

Position Description

Mental Health Clinician/Case Manager – AIPU

Classification:	Social Worker, Occupational Therapist, Speech Pathologist Grade 3 or Clinical Psychologist Grade 2, Registered Psychiatric Nurse Grade 3
Business unit/department:	Infant Child and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD)
Work location:	Austin Health Heidelberg site
Agreement:	Victorian Public Mental Health Service Enterprise Agreement 2025-2028 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Part-Time
Hours per week:	72 hours per fortnight
Reports to:	Nurse Unit Manager of Adolescent Inpatient Unit
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	August 2026

Position purpose

This role provides case management to a small and varied caseload of adolescent consumers on the Adolescent Inpatient Unit (AIPU). The clinician will be required to provide assessment, treatment (at individual and group levels), case coordination and management to adolescents and their families/carers in order to facilitate safe and effective discharge from the unit.

The case manager is part of the multi-disciplinary AIPU Team. The team is led by the Nurse Unit Manager and Consultant Psychiatrist, who are responsible for the clinical and operational governance of the team.

The role will also have oversight from the relevant Discipline Senior for professional governance accountabilities and support.

About the Directorate/Division/Department

About Austin Health

Austin Health is one of Victoria's largest health care providers. We deliver services for patients across four main sites in Melbourne, in locations across our community, in people's homes, and within

regional hospitals across Victoria. We are an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

We employ approximately 9,500 staff and are known for our specialist work in cancer, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation. Our vision is to shape the future through exceptional care, discovery, and learning, supported by values that define who we are and shape our culture and the behaviours of our people.

The Mental Health Division (MHD) 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.

The Infant Child & Youth Mental Health Service (ICYMHS)

The Child and Youth Mental Health Service (ICYMHS) sits within the Mental Health Division and 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). Young people eligible for the service are aged 0-25 years. Lived and Living Experience Workforce is also embedded with the ICYMHS Directorate.

Austin Health ICYMHS have two inpatient units (a child and an adolescent one), a Child and Family Centre called Booboop Narrkwarren Nagarra-Jarra-noun and a Youth Prevention and Recovery Centre (YPARC), along with a range of community teams.

The child and youth community teams work alongside specialist outreach teams, an Under 25 Crisis Assessment & Treatment Service (CATS) and a triage team. The work is supported by specialist roles: - Infant and Child Specialists, Carer and Consumer Consultants, Alcohol & Other Drug Specialists, Aboriginal Mental Health Liaison Officers, a group program coordinator and an Autism Spectrum Disorder Assessment Program.

The Adolescent Inpatient Unit (AIPU) is one of two inpatient units within Austin Health's ICYMHS, the other being for children. It is one of four adolescent inpatient units in Victoria.

This unit has 11 beds and is based at the Austin Hospital in Heidelberg. Adolescents aged 13-17 are admitted for mental health assessment and treatment when their presentation requires high levels of containment, or for further investigations.

These young people may be experiencing significant acute and complex emotional, behavioural and/or social difficulties and have usually had some outpatient treatment. A high proportion of the consumers are admitted in crisis.

The team is also supported by Austin School teaching staff who work to keep young people connected to their home schools or to help them reconnect to appropriate education pathways.



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Position responsibilities

Role Specific:

- Coordinates referrals and admissions for young people to the Adolescent Inpatient Unit in a multi-disciplinary setting.
- Provides high quality, clinically accurate and comprehensive biopsychosocial assessment, treatment, and case management to children and their families.
- Provides high quality secondary consultation to families, and to primary and other specialist service providers, on behalf of the team.
- Uses a variety of critical thinking strategies and best practice evidence in making decisions and in providing safe, high quality case management within person-centred and evidence-based frameworks.
- Develops effective and purposeful therapeutic and professional relationships with the family and the treating outpatient teams, DHHS Child Protection, Family Services and Family Violence, and NDIS. This is inclusive of referral pathways to the above services.
- Provides developmentally appropriate individual therapies.
- Participates in the provision of family therapy.
- Takes responsibility for the evaluation of practice based on agreed priorities, goals, plans and outcomes, and revises practice accordingly.
- Provides discipline specific input into the clinical assessment of children and their families referred to the unit.
- Evaluates outcomes to inform therapeutic practice.
- Provides accurate, accessible and timely written records of clinical work, as required in ICYMHS standards of documentation.
- Assists in team and departmental research and evaluation activities, and fulfils other portfolio responsibilities on behalf of the team and department as required.
- Undertakes risk formulation and management.
- Actively participates in regular supervision (clinical, operational and professional).
- Advocates for the rights of the young person.
- Actively involved in the coordination and delivery of the therapeutic group program.
- Carries the intake pager and participates in the intake roster as directed/rostered.
- Shows a positive approach to ongoing self-education and skill development.
- Works collaboratively and successfully with the lived experience workforce, empowering them in their roles and learning from them to improve the practices of self and others.
- Performs other duties as directed.

Selection criteria

Essential Knowledge and skills:

- Displays a clear understanding of and practice in the principles of recovery-orientated, trauma-informed and patient focused/family-centred care, collaborative practice and expertise in engaging children and their families within a clinical setting.



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- Demonstrates strong clinical reasoning and decision-making skills with appropriate clinical independence when necessary.
- Demonstrates a flexible, positive and innovative team-orientated approach to service delivery, change and diversity.
- Displays highly effective oral, written and interpersonal communication.
- Demonstrates the ability to enhance multidisciplinary team functioning.
- Displays strong organisational and time management skills, as shown by a dynamic and flexible approach to time management and clinical caseload demands.
- Has an awareness and practice knowledge of relevant legislation and practice frameworks (e.g., Mental Health and Wellbeing Act (2022) and Child Youth and Families Act (2005)).
- Proficiency in keyboard skills and information technology systems and applications (Microsoft Office, search engines, databases, etc.) as required by the role.

Desirable but not essential:

- Experience in working with complex cases across multiple settings including mental health.
- Demonstrates a commitment to evidence-based practice, research and quality improvement activities in a work setting.
- Demonstrated cultural sensitivity when working with young people and their families from diverse backgrounds.
- Demonstrates capacity to work with the interpersonal challenges, difficulties and conflict that may arise in any professional team environment.
- Completion of the Developmental Psychiatry Course (e.g., from Mindful).
- Experience working alongside the Child Protection and Family Services systems.
- Family Therapy training (Grad Certificate/Grad Diploma/Masters).

Professional qualifications and registration requirements

- Relevant professional qualification in a health related discipline (psychology, nursing, social work, speech pathology, or occupational therapy) with current Registration with the Australian Health Practitioner Regulation Agency (AHPRA) where applicable.
- Psychologists must be registered with a specialist endorsement in Clinical Psychology or Clinical Neuropsychology.
- Nurses must have a Post-Graduate Qualification in Psychiatric/Mental Health Nursing or equivalent.
- A current Victorian Driver's License (without restrictions), and ability to drive a work vehicle.
- A current Working with Children's Check (without restrictions).

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.



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- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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