

# Austin Health Position Description



**Position Title: Mental Health Clinician**

Classification:	Grade 2 Social Worker, Occupational Therapist, Clinical Psychologist, Speech Pathologist, Grade 3 Mental Health Nurse.
Business Unit/ Department:	Central Youth Community Team (CYCT)
Work location:	Austin Health [ <input checked="" type="checkbox"/> ] Heidelberg Repatriation [ <input type="checkbox"/> Royal Talbot [ <input type="checkbox"/> ] Other [ <input checked="" type="checkbox"/> ] (37 Burgundy St)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020 - 2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025
Employment Type:	Full-Time Fixed-Term (12 months parental leave cover 18/01/25-16/01/26)
Hours per week:	38 per week
Reports to:	<b>Team Leader</b> , Central Youth Community Team <b>Program Manager</b> , Central Community and Specialist Teams
Direct Reports:	N/A
Financial management:	N/A
Date:	November 2024

## About Austin Health

Austin Health is recognised for high-quality, person-centred care. We are renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

We are the largest Victorian provider of training for specialist physicians and surgeons, and internationally recognised as a centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

We aim to provide an inclusive culture where all staff can contribute to the best of their ability and strive to develop further. We recognise that our people are our greatest strength. We want them to thrive, be their best selves and feel engaged, safe, and empowered. To achieve this, diversity and inclusion is essential to our culture and our values. You can view our current Diversity and Inclusion Plan [here](#).

## Commitment to Gender Equality

Austin Health is committed to gender equality in the workplace. In developing our [Gender Equality Action Plan](#) we have been guided by the gender equality principles set out in the Gender Equality Act 2020 (Vic). We believe that everyone should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect, and fairness.

## About the Mental Health Division

The Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services are located across Austin Health campuses and in the community.

The Mental Health Division incorporates three program areas:

- Adult and Older Mental Health Services
- Infant, Child and Youth Mental Health Services and,
- Mental Health Specialty Services.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

### About ICYMHS

ICYMHS provides tertiary mental health services to the north-eastern catchment of Melbourne (currently the local government areas of Banyule, Boroondara, Darebin, Nillumbik, Whittlesea, and Yarra). It is an exciting time for Austin as the ICYMHS directorate will be expanding in response to the recommendations from the Victorian Royal Commission into Victoria's Mental Health Services (2021).

ICYMHS currently have two inpatient units- Child and Adolescent, a Child and Family Residential Program, with future projects for a further residential program - YPARC.

At present there are a number of community teams and a number of specialist youth outreach teams. There is an ICYMHS Triage Team and emerging Under 25 CATT service.

There are also a number of specialist roles and teams that support the work of ICYMHS alongside an expanding Lived Experience Workforce embedded within the ICYMHS.

The person employed in this position will be primarily based at our newly opened Burgundy St Clinic. Travel will be expected between campuses as required and for the purposes of fulfilling the needs of the allocated caseload. You may be required to work at other sites as directed.

### About the Central Youth Community Team (CYCT)

The Central Youth Community Team (CYCT) is one of several community outpatient teams within the Infant, Child, and Youth Mental Health Service (ICYMHS). It is a multi-disciplinary team that offers individual and group assessment, treatment, consultations, and a clinical case management service to young people with a variety of complex and severe mental illnesses and/or disorders.

CYCT primarily provides services to young people aged 12-18 (with work underway to expand this age range to 25) in the Central LGAs of the Austin ICYMHS catchment areas, namely Banyule and Nillumbik. The service currently operates within business hours, with a view to expand operating hours in the future to improve accessibility in line with Royal Commission recommendations.

## Purpose and Accountabilities

This is a 12-month fixed-term parental leave backfill contract position.

The Mental Health Clinician will work within the Central Youth Community Team, which is a multidisciplinary team, under the direction of the Program Manager and Team Leader, with additional support from the Consultant Psychiatrist and leadership group.

The clinician will primarily provide a mental health service to young people aged 12-25 years, their families and wider service systems within the Central Austin ICYMHS catchment.

As a mental health clinician, it is expected that you will work collaboratively within the team and broader ICYMHS teams to support young people who present with mental health concerns as well as to provide support to, their families, carers and communities. The incumbent will contribute to the ongoing development and implementation of enhancements to the model of care for youth ensuring practice is in line with contemporary evidenced based mental health models of care and current Victorian initiatives including the Recovery Framework.

### Role Specific:

- Provide high-quality, evidence-based direct service in the clinical assessment, diagnosis and treatment of young people and families utilising treatment modalities suitable for engaging young people in their recovery, at an individual, parent and family-system level, as well as consultation and liaison with organisations.
- Be informed by a developmental model and systemic framework to clinical reasoning and decision making.
- Complete clinical and operational documentation, and data entry to a high standard in an accurate, timely, and efficient manner, and in accordance with

ICYMHS standards of documentation and relevant professional/mental health sector statutory requirements.

