



POSITION DESCRIPTION

Position Title:	Senior Clinician: Spectrum
Award Classification:	Clinical Psychologist Grade 3, SW or OT Grade 4; RPN Grade 4
Award / Agreement Name:	<i>Victorian Public Health Sector (Medical Scientists/Pharmacists and Psychologists) Multi Enterprise Agreement 2021 - 2025; or Victorian Public Mental Health Services Enterprise Agreement 2020-2024 or its successor</i>
Position Reports to:	Clinical Manager: Spectrum Professionally reports to discipline senior: OT, Psychology, SW (as appropriate); Program Senior MHP & SWS or DON SWS.

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

STATEWIDE SERVICES

Spectrum

Spectrum is a centre of clinical excellence for personality disorder. Its mission is to apply best available evidence to improve treatment and recovery for those with borderline personality disorder. Spectrum’s work can range from contributing to research, capacity building in the workforce (statewide and nationally), to providing a full clinical service of empirically supported treatment interventions including: specialist assessment and case management, individual and group psychotherapy, biomedical treatments and secondary consultation (including telephone and online).

Turning Point

Turning Point was established in 1994 to provide leadership to the alcohol and drug field in Victoria. Turning Point is now a national treatment, research and education centre that provides leadership in the alcohol and drug, gambling and mental health sectors. Combining research with service innovation, surveillance, system enhancements, education, capacity building and specialist support, Turning Point is a recognised centre of excellence that assists services, communities and governments to respond to current and emerging issues. Turning Point is part of Eastern Health and is affiliated with Monash University.



POSITION PURPOSE

The Spectrum Senior Clinician is responsible for delivering a range of services in accordance with Spectrum's strategic directions. This includes specialised treatment to people with personality disorder, consultation to services and delivering training to a range of services working with people with personality disorder.

As part of Eastern Health, Spectrum is the statewide centre of clinical excellence that provides leadership in the application of evidence-based best practice for treatment and recovery from personality disorders, research and training.

This role is based in Richmond.

1. MAJOR DUTIES AND/OR RESPONSIBILITIES

Ensure the safe delivery of:

- Effective empirically supported individual and group psychotherapy for personality disorder and, within this role, provision of interagency liaison that may be required to ensure best possible systemic care is maintained.
- Expert secondary consultation to others providing care in relation to people with complex and/or severe personality disorder.
- Expert clinical supervision within peer settings, as well as to designated supervisees within Spectrum and Eastern Health's Statewide services program.
- State of the art workforce development activities including tertiary level training, education and post-training support, secondary/tertiary consultation and clinical supervision programs across Victoria and in other jurisdictions when required.
- High level contributions to the development and ongoing quality improvement of Spectrum's training, research and evaluation programs.
- High level contributions to the intellectual capital of both Spectrum and Eastern Health's Statewide service program, through active involvement in professional development seminars and other similar forums.
- Expert intake, triage, telephone and online supports to professionals, carers and consumers along with the establishment and continuous review/ improvement of multimedia resources that support such inquiry.
- On request of the Spectrum Leadership team, contributions to both research and evaluation of specialist clinical programs, particularly in relation to empirical psychotherapy practice.
- Adhere to and comply with relevant legislation i.e. Mental Health Act.
- Maintain appropriate records and statistics related to service delivery.
- Actively participate in matters and activities relating to occupational health and safety including compliance with relevant legislation, regulations and codes of practice.
- Engage in professional development activities in order to keep up to date with advances in the field.
- Attendance at all EH MHP compulsory education and training sessions.
- Participate annually in professional development activities, including attendance at workshops and seminars relevant to the position and duties.

Teamwork

To work within a co-operative and supportive team environment:

- Able to work cooperatively with other team members and across sites as required
- Demonstrate flexibility with regard to hours of work and cover for periods of leave including sick leave, annual leave and ADO's, as directed by the Clinical Manager and/or leadership team.
- Promote the sharing of information and develop strong working relationships across the sector.

2. 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.

3. 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.

4. 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. 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 Criteria

Occupational Therapist:

- Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency
- A minimum 5 years' experience as a registered occupational therapist.

Social Work:

- 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
- A minimum 5 years' experience as a qualified social worker

Clinical 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 Approved Area of Practice of Clinical Psychology.
- Hold PBA Approved Supervisor status with AHPRA (or eligible to apply).
- A minimum 5 years' experience post qualification.

Nursing:

- Registered as a Nurse with the Nursing & Midwifery Board Australia with approved/endorsed postgraduate qualifications in Psychiatric Nursing.
- A minimum of 5 years' experience in Psychiatric Nursing.

Because of the specialist nature of Spectrum's service demonstrable professional development linked to empirically supported specialist treatments for personality disorder is required for this level of appointment.

1. You are able to demonstrate in your clinical experience treatment of people with personality disorder in the public mental health sector, including empirically supported therapeutic models you have used.
2. You are able to demonstrate experience writing, developing, delivering and evaluating clinical training and professional development workshops relevant to the field.
3. You have well developed communication and interpersonal skills and are able to demonstrate respectful interactions with clients, staff and management.
4. You have experience supervising discipline specific supervisees.
5. You have experience offering secondary and/or tertiary level consultation to individuals and treating teams.
6. You have experience delivering training or facilitating workshops. You have an understanding of the current profession specific standards of practice, code of ethics, legislation and research.
7. You have a current driver's license.

Desirable

1. You have detailed knowledge of empirically supported treatment approaches appropriate for the treatment of borderline personality disorder and people with complex needs, (including those with multiple co-existing conditions), with advanced capacity to critique models and choose the clinical approach most suited to the individual client.
2. You hold a sound knowledge of the broad literature on the treatment borderline personality disorder people with complex needs, (including those with multiple co-existing conditions).
3. You have experience in the evaluation of treatment services, as demonstrated by publications in refereed academic journals.

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