



POSITION DESCRIPTION

Position Title:	Team Leader, Community Engagement Team Infant, Child and Youth Mental Health Service (ICYMHS) Full Time Permanent
Award Classification:	Grade 5 Occupational Therapist, Social Worker, Grade 4 Clinical Psychologist, Grade 5 Registered psychiatric Nurse
Award / Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2024-2028 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025
Position Reports to:	Line Report: Stream Manager, Child and Youth Mental Health Service 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.

The Infant, Child and Youth Mental Health Service (ICYMHS) operates within the Mental Health & Wellbeing Program at Eastern Health and comprises a range of community-based teams and inpatient services. Teams are multidisciplinary and work to deliver high-quality mental health assessment, clinical case management and evidence-based interventions and treatment with infants, children and young people, 0 -25 years, and their families, where they are experiencing significant mental health or emotional, behavioural and/or developmental challenges.

Our promise

Healthier together



POSITION PURPOSE

The Team Leader Community Engagement Team has a key role in developing and maintaining effective relationships and partnerships between the Infant, Child and Youth Mental Health Service and education, health, welfare and other government/non-government agencies and services across the Eastern Metropolitan region with the aim of promoting effective, integrated mental health services for infants, children, young people and their families.

A key component of the role will be the coordination and delivery of the Infant, Child and Youth Mental Health (ICYMHS) secondary consultation and community education programs with the aim of increasing the capacity of education, health and welfare sectors to respond to, and support infants, children, young people 0 to 25 years and their families presenting with mental health difficulties in the Eastern Metropolitan Region (EMR).

Additionally, the role will facilitate opportunities for prevention and early intervention through the establishment and maintenance of collaborative work practices with the education, health and welfare sectors, including the provision of an annual community education program alongside delivery of bespoke training, education and consultation. The Team Leader will work closely with other ICYMHS Team Leaders in the delivery of the program.

The Team Leader will support co-ordination of the Regional Youth Suicide Post-Vent and Recovery Protocol. This protocol facilitates the identification of, and provision of support to young people impacted by the suspected suicide of a young person within the EMR.

The Team Leader of the Community Engagement Team will line report to the Community Engagement Team Manager, ICYMHS.

MAJOR DUTIES AND/OR RESPONSIBILITIES

- Lead the development of effective partnerships and relationships with key services and agencies across the Eastern Metropolitan Region - facilitating innovative programs, driving coordinated and integrated mental health care and promoting early identification and prevention.
- Oversee 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
- Provide supervision and support to ICYMHS clinicians delivering secondary consultations
- Directly provide regular and contracted secondary consultation to education, health and welfare services within the eastern region.
- Oversee the 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 and undertaking evaluation of the program.
- Coordinate and deliver Youth Mental Health First Aid training, or other training as required to key agencies and professionals with the region.
- Engage in and provide opportunities for networking and liaison to develop collaborative working relationships with our community partners.
- Support ICYMHS leadership with the coordination of the Youth Suicide Response and Recovery Protocol.

- Support ICYMHS staff in their clinical work with the diverse needs of different vulnerable groups within the Eastern Metropolitan Region.
- Provide an annual report to ICYMHS Senior Leadership regarding the activities and outcomes of the Secondary Consultation and Community Education programs
- Maintain and develop, in collaboration with ICYMHS Senior Leadership, the ICYMHS Web Site.
- Participate in regular clinical supervision and professional development
- Support team members through high-quality leadership. Role model positive team behaviours and help to drive a positive team culture and effective, efficient delivery of services.
- Ensure team provision of a minimum of 50% of ambulatory contacts per team member working hours per week.
- Demonstrate sound knowledge of the relevant legislation and frameworks pertaining to working in mental health and with children and their families.
- Support and mentor early career clinicians and allied health/mental health nursing students.

SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to providing and maintaining 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.

1. 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.

2. 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 7 years' experience as a qualified/fully registered occupational therapist / including at least 2 years as a senior clinician

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 7 years' experience as a qualified/fully registered Social Worker / including at least 2 years as a senior clinician.

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 10 years' experience as a qualified/fully registered psychologist including at least 2 years as a senior clinician.

The successful applicant will additionally have the following experience:

- A minimum of 7 years clinical experience in public tertiary infant, 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:

- Extensive experience as a Senior mental health clinician with substantive clinical experience in child, youth and young adult mental health, and particular experience and skills in the practice of collaborative community-oriented practice.

This includes substantial knowledge of mental health assessment, treatment, and consultation with individual clients and their families as well as broader systemic and community interventions

- Experience in collaborating with external agencies to drive co-ordinated and integrated mental health care
- A high level of experience in providing primary, secondary and tertiary consultation to external agencies and stakeholders, including creating and sustaining collaborative links.
- Demonstrated experience in the establishment, ongoing coordination and evaluation of community programs and activities.
- 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.
- Substantive knowledge of existing support services and referral pathways for vulnerable infants, children and young people
- Demonstrated ability to provide leadership and direction to a multidisciplinary team and ability to build a positive and cooperative team environment.
- Demonstrated high level of ability to lead the delivery and evaluation of a range of high-quality services to community agencies and stakeholders.
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- Demonstrated high level of ability to lead the delivery and evaluation of a range of high-quality services to community agencies and stakeholders.
- High level communication, written and verbal, with demonstrated high level of interpersonal skills with consumers, their families and all health care professionals.
- Highly developed skills in inter-personal communication and multi-disciplinary teamwork and the ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of excellent conflict resolution skills.
- Demonstrated leadership, communication and people management skills including experience in effectively developing, enhancing and sustaining key stakeholder relationships.
- Demonstrated 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 Recovery Framework, Child Safe Standards
- Demonstrated sound working knowledge of relevant legislation including the Mental Health Act 2021, 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
- Demonstrated sound working knowledge of policies and standards relating to family violence practice including the Multi-Agency Risk assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements.
- A working understanding and the ability to embed across the multidisciplinary team of National Standards and Accreditation Standards.
- Demonstrated commitment to supervised practice and ongoing professional development.
- Compliance with the code of ethics and legal requirements of the profession.
- High level of computer skills related to word processing, data analysis and communication.
- An understanding into Eastern Health's values and a commitment to achieving these
- Current Victorian driver's licence
- Current Working with Children's Check
- An understanding into Eastern Health's values and a commitment to achieving these

Desirable

- Post-Graduate qualifications in Mental Health or related field.

- Understanding of mental health prevention, promotion and early intervention models and activities and experience in working in partnership with external agencies to promote and implement these activities
- Knowledge and understanding about suicide prevention and postvention models and experience in working with external agencies in the area of suicide prevention and postvention
- Interest or experience in research and program evaluation.

Personal Attributes:

- Exhibits behaviour which reflects the Eastern Health values.
- Promotes and contributes to a supportive and engaged team environment.
- Commits to providing a safe environment for all.
- Respectful, collaborative and kind.

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