- Display a clear understanding of, and practice in, the principles of recovery-orientated, trauma-informed, and family-centred, collaborative practice and expertise in engaging children, adolescents, and their families within a range of settings
- Perform mental health and risk assessment, plan and implement treatment interventions for a caseload of clients, including crisis management, individual counselling, family work, and system containment and consultations for the client/carers/system.
- Support and enhance understanding and identification of social, emotional and behavioural problems in order to reduce impact and prevalence of mental health difficulties/disorders in schools and other external agencies.
- Demonstrate strong clinical reasoning and decision-making skills with appropriate clinical independence, seeking support when necessary.
- Regularly record accurate health record information and statistics pertaining to individual clients' attributable care and clinical support activity.
- Work collaboratively and successfully with the lived experience workforce, empowering them in their role in the team and learning from them to improve the practices of self and others.
- Undertake roles and other duties as directed and appropriate to their experience and training that are necessary for the efficient functioning of the team/service.
- Working collaboratively with the school community and other services (e.g., Child Protection, drug and alcohol treatment services, Youth Justice, and other organisations) in providing integrated treatment and management.

#### **Ongoing Professional Development:**

- Actively participate in regular supervision
- Demonstrate a commitment to improving professional performance and development to satisfy Continuing Professional Development requirements.

#### **Professional Leadership:**

- Participate in team quality improvement initiatives, research and evaluation activities or portfolio responsibilities on behalf of the team and department as

required.

- Offer support to other members of the team, graduates, and students, as required to support a positive team culture.

### **All Employees:**

- Comply with Austin Health [policies & procedures](#) as amended from time to time
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion commitments.
- Maintain a safe working environment for yourself, colleagues, and members of the public. Escalate concerns regarding safety, quality, and risk to the appropriate staff member, if unable to rectify yourself
- Maintain an awareness and practice of safety issues, the safe practice policy and procedures of the service, and relevant legislation to ensure that risks to consumers, carers, families, staff, and the community are minimised.
- Comply with the principles of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Comply with relevant professional and mental health sector legislative and statutory requirements.
- Work across multiple sites and perform any other duties as per work requirements and/or directed by management.

## **Selection Criteria**

### **Mandatory Qualifications:**

Registration via the Australian Health Practitioner Regulation Agency, or for Social Workers and Speech Pathologists, eligibility for membership to the respective bodies, as outlined below:

- Registration with the Nursing and Midwifery Board of Australia (NMBA) and approved post graduate qualifications in psychiatric nursing and/or relevant experience; or
- Registration with the Occupational Therapy Board of Australia and an approved degree from a recognized school of Occupational Therapy or other qualification approved for the eligibility for membership of the Australian Association of Occupational Therapists (VIC)

- Registration as a psychologist under the Health Practitioner Regulation National Law Act (2009). Practice endorsement as a Clinical Psychologist with the Psychology Board of Australia.
- An approved degree in Social Work and eligibility for membership to the Australian Association of Social workers (AASW).
- An approved degree in Speech Pathology and eligibility for registration with Speech Pathology Australia.

A current Victorian Driver's License (without restrictions) and ability to drive a work vehicle.

A current Working with Children's check (without restrictions).

**Essential Knowledge and skills:**

- Relevant post-graduate experience in a tertiary mental health setting or other related field with specific experience with children, youth, and families.
- Demonstrated ability in and knowledge of the identification, assessment and treatment of children and their families.
- Demonstrated commitment to the care of young people and their families in the least restrictive and intrusive manner, respecting rights, privacy, and dignity.
- Demonstrated commitment to working collaboratively with consumers and carers to promote self-determination and progress toward recovery goals
- Sound understanding of and ability to apply best evidence base for assessment and treatment.
- Demonstrated ability and knowledge of early intervention assessment, formulation, and a range of therapeutic interventions for both individuals and groups.
- Knowledge of and experience in delivering a range of crisis intervention, behaviour management strategies and evidence-based parenting strategies
- Excellent interpersonal, communication and negotiation skills.
- Excellent organizational and time management skills.
- Demonstrated ability to develop effective relationships with colleagues, services, and external stakeholders.

**Desirable but not essential:**

- Experience in family therapy
- Evidence of ongoing professional development
- Demonstrated capacity to undertake/support research
- Experience with Single Session Thinking

**General Information**

**Austin Health is a Child Safe Environment**

Austin Health is committed to child safety. We want children to be safe, happy, and empowered. We support and respect all children, as well as our staff and volunteers. Austin Health has zero tolerance of child abuse, and all allegations and safety concerns will be treated seriously in line with legal obligations and our policies and procedures.

### **Equal Opportunity Employer**

Austin Health is committed to diversity and inclusion in employment and is proud to encourage applications from people of different backgrounds, abilities, ages, genders, gender identities and/or sexual orientations.

Austin Health acknowledges the Traditional Owners of the lands we work on and pay our respects to Elders past and present.

We welcome applications from people with disability and aim to provide an inclusive and accessible workplace. If you need any help with the application process or would like to discuss your reasonable adjustments during interviews, please let us know.

We welcome applications from Aboriginal and Torres Strait Islander peoples. For any support throughout the recruitment process or further information about working at Austin Health, please follow this link to Aboriginal Employment on our [website](#).

## **Document Review Agreement**

<b>Manager Signature</b>	
<b>Employee Signature</b>	
<b>Date</b>	