

Eastern Health

POSITION DESCRIPTION

Position Title:	Senior Clinician - Intensive Mobile Treatment Team (IMTT) - Infant, Child and Youth Mental Health Service (ICYMHS)
Award Classification:	Grade 4 Occupational Therapist/Social Worker/ Grade 4 Mental Health Nurse Grade 3 Clinical Psychologist
Award / Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2025 – 2028 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021-2025
Position Reports to:	Line report- IMTT Team Leader, ICYMHS Professional report: : ICYMHS Clinical Lead Allied Health (dependent upon discipline) or MHWP Director of Nursing

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.

Eastern Health’s Mental Health and Wellbeing Program provides Tertiary mental health across the Eastern Metropolitan Region of Melbourne with two age-based streams – Infant, Child and Youth & Adult and Older Persons. Fundamental to the Mental Health and Wellbeing Program, are the principles of recovery oriented mental health practice.

The Infant, Child and Youth Mental Health Service (ICYMHS), part of the Mental Health and Wellbeing Program at Eastern Health, provides a comprehensive range of inpatient and community based multidisciplinary teams for infants, children and young people up to the age of 25 years and experiencing significant mental health or emotional, behavioural and/or developmental challenges, and their families.

Our promise

Healthier together



1. POSITION PURPOSE

The ICYMHS Intensive Mobile Treatment Team is a multi-disciplinary, specialist team providing high quality mental health assessment, case management, clinical treatment and interventions to young people aged 12 to 25 years and their families and care systems, presenting with severe and complex mental health concerns.

The Senior Mental Health Clinician is a key leadership role within the multidisciplinary Intensive Mobile Treatment Team, which is part of the Eastern Health, Mental Health and Wellbeing Program - Infant, Child and Youth (ICYMHS).

As a Senior Clinician, the incumbent will have considerable experience in the delivery of clinical mental health services and will manage an allocated case load, providing high quality mental health assessment, case management and clinical treatment and interventions for children, young people and their families presenting with severe and complex mental health concerns. Additionally, the position will undertake discipline specific specialist assessments and interventions with clients referred by members of the multidisciplinary team, where required.

As a senior clinician within the team, the incumbent will work to support the Team Leader and Team Consultant in provision of consistent and effective clinical and operational leadership within the multidisciplinary team. This will include supporting the ongoing strategic development and implementation of enhancements to the model of care for children, youth and families, ensuring practice is in line with contemporary, evidenced based mental health models of care and current Victorian State Government initiatives, including the Recovery Oriented Framework and implementation of the recommendations of the Royal Commission into Mental Health Services. The incumbent will actively support the maintenance of a positive culture within IMTT and broader ICYMHS service.

Additionally, the provide discipline specific supervision to other ICYMHS clinicians, as allocated by the relevant discipline clinical lead ICYMHS/Director of Nursing MHWP. The role will also provide supervision and support to students, as directed by the Team Leader and relevant ICYMHS Clinical Lead/Director of Nursing MHWP.

As a Senior Clinician, the incumbent will have a commitment to ongoing professional development and supervision.

The Senior Clinician/Case Manager will report directly to the IMTT Team Leader, who in turn reports to the Clinical Director for clinical governance and to the ICYMHS Community Manager for operational management and financial governance. The position will be part of a high quality service that is responsive to the needs of clients within the team and is supported by clinical, operational and discipline specific supervision, ongoing professional development and active participation in team and service planning and development. The position whilst located at the Intensive Mobile Treatment Team, may require the provision of services to other teams and programs within EH ICYMHS.

ICYMHS is committed to providing a clinical service that is accessible to all young people and families and there may be opportunity for flexible work hours, with the provision of an afterhours clinic.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Provide comprehensive bio psychosocial assessment, direct care, and consultation for clients/consumers, families and significant others within an assertive, intensive case management model within an allocated caseload.
- Work collaboratively with clients/consumers (aged 12 – 25 years) and their families, co-clinicians and key stakeholders in the management of mental illness or co-morbid mental illness and alcohol/drug issues, utilising a Recovery perspective.
- Contribute to the design and implementation of evidence-based interventions that meet the clinical, educational and vocational needs of clients/consumers with the Intensive Mobile Treatment Team.
- Foster close working relationship with other clinicians across ICYMHS and participate in regular meetings to look at best practice models of care, share ideas, and discuss synergies of service delivery with a view to eliminate duplication of services.
- Complete reports that include assessment data, diagnosis, formulation and individualized service plans within a timely manner.
- Provide clinical services to clients/consumers, their families and to other agencies by having direct contact for 50% of their clinical hours per week for Centre-based and outreach work, and participating in group, family and individual therapeutic activities as required by ICYMHS.
- 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 system 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.
- Have a sound working knowledge of relevant standards, policies, frameworks and strategies related to the Mental Health and with particular relevance to Infant, Child and Youth Mental Health (including National Mental Health Standards, National Framework for Recovery Oriented Mental Health Services, Child Safe Standards)
- Adhere to and comply with relevant legislation including the Mental Health Act 2022, Children, Youth and Families Act 2005, Family Violence Protection Act 2008, the Charter for Human Rights and Responsibilities Act 2006, the Health Records Act 2001, Privacy and Data Protection Act 2014
- 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
- Actively involved in the continual development of evidence-based treatment programs by utilising current research; and promoting and participating in research activities where relevant.
- Participate in regular clinical supervision and professional development to build skills in reflection, collaboration and quality clinical practice.

- Comply with mandatory and other identified training requirements specified by Eastern Health and professional bodies and maintain accurate documentation of evidence of this training and professional development undertaken.
- Undertake other duties as directed by the Team Leader for the efficient and effective running of the team.
- Provide support to the team leader, as directed, including the completion of non-clinical tasks related to ensuring the compliance of the team in meeting KPI's.
- Actively support the maintenance of a positive culture within the team and broader ICYMHS Service

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 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.

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

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Essential

The successful applicant will have 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 alongside 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 at least 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. Accreditation as a Mental Health Social worker is an advantage.
- A minimum of at least 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.
- Minimum of four years post qualification clinical experience in child and youth public mental health.

Clinical Psychologist:

- 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 at least 5 years' experience as a qualified/fully registered psychologist

The successful applicant will have the following knowledge and skills:

- Demonstrated ability in clinical leadership and supervision of clinical practice within a multi-disciplinary team. Senior clinician with clinical experience in 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 young people and their families at preferably in a community mental health setting.
- Demonstrated ability to implement collaborative treatment programs for adolescents, young people and their families experiencing significant and complex mental health difficulties.
- Demonstrated ability in clinical leadership within a multi-disciplinary team and supervision of clinical 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 inter personal 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.

- Thorough knowledge of relevant documentation related to the Mental Health Services and other strategic directions with clear relevance to access and community engagement.
- Commitment to ongoing professional development.
- Current Victorian driver's licence
- Current Working with Children's Check

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