

Eastern Health

POSITION DESCRIPTION

Position Title:	Senior Clinician, Box Hill Infant, Child and Youth Community Team Child and Youth Mental Health Service (ICYMHS) 0.6 EFT Ongoing
Award Classification:	Grade 3 Occupational Therapist, Social Worker, Clinical Psychologist, Grade 4 Mental Health Nurse
Award / Agreement Name:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021-2025 Victorian Public Mental Health Services Enterprise Agreement 2021 – 2024 (Mental Health Nurse)
Position Reports to:	Line Report – Team Leader, ICYMHS Professional Report – Allied Health Program Senior MHP & SWS, Director of Nursing MHP (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. *‘Being part of Eastern Health is being part of a welcoming team of healthcare experts’* is achieved through Eastern Health’s strategic goal of HEALTHIER TOGETHER.

Our promise

Healthier together



1. POSITION PURPOSE

The Senior Mental Health Clinician will provide a key leadership role within a multidisciplinary community team, which is part of the Infant, Child and Youth Mental Health Service (ICYMHS). The incumbent will work in partnership with consumers, carers, families and other service providers to provide high quality occupational therapy/clinical psychological/psychiatric nursing/social work and mental health assessment, case management, treatment and consultation services within a recovery-oriented framework. The Senior Mental Health Clinician will provide high quality mental health assessments, case management and clinical interventions for children, adolescents and youth and their families with a serious mental health illness. The incumbent will work in partnership with the Team Leader to provide consistent and effective clinical and operational leadership. The incumbent will also be responsible for the ongoing development and implementation of enhancements to the model of care for infant, children, youth and families, ensuring practice is in line with contemporary, evidenced based mental health models of care and current Victorian State Government initiatives, and the Royal Commission into Mental Health recommendations. This role will extend to supporting team members to be supported in building their capacity as mental health clinicians and as well members of their discipline in conjunction with their discipline senior. The senior will provide some discipline specific specialist assessments and interventions to clients referred within the team.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Provide advanced mental health care practice in assessment, formulation and individualized recovery planning, and multi-modal therapeutic treatment that is consistent with standards outlined ICYMHS clients.
- Work collaboratively with young people and their families, co-clinicians and key stakeholders in the case management of mental illness or co-morbid mental illness.
- Assist the service to develop and implement a system of service that reflects integrated care.
- Provide clinical services to children, young people and their families and to other agencies by having clinical contact for a minimum of 50% of working hours per week for centre-based and outreach work, and participating in group, family and individual therapeutic activities as required.
- Support monitoring and accountability of clinical activities by documenting clinical services in the case record and completing appropriate and timely service statistics.
- 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 quality clinical practice.
- Provide high quality operational and clinical leadership that ensures the day-to-day activities are carried out in an effective manner.
- Liaise with key stakeholders (internal and external) where relevant.

- Provide consultation (primary and secondary), and support to other community agencies or services, in consultation with the Box Hill ICYMHS Team Leader.

- Support the staff (including administrative staff) in the implementation of their duties.

Support and model high quality clinical care including thorough assessment, collaborative Individual Recovery Plans, family work, consultation with other agencies, therapeutic care and discharge.

- Cross disciplinary mentoring of early career clinicians to in case management, mental health assessment and treatment.

- 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 young people and their families.

- 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 urgent clinical problems by participating in the crisis response duty roster with other team members.

- Provide specialist discipline specific assessments referred from within the team and provide consultation to team members regarding case related discipline specific matters.

- 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.

- Demonstrate sound knowledge of the relevant legislation and frameworks for recovery-oriented practice pertaining to working in mental health and with children and their families.

- Detailed knowledge of the relevant legislation pertaining to working in mental health, e.g. Mental Health Act, Children, Youth and Families Act, etc. • Participation in afterhours clinical work.

3. SAFE PRACTICE AND ENVIRONMENT

Eastern Health is a child safe organisation, committed to promoting the wellbeing and cultural safety of Aboriginal children, children with disabilities and all children in their diversity. More information [here](#).

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 Compensations (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 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.

Our commitment to Diversity, Equity & Inclusion

Eastern Health is committed to creating a diverse and inclusive environment that welcomes and values all people. We recognise that diversity is essential in ensuring Eastern Health provides the best service to its consumers.

Aboriginal and/or Torres Strait Islander peoples, people from the LGBTIQ+ community, people living with disability and those from a culturally and linguistically diverse background, are strongly encouraged to apply.

For more information, please [click here](#).

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.

Healthcare workers are strongly recommended to follow COVID vaccination recommendations provided in the [Australian Immunisation handbook \(based on ATAGI advice\)](#). Seasonal vaccination

against influenza is a mandatory requirement of this role and employment is conditional on this being up to date prior to 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

Minimum of five years post qualification clinical experience in child and youth mental health. 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.

- o A minimum of 5 years' experience as a qualified/fully registered Occupational Therapist.

Social Work:

- o 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.
- o Maintains compliance with the AASW Continuing Professional Development Policy to meet the Eastern Health Allied Health credentialing standard.
- o A minimum of 5 years' experience as a qualified/fully registered Social Worker.

Psychology:

- o Full registration or eligibility for full registration as a Psychologist by the Psychology Board of Australia (PBA).
- o Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
- o Registration endorsement or eligibility for endorsement in the Approved Area of Practice of Clinical Psychology.

- o Hold approved Supervisor status with AHPRA.
- o A minimum of 5 years' experience as a qualified/fully registered Psychologist.

Psychiatric Nursing:

- o Registered as a Nurse with the Australian Health Practitioner Regulation Authority with approved/endorsed postgraduate qualifications in Psychiatric Nursing.

Desirable

Post-Graduate qualifications in Family Therapy.

Skills and Knowledge

- Demonstrated ability in clinical leadership and supervision of clinical practice within a multidisciplinary team. Senior clinician with clinical experience in child and adolescent/young adult Mental Health, and particular experience and skills in the practice of collaborative community-oriented practice. This includes assessment, treatment, and consultation with individual clients and their families as well as broader systemic and community interventions.
- Demonstrated ability in providing clinical care and evidence-based interventions for children and young people and their families at ultra-high risk of developing severe mental illness preferably in a community mental health setting.
- Demonstrated ability to implement collaborative treatment programs for children and young people and their families
- Demonstrated ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of co work, teamwork and conflict resolution skills.
- Demonstrate sound knowledge of the relevant legislation and policy frameworks such as recovery-oriented practice, MARAM, Child information sharing scheme pertaining to working in mental health and with children and their families. Detailed knowledge of the relevant legislation pertaining to working in mental health, e.g. Mental Health Act, Children, Youth and Families Act, etc.
- High level communication, both written and verbal, demonstrated high level of interpersonal skills with consumers, their families and all health care professionals.
- Demonstrate understanding and work within the principles of recovery oriented mental health practice.
- Sound knowledge of the relevant legislation and frameworks for recovery-oriented practice pertaining to working in mental health and with young people and families.
- Commitment to ongoing professional development.
- Computer literacy and embracing of health technologies and informatics.

- Hold a current Victorian driver's licence and Working with Children Check valid for employment purposes.
- Willing to work after hours when required by negotiation

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. 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