

POSITION DESCRIPTION

Position Title:	Senior Mental Health Clinician
Award Classification:	RPN Grade 5
Award / Agreement	VICTORIAN PUBLIC MENTAL HEALTH SERVICE ENTERPRISE AGREEMENT 2025-2028
Position Reports to:	Operationally: Consultation Liaison Psychiatry Service Manager Professionally: Director of Nursing Mental Health & Wellbeing Program

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.



1. POSITION PURPOSE

The Consultation Liaison Psychiatry Service is the psychiatric sub speciality that provides mental health care to the medically ill primarily to Box Hill, Maroondah, Angliss Hospital and PJC to ensure best practice and optimal outcomes for these consumers with complex needs.

The Senior Mental Health Clinician (SMHC) will provide resource and support in the management of complex patients with problematic behavioural and or clinical mental health co-morbid presentations to the medical, nursing and allied health staff working in the acute sector.

The SMHC will provide professional clinical leadership through the provision of clinical assessment & treatment, interventions, consultative and educational services to enhance the mental health and social functioning of consumers in the acute sector.

As a senior clinician you will substantially contribute to team planning and development activities within the clinical specialty area under the leadership of the Consultation & Liaison Psychiatry Manager and clinically under the Clinical Director. Will undertake related projects, research and development activities to meet specified needs in the clinical discipline: at all times working within the professional standards, other relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.

The Consultation Liaison Psychiatry Team have two main sites; based at Box Hill and Maroondah Hospitals. There are satellite sites at Angliss, Peter James Centre and Wantirna Health
In addition:

- All staff are expected to work a rotating 7-day roster consisting of regular weekday shifts and rostered weekend day shifts - approximately one per month.
- Travel across sites as required according to program requirements

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

- Possess current, advanced, specialist mental health knowledge and skills, and applies these skills to complete mental health assessments and provide expert advice on clinical issues such as contributing to the development of the behavioural management plans for complex patients who present with problematic behavioural and or clinical mental health co-morbid presentations in an acute ward in the general hospital.
- To work with consumers, family and carer's in providing expert mental health assessments and intervention.
- To provide a consultation service for the management of behaviourally disturbed or compromised inpatients of the hospital.
- To provide expert assessment and advise in the management of the behaviourally disturbed inpatient in relation to risk assessment.
- To provide guidance, education and support to generalist staff caring for the consumer and collaborates with them in the development and implementation of behavioural management plans
- Undertake mental health specific assessments including formulation and recommendations related to interventions for people with a mental illness who are receiving medical treatment.
- To provide ongoing education and identify training needs in relation to the management of the behaviourally disturbed patient.
- To act as a positive role model to generalist staff in psychiatric – mental health care and practise
- Leads clinical care, standards and service provision for the specialist clinical team where applicable
- Demonstrates clinical expertise in the provision of mental health care within a consulting role to both internal and external customers.
- To develop supports and understand Eastern Health Policies, Standards and Practice Guidelines, and related legislative requirements which impact on wider clinical issues and practices.

- To act as a role model and mentor for staff in promoting professional values and ethics in clinical practice. Influences others to adopt high standards of ethical and legal conduct, which is modelled in own actions and decisions.
- Demonstrates an ongoing commitment to sustaining and strengthening performance and accountability across the organisation.
- Is responsible for the timely completion of necessary statistical data
- Has the ability to organise programs and/or special projects, as required and/or delegated.
- Promote improved consumer outcomes by implementing the use of agreed service coordination processes and practices between specialist mental health services (clinical mental health services, alcohol and other drug services, homelessness support and primary health services).
- Evaluates service delivery against comprehensive knowledge of anticipated outcomes.
- Plan strategically and work dynamically to manage competing priorities of the service/organisation.
- 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

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 Compensation (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

Position Title:	Senior Mental Health Clinician
Award Classification:	RPN Grade 5, Part Time 0.8EFT
Award / Agreement Name:	VICTORIAN PUBLIC MENTAL HEALTH SERVICE ENTERPRISE AGREEMENT 2025-2028
Position Reports to:	Operationally: Consultation Liaison Psychiatry Service Manager Professionally: Director of Nursing MHWP

Essential

- 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 field
- Minimum 5 years recent mental health experience
- Experience in working at a grade 4 /5 equivalent role
- A satisfactory police check is required prior to appointment
- A current Victorian Working with Children Check is required
- Extensive experience and proven ability in the clinical assessment, formulation and management of acutely disturbed persons and techniques of crisis intervention
- Demonstrated ability to work with people with dual diagnosis
- Extensive experience in the area of clinical expertise in mental health with a demonstrated ability to work with a diverse and complex professional workforce
- Understanding of the Recovery Framework and new National Standards on Recovery including the expectations for Consultation and Liaison to work within these.
- A sound working knowledge of the Mental Health and Wellbeing Act 2022, related legislation, and an awareness of current area mental health procedure and practice requirements
- Excellent communication skills: written, verbal and interpersonal with demonstrated ability to collaborate and work as an effective team member at a local and organisational level to deliver organisational outcomes.
- Demonstrated ability to work autonomously, utilising well developed critical analysis skills to achieve efficiency and effectiveness
- Demonstrated ability to lead significant change practice initiatives
- Demonstrated negotiation, problem solving and analytical skills.
- Demonstrated record of achievement of quality service delivery
- Previous experience working in a senior clinical lead role.
- Proficient in Microsoft applications

Desirable

- Recent experience and or speciality knowledge regarding working with consumers admitted for the treatment of eating disorders (community/medical/inpatient)
- Experience in research related activities
- Recent experience in an educative role with nurses
- Experience in working at a grade 4 /5 equivalent role

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 was released in February 2023. 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