Eastern Health

POSITION DESCRIPTION

Position Title:	Senior Clinician – Mental Health
Award Classification:	Registered Nurse Grade 4 Occupational Therapist Grade 4 Social Worker Grade 4 Psychologist Grade 3
Award / Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2024 - 2028 Victorian Public Health Sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2021-2025)
Position Reports to:	Operationally – Service Manager, Continuing Care Team Professionally – Clinical Lead for the Allied health Discipline or the Director of Nursing, Mental Health

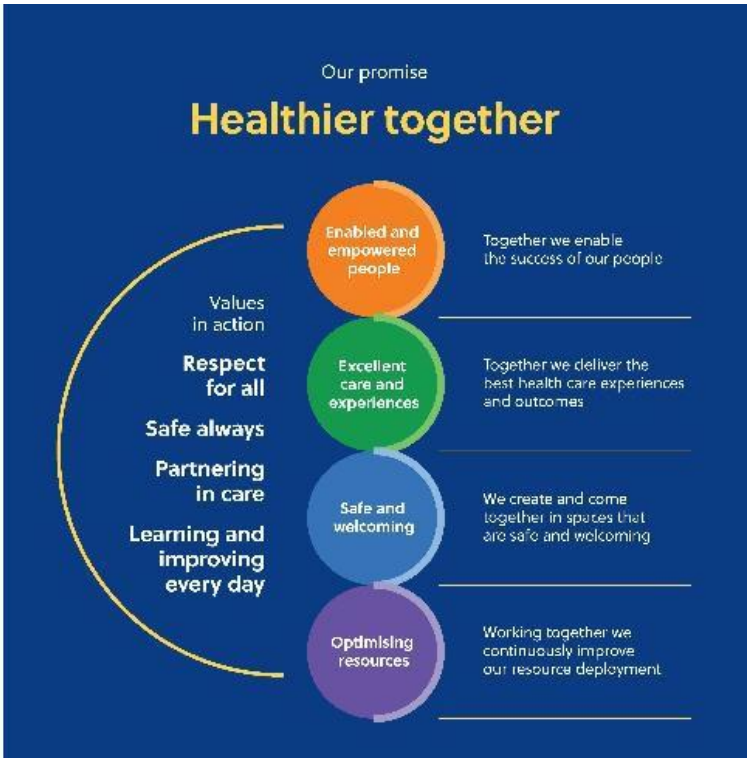
EASTERN HEALTH – GREAT CARE, EVERYWHERE, EVERY TIME

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 needs

Eastern Health

Strategic plan

Working together towards 2025



1. POSITION PURPOSE

The Senior Clinician will work in partnership with consumers, carers, families and other service providers in order to provide high quality discipline specific and mental health assessment and consultation services within a recovery oriented framework.

The Senior Clinician will work as part of a multidisciplinary team and is responsible for providing comprehensive assessment, intervention and community linkage of the identified client group referred via Eastern Health Mental Health Triage service (Triage), Psychiatric Consultation Liaison service (CL), Crisis Assessment and Treatment Team (CATT), Prevention and Recovery Care (PARC) and Continuing Care Team (CCT) for a time limited episode of care in accordance with established Eastern Health Mental Health Program Standards, Practice Guidelines Model of Care.

The incumbent will take an active role in the ongoing implementation of the Recovery approach within the Adult Mental Health Service (AMHS) Continuing Care Team at Eastern Health.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Provision of case management:

- Participate in the delivery of recovery focused services through the lens of the Collaborative Recovery Model
- Provide recovery orientated case management 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 broader multidisciplinary team to ensure the efficient, effective and responsive operation of the allocated work Unit, 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 Stream Leader or delegate
- Ensures that all administrative functions are completed within the mandates of the position, and direction of the Team 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 case management interventions to the Team Leader 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
- 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 contribute to the review of workload allocation and participate in clinical review meetings that guide implementation and evaluation of consumer treatment 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 Services) Alcohol and other Drug (AOD) services, homelessness support and primary health and community support services.
- Other duties as directed by the Team Leader or delegate for the efficient and effective running of the service.

In addition to providing case management the Senior Clinician will have the following accountabilities:

- Participate in service development and liaise and consult with other community groups to improve services for people with mental illness and disability.
- Participate in the development of appropriate structures, policies and procedures for rational resource allocation and safe practice in line with government policy, legislation, and Eastern Health Mental Health Program frameworks.
- To provide assistance to the team leader and service manager in the implementation of professional clinical practices and standards.
- To undertake higher duties for the team leader role, to cover planned and unplanned absences of the team leader
- Supervision of students and staff
- Provide clinical leadership, guidance and support to other members of the multi-disciplinary team.
- Provide the lead in a major portfolio or project as agreed to with team leader.
- Assessment and case management for consumers with a high degree of complexity
- Ensure Clinical review is conducted according to process.
- Demonstrate a positive attitude to the role and responsibilities
- Participate in meetings and forums within the Mental Health program as a senior member of staff.
- To provide a senior discipline role within the service including provision of discipline specific specialist assessments and interventions for consumers within the service and provide a discipline specific perspective to the multi disciplinary team.
- Participate in the leadership and development of your profession within Eastern Health Mental Health program in conjunction with the discipline senior

