



POSITION DESCRIPTION

Position Title:	Senior Clinician Central East Early Psychosis Team Infant Child and Youth Mental Health Service (ICYMHS) Full Time Permanent
Award Classification:	Grade 4 Registered Psychiatric Nurse
Award / Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Position Reports to:	Line Report: Team Leader, Child and Youth Mental Health Service Professional Report: 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 Senior Mental Health Clinician is a key leadership role within the multidisciplinary Early Psychosis Community 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 first episode psychosis. 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 such as the EPPIC Model 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 the Central East Early Psychosis Team and broader ICYMHS service.

Additionally, the provide discipline specific supervision to other ICYMHS clinicians, as allocated by the relevant discipline Director of Nursing MHWP. The role will also provide supervision and support to students, as directed by the Team Leader and relevant 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 Central East Early Psychosis 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 Box Hill may require the provision of services to other teams and programs within EH ICYMHS.

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 0 – 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 Early Psychosis.
- Foster close working relationship with other clinicians (psychosis and non-psychosis streams) 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, reviewing 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.
- Adhere to and comply with relevant legislation and policy frameworks.
- Participate in the research and evaluation activities of the Early Psychosis team.
- Provide consultation, (primary, secondary and tertiary) education and support to other community agencies or services, at an appropriate level and frequency, in consultation with Early Psychosis Team Leader and coordinate with the Community Engagement Plan.
- Contribute to the development of service policies and procedures, and to support effective multidisciplinary team functioning.
- 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

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 the following qualification:

Psychiatric Nursing:

- Registered as a Nurse with the Australian Health Practitioner Regulation Authority with approved/endorsed postgraduate qualifications in Psychiatric Nursing.
- A minimum of 5 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.

Desirable

- Post-Graduate qualifications in Mental Health, Family Therapy.

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 ultra-high risk of developing severe mental illness preferably in a community mental health setting.
- Demonstrated ability to implement collaborative treatment programs for 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. Understanding and commitment to professional standards, codes and behaviours as legislated through the Health Act, Nursing Midwifery Board of Australia, other relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.
- 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.
- Thorough knowledge of relevant documentation related to the Mental Health Services and other strategic directions with clear relevance to access and community engagement.
- Demonstrated commitment to supervised practice and ongoing professional development.
- 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

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

ATTACHMENT 4 – NURSING & MIDWIFERY DOMAINS OF PRACTICE

The Nursing Midwifery Domains of Practice resource has been developed by the Eastern Health Nursing Midwifery Executive using the domains of nursing as identified by Ackerman et al. (1996)(1) and the National Common Health Capability Resource (2013). Its aim is to support the individual clinician by promoting common behaviours and skills which comprise and represent the complex role of nursing and midwifery.

There are five domains of practice which are considered integral components of the role of all Eastern Health nurses and midwives; comprehensive patient care, support of systems, education, research and professional leadership. (see summary at Table 2)

Recognising that the level of skills acquisition will be dependent on nurses and midwives' specific roles and experience, the domains have been referenced to the 'novice to expert' skills acquisition model first developed by Dreyfus(2) and adapted for nursing by Benner.(3) Behaviours are specified at five different levels, and reflect an increasing degree of autonomy, complexity, awareness and activity being performed

Table 1: Summary of Behaviour Levels

Novice	Advanced Beginner	Competent	Proficient	Expert
Works within a known and stable context, consulting when abnormalities arise before taking action	Works within a known and stable context, consulting when abnormalities arise	Acts independently in routine situations within scope, and responds to known dilemmas	Acts independently in complex situations within scope, and responds to unknown dilemmas	Provides vision and direction and shape and implement strategies and initiatives that enable others to perform as required

Levels do not equate to roles or hierarchy within the workforce. Instead, the levels reflect what level of behavioural skill is required to achieve the desired care goals or outcomes in a given situation.

Levels should be treated as cumulative, meaning that behavioural indicators at subsequent levels in the scale should be read in conjunction with the behaviours specified at any lower level.

Some levels may serve as an aspirational standard in some instances, rather than accurately reflecting behaviours of current practice. Where a gap exists between current and future practice behavioural skill requirements, there should be aspiration to meet the standard specified to enhance or effectively meet individual and community health needs.

Direct comprehensive care	Support of systems	Education	Research	Professional leadership
• Patient history • Patient assessment • Perform and deliver care • Monitor & Evaluate Care • Planning for the Future	• Safety and Quality • Recruitment & Retention	• Education of patients & families, relationship building • Own professional education • Professional education of others	• Knowledge of research evidence relevant to area of practice • Involvement and dissemination of research	• Professional conduct • Accountability