

Austin Health

Position Description



Position Title: Senior Mental Health Clinician– Adolescent Intensive Management Service (AIMS)

Classification:	Social Worker, Occupational Therapist, Psychologist or Speech Pathologist Grade 3, Registered Psychiatric Nurse Grade 4
Business Unit/ Department:	Adolescent Intensive Management (AIM) Team Infant, Child, and Youth Mental Health Service (ICYMHS) Mental Health Division
Work location:	Austin Health Burgundy St Clinic Heidelberg
Agreement:	Victorian Public Mental Health Enterprise Agreement (2021-2024) Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 – 2025
Employment Type:	Permanent Full Time
Hours per week:	38 hours/week (ADO every 4 weeks)
Reports to:	Team Leader- AIM
Financial management:	n/a
Date:	December 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 AIM:

The AIM Team is part of Austin Health's Infant, Child, and Youth Mental Health Service (ICYMHS). It services young people from 6 local government areas of metropolitan Melbourne. It is one of several outpatient/outreach teams within the service. It provides intensive, outreach, mental health services including screening/assessment, treatment and consultation concerning adolescents experiencing complex social, emotional, and behavioural difficulties and mental health problems. The majority of the caseload consists of young people aged 12-18 years, their families, and systems of care. These are typically young people who are vulnerable, at high risk, and find it difficult to engage in office-based services. In line with the recommendations of the Royal Commission into Mental Health, this team, alongside other ICYMHS teams, is transitioning to provide case management services to include 18-25-year-old youth over the 12 months.

The model of care used by the team is informed by a strong neurodevelopmental and early intervention perspectives, family inclusive practice, safety and risk management approaches and dignity in risk-taking, etc. The team work collaboratively in practice and draw on a strong understanding of systems approaches and frameworks to complex care and case management.

Currently the team is situated in the Burgundy St clinic. Travel is required between campuses, and in an outreach capacity for the purposes of fulfilling the needs of the allocated caseload.

Position Purpose

The Senior Mental Health Clinician works within the Adolescent Intensive Management Service (AIMS) team's multidisciplinary outreach team, under the direction of the Program Manager, Team Leader, and the Consultant Psychiatrist, and with additional support from the relevant discipline senior. In this role the clinician will primarily provide an intensive outreach mental health service to high-risk young people aged 12-18 years, their families and wider service systems within the Austin ICYMHS catchment (i.e., Northern and Northeastern Metropolitan). In line with the Mental Health Royal Commission recommendations AIMS provides service for 18-25 year olds within the Banyule and Nillumbik Local Government Areas

As a Mental Health Clinician, it is expected that you will work collaboratively with AIM clinicians and broader ICYMHS staff and teams to support young people who find it difficult to engage in office-based services and are at risk of harm.

Purpose and Accountabilities

Role Specific:

Direct Comprehensive Care

- Deliver high quality care for a small clinical caseload, as well as consultation and

liaison with organisations.

- Provide direct service in the clinical assessment, diagnosis and treatment of young people and families utilising individual outreach approaches, selected treatment modalities suitable for engaging young people in their recovery, which may include mental health promotion and other professional development/capacity building activities.
- Be informed by a developmental model and systemic framework to clinical reasoning and actions.
- Complete a high standard of accurate and timely clinical and operational documentation and data entry in a 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.
- Provide high quality, evidence-based clinical assessment and treatment at an individual or family-system level as indicated by clinical need within available resources, primarily in an outreach capacity. • Perform mental health and risk assessment, plan and implement treatment interventions 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 to reduce impact and prevalence of mental health difficulties/disorders in schools and other external agencies.
- Provide relevant discipline specific assessments that may be required according to the Senior Mental Health Clinician's level of training and experience.
- 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.
- Undertake roles and other duties as directed and appropriate to their experience and training that are necessary for the efficient functioning of the team and the 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.
- Contribute to team, discipline and ICYMHS operational activities, portfolio management, service planning, research, and evaluation activities so that the team's and service's performance and culture is safe, healthy, and productive with a view to continual improvement.
- Effectively engage and work with lived experience/consumer and carer advocates to enhance the knowledge, attitudes, and skills of the team to improve quality of care.
- Comply with relevant professional and mental health sector legislative and statutory requirements.
- 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.

- Perform any other duties and work from another work location as directed.

Education

- Actively participate in regular supervision (operational, professional, and clinical) and performance development and review processes.
- Participate in both internal and external continuing education programs and demonstrate a commitment to improving professional performance and development to satisfy Continuing Professional Development requirements.
- Provide education to clinicians, students and external service providers as indicated.

Professional Leadership

- Provide secondary consultation to primary and other specialist service providers on behalf of the service.
- Participate in team quality improvement initiatives, supervision, departmental research, and evaluation activities and to fill other portfolio responsibilities on behalf of the team and department as required.
- Provide support to the team's leadership, offering guidance, support, and supervision to other members of the team, or students, as required.

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
- Comply with the principles of patient centred care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

People Management Roles:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives.
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs.
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements.

Selection Criteria

Mandatory Qualifications

- Current registration with Australian Health Practitioner Regulation Agency (APHRA) (all disciplines except Social Work and Speech Therapists):
- Relevant professional qualification in a health-related discipline (social work, occupational therapy, psychology, psychiatric nursing, or speech pathology) and current registration with the relevant professional board, Association or College.
 - 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 recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.) with a minimum of 5 years in mental health and 7 years post-graduation.; or
 - Endorsement as a **Clinical Psychologist** with the APHRA, with current APHRA Registration, the minimum of a Master's degree in Clinical Psychology, at least 5 years of clinical experiences, and APHRA registration as a Board Approved Supervisor with supervisory experience; or
 - **Speech Pathologists** must have membership of Speech Pathology Australia, or be eligible for membership of Speech Pathology Australia.; or
 - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers. A minimum of 5 years in mental health and 7 years post-graduation.
- Must meet minimum years of clinical experience for a senior role according to the Enterprise Agreement, specific to experience with children and young people within a tertiary mental health setting.
- 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:

- Demonstrated commitment to 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 personal recovery goals.
- Sound understanding of and ability to apply best evidence base for assessment and treatment.
- Experience in case management of consumers via implementation of tailored individualised Treatment Plans.
- Well-developed interpersonal skills to effectively communicate with young people, families/carers
- Demonstrated ability to develop effective relationships with colleagues, service, and other external stakeholders.
- Thorough knowledge of the principles and practices of DHHS Recovery-Oriented Practice in Mental Health
- Sound knowledge of The Victorian Mental Health Act (2022) and other relevant legislation
- Excellent organisational and time management skills

Desirable but not essential:

- Demonstrated experience in the provision of clinical/professional supervision with willingness to develop and expand on these skills
- Demonstrated ability to provide leadership to a multidisciplinary team with willingness to further develop these skills.
- Evidence of on-going professional development
- Demonstrated capacity to undertake/support research, publication, and public presentation.

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

Manager Signature	
Employee Signature	
Date	

People Management Role-Direct Reports

