastern Health catchment.

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

Contribute to the secondary consultation program delivered by ICYMHS, including the establishment, maintenance and evaluation of contracted secondary consultations with key partner organisations in line with the ICYMHS strategic plan.

Contribute to the planning, delivery and evaluation of an annual program of community education seminars to key community agencies and professionals in line with the ICYMHS strategic plan, including supporting ICYMHS clinicians in the delivery of the program.

Directly provide regular and contracted secondary consultation to education, health and welfare services within the eastern region.

Develop and maintain collaborative working relationships with key agencies in the education, health, welfare and mental health sectors in the Eastern Metropolitan Region.

Provide NDIS focussed secondary consultation to support young people and families referred to Eastern Health ICYMHS to optimise their NDIS funding to better meet their needs.

Display excellence in accountability of clinical activities by keeping required records and completing appropriate and timely service statistics.

Provide support to the team leader, as directed and provide team leader cover during leave

Detailed knowledge of the relevant legislation and frameworks pertaining to working in mental health eg Mental Health and Wellbeing Act, Children, Youth and Families Act, Family Violence MARAM framework etc

Actively participate in quality accountability activities including service development initiatives, regular clinical and operational supervision, and professional development to reflect on and enhance practice skills.

Support the induction of new staff and buddy system when relevant

Participate in internal and external evaluation of the service as applicable.

## **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 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

## 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

<b>Position Title:</b>	<b>Senior Mental Health Clinician, Community Engagement Team, Infant, Child and Youth, Mental Health and Wellbeing Service</b>
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### Essential

### Qualifications & Registration

- 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 qualified/fully registered 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.
  - A minimum of 5 years' experience as a qualified/fully registered Psychologist.
- Psychiatric Nursing:
  - Registered as a Nurse with the Australian Health Practitioner Regulation Authority with approved/endorsed postgraduate qualifications in Psychiatric Nursing.

**Desirable:**

- Post-Graduate qualifications in Mental Health or related field

**The successful applicant will additionally have the following experience:**

- A minimum of 5 years' clinical experience in public tertiary child and youth mental health and particular experience and skills in the practice of community-oriented service delivery.

**The successful applicant will have the following knowledge and Skills:**

- Senior mental health clinician with substantive clinical understanding of working in a specialist community mental health setting with children, young people and their families. This includes knowledge of mental health assessment and treatment, and consultation with individual clients and their families as well as broader systemic interventions
- Demonstrated knowledge of clinical care and evidence based interventions for infants, children, youth and their families preferably in a community mental health setting.
- Substantive experience in providing secondary consultation, including creating and sustaining collaborative links.
- Substantive knowledge of existing support services and referral pathways for vulnerable infants, children and young people
- Demonstrated experience in the planning, delivery and evaluation of mental health training, to staff working in a range of Tier 1 and 2 services eg education, health and welfare sector staff.
- Demonstrated experience in liaising, developing relationships and working collaboratively with external agencies to facilitate best mental health outcomes for infants, children and young people.
- Demonstrated understanding and work within the principles of recovery oriented mental health practice
- Demonstrated ability to work both independently and interdependently, as a member of a multidisciplinary team, with evidence of excellent conflict resolution skills.

- Compliance with the code of ethics and legal requirements of the profession.
- High level communication, both written and verbal, demonstrated high level of interpersonal skills with workers from external agencies.
- Demonstrated experience in professional supervision of clinicians and students.
- A sound working knowledge of the relevant legislation pertaining to Mental Health including Mental Health and Wellbeing Act 2022, the Charter for Human Rights and Responsibilities Act 2006, Children Youth and Families Act 2005 and Family Violence Protection Act 2008
- Commitment to ongoing professional development in the clinical and service development domain.
- High level of computer skills related to word processing, data analysis and communication.
- Current Victorian driver's licence.
- Current Working with Children's Check

## **Desirable**

### **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](mailto:Aboriginal.Workforce@easternhealth.org.au)