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 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. 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

Position Title:	Senior Clinician – Mental Health
Award Classification:	Registered Nurse Grade 4 Occupational Therapist Grade 4 Social Worker Grade 4 Psychologist Grade 4
Award/Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2020 - 2024 Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Position Reports to:	Operationally - Team Leader & Service Manager, Continuing Care Team Professionally – to the relevant Program Senior for the Allied Health Discipline or the Director of Nursing, Mental Health

Essential

- Registration with AHPRA as a registered nurse and appropriate qualifications in Mental Health Nursing.
- Minimum of 5 years varied experience in mental health nursing in a range of settings including the community and
- Post-graduate diploma in mental health/psychiatric nursing

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

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

- Extensive experience in delivery of community based mental health care.
- Demonstrated commitment to and ability to practice utilising the recovery approach in mental health treatment 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 occupational therapy profession
- Demonstrated commitment to provision and receipt of professional supervision and ongoing professional development
- Understanding and commitment to professional standards, codes and behaviors as legislated through the Health Services Act, Nursing Midwifery Board of Australia, other relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.
- Demonstrated knowledge and ability in the delivery and evaluation of a range of high quality nursing/ occupational therapy/psychology/social work assessments and treatments 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 and support, with a focus on working collaboratively with consumers and carers to promote self-determination and enable progress towards reaching personal recovery goals
- Compliance with code of ethics, practice standards and legal requirements of the respective profession
- Demonstrated commitment to receipt of professional supervision and ongoing professional development
- Understanding and commitment to professional standards, codes and behaviors as legislated through the Health Act, Nursing Midwifery Board of Australia, AHPRA, other relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.
- Victorian and National Legislation governing area of practice (e.g. Mental Health & Wellbeing Act 2022)
- Demonstrated ability to supervise students
- A good knowledge of the principles and practices of service delivery including case management and its application in a community mental health setting
- Demonstrated ability to liaise, collaborate and negotiate with other services and consumer and carer groups
- A sound working knowledge of, and commitment to, working with consumers from a wide range of ethnic and social backgrounds and providing services that are family and gender sensitive.
- Demonstrated ability of good communication skills, written and verbal, with demonstrated high level of inter personal skills with consumers, their families and all health care professionals.
- Demonstrated ability to work autonomously with excellent organizational and prioritization skills
- Computer literacy with common Microsoft platforms and patient management systems and embracing of health technologies and informatics.
- A current drivers license

- Awareness and understanding of National Safety and Quality Health Service (NSQHS) Standards.
- Knowledge Victorian and National Legislation governing area of practice (e.g. Mental Health & Wellbeing Act 2022)
- 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.
- Demonstrated ability to work autonomously with excellent organizational and prioritization skills
- Computer literacy with common Microsoft platforms and patient management systems and embracing of health technologies and informatics.
- Current Victorian drivers licence

Nursing

- Eastern Health Nursing and Midwifery Domains of Practice (2014) (For Nursing)

Occupational Therapy:

- Demonstrated ability to provide a comprehensive range of occupational therapy assessment and interventions for people with serious mental illness and complex needs, and their carers.
- Understanding of evidenced based practice and models of occupational therapy (including the Model of Human Occupation) and their application in clinical practice.
- Knowledge of sensory modulation theory and intervention.
- Demonstrated commitment to bringing an occupational therapy perspective to the multi-disciplinary team.

Psychology

- Demonstrated ability to provide a comprehensive range of psychological assessments including diagnostic, cognitive and personality assessments for people with serious mental illness and complex needs.
- Demonstrated ability to provide evidence based therapeutic interventions for people with major mental health disorders.
- Comprehensive understanding of the theories of human behaviour and psychopathology and their application in clinical practice.

Social Work

- Demonstrated advanced skills in undertaking comprehensive psycho-social assessments, genograms and ecomaps, for people with significant mental health challenges who are impacted by significant contextual vulnerabilities and complexity (including family violence, homelessness, and financial stress).
- Demonstrated advanced skills in implementing evidence-based interventions that may be systemic and also therapeutic, and integrating a range of social work theories within work practices.
- Demonstrated advanced skills in practice which is trauma-informed, family-centred, and strength-based.
- Experience in the delivery of single session family consultations.

Desirable

- Knowledge of a common community language other than English
- Additional relevant qualifications or progression towards these, with a commitment towards their completion
- Experience working within the Collaborative Recovery Model