

Eastern Health

POSITION DESCRIPTION

Position Title:	Senior Mental Health Clinician Infant Child and Youth Mental Health Service (ICYMHS Paediatric Consultation and Liaison Team)
Award Classification:	Grade 4 Occupational Therapist, Social Worker /Grade 4 MH 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:	Operational Report: Stream Manager Infant Child and Youth Mental Health Service (Youth) Professional Report: ICYMHS Clinical lead SW/ OT/ Clinical Psychology/ 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

As a member of the Paediatric Consultation Liaison Team, in close collaboration with the paediatric eating disorders team, the senior clinician will provide clinical assessment, consultation and educational services to inpatients of the paediatric ward, and support effective discharge planning with the aim of optimally supporting the management of young people with eating disorders.

This will include the development of strong collaborative relationships with ICYMHS community teams to support family engagement with community mental health treatment, and to promote well integrated and coordinated care. This will also include contribution to the development of collaborative treatment recommendations and plans.

In addition, the senior clinician will effectively collaborate with other key stakeholders including the Mental Health and Wellbeing Program Psychiatric Consultation and Liaison Service, Primary Health, Specialist Eating Disorders Service -the Body Image and Eating Disorders Recovery Service (BETRS) and the Centre for Excellence in Eating Disorders (CEED).

The senior clinician, as a member of the paediatric CL team, will substantially contribute to team planning and development activities, and under the leadership of the Paediatric CL Consultant Psychiatrist and CYMHS Paediatric CL Manager, will support the development of an effective team.

The position will report directly to the Stream Manager, Community and Specialist Teams (Youth), ICYMHS.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Undertake specialist mental health assessments of children and adolescents admitted to the paediatric unit with an eating disorder.
- Provide specialist mental health consultation, including the development of management plans to the multidisciplinary team regarding children and adolescents admitted to the paediatric unit with an eating disorder, including management of behavioural disturbance.
- Provide ongoing assessment to monitor and review the effectiveness of intervention strategies implemented.
- Provide specialist discipline specific assessment where indicated and provide consultation to team members regarding case related discipline specific matters.
- Facilitate access to public or private mental health services for eating disorder patients.
- Ensure ongoing liaison occurs between paediatrics and mental health with regards to the care of the eating disorder patients.
- Provide support and psychoeducation to patients and their family/carers.
- Liaise with other specialist services to ensure that the needs of patients with co-morbid mental health needs are met.

- In consultation with the Paediatric Eating Disorders team and Paediatric Unit Nurse Unit Manager, assess the training needs of staff providing direct care to inpatients with eating disorders and educational programs to promote skill development in risk assessment and clinical practice in the management of young people with an eating disorder.
- Promote service initiatives and developments related to managing patients with an eating disorder
- Demonstrate sound knowledge of the relevant legislation and frameworks for recovery-oriented practice pertaining to working in mental health with children and their families, e.g. Mental Health Act, Children, Youth and Families Act, etc.
- Develop a sound understanding of Eastern Health Policies, Standards and Practice Guidelines, and related legislative requirements which impact on wider clinical issues and practices.
- Demonstrate an ongoing commitment to sustaining and strengthening performance and accountability across the organisation.
- Model the professional standards in accordance with Eastern Health Values.
- Participate in regular clinical supervision and professional development to build skills in reflection, collaboration and quality clinical practice.
- Ensure the relevant recording and reporting of data required to ensure that the team and ICYMHS both meet KPI requirements and have a sound understanding of the workload, demands, and responses.
- Document clinical services in the case record and complete appropriate and timely service statistics.
- Evaluate service delivery against comprehensive knowledge of anticipated outcomes.
- Plan strategically and work dynamically to manage competing priorities of the service/organisation.

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 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.
- A minimum of at least 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 at least 5 years' experience as a qualified/fully registered

Psychiatric Nursing:

- Bachelor of Nursing or other recognised equivalent formal qualification leading to condition free registration in Australia
- Registration with the Nursing and Midwifery Board of Australian (NMBA) via AHPRA
- Post Registration or Post Graduate qualification or further study relevant to mental health
- A minimum of 5 years' experience in a range of clinical mental health settings

Desirable

- Post-graduate training and qualifications in relevant Mental Health field e.g. Family Therapy
- Experience in research related activities

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