

Position Title: ICYMHS Senior Clinician: AOD Practice Improvement Lead

Classification:	RN Div 1, Registered Psychiatric Nurse - Grade 4 Allied Health Grade 3 (OT3/SW3/P3)
Business Unit/ Department:	ICYMHS Mental Health Division
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2021-2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025
Employment Type:	Full-Time or Part-Time
Hours per week:	40 hrs with ADO
EFT Total:	1.4
Reports to:	
Financial management:	Budget: Nil
Date:	September 2023

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. This is supported by our values which define who we are, shape our culture and the behaviours of our people.

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](#).

Position Purpose

The Royal Commission into Victoria's Mental Health System recommended that all mental health and wellbeing services across all age-based systems, including crisis services, community-based services and bed-based services, provide integrated treatment, care and support to people living with mental illness and substance use or addiction.

Young People living with co-occurring mental illness and substance use or addiction and their families, friends and supports must have access to integrated treatment, care and support in a variety of settings consistent with their needs, strengths and preferences.

The purpose of this position is to support existing community based and bed-based services within the Infant, Child and Youth Mental Health Service (ICYMHS) within the Austin Health Mental Health Division, across all campuses- Heidelberg (2 campuses) , MacLeod and Epping. The roles will implement integrated treatment, care and support for people with co-occurring mental illness and substance use and addiction as per guidance from Department of Health publications (2022). The role is a capacity building role that will support practice improvements across the service through training, mentoring, modelling, introducing tools and resources to uplift service providers and build their knowledge, skills and confidence when working with people with mental health and substance use issues.

This position will also work within the 'Equally Well in Victoria' physical health framework to address the priority area 'Reducing the impacts of Alcohol and Substance use'.

The Austin Health 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 in the MHD are located across Austin Health and the community. Employees may be redeployed within the Mental Health Division.

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). Young people eligible for the service are predominantly aged 0-18 years with only several teams currently available for those aged up to 25 years. 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 (a child and an adolescent one), with future projects for residential programs - YPARC and Child and Family Centre. There are three youth community teams, two child community teams and a number of specialist youth outreach teams. There are also several specialist roles such as Senior Clinician (Child Specialist), Carer and Consumer Consultants, Koori Mental Health Liaison Officer and Community Engagement and Partnership Coordinators. There is an anticipated expansion of the Lived Experience Workforce to be embedded with the CYMHS directorate.

Alongside ICYMHS, and relevant to this role, are other teams in the directorate responsible for Triage, Assessment and Planning Service (TAPS). Particularly relevant to ICYMHS are the Under 18 Triage Team, Autism Spectrum Disorder Assessment Program, and Consultation and Liaison team.

Our community teams are based primarily at 2 Heidelberg location (on the Austin Campus and in Burgundy Street Heidelberg) with the exception of one based in Epping. It is anticipated there will be a number of teams located in the community in the future.

Local area Description:

Working within established community teams and bed-based services across ICYMHS

Purpose and Accountabilities

Role Specific:

- Ability to provide senior clinical leadership and act as a role model / mentor to staff in providing evidence-based practice in integrated responses to young people, their families and carers where there are existing mental health and substance use issues (Dual Diagnosis).
- Work collaboratively with the Lived & Living Experienced Workforce (LLEW) and have a strengths based recovery focus to the integrated care provided.
- Working in conjunction with existing Mental Health Services to make positive change for our consumers and their families and supports by participating in service development and practice change activities to improve service delivery for people who present to the service with co-occurring mental health and alcohol and other drug needs.
- In collaboration with case managers and clinical staff participate in primary consultation of people with substance use issues, focussing on evidenced based integrated interventions such as motivational interviewing and harm reduction.
- Provide secondary consultation to support to clinical staff around assessing and supporting clients with co-occurring mental health and substance use issues. Assist with integrated formulation and treatment planning. When necessary, support clinicians to navigate the appropriate pathways and supports from the AOD service system, including access to support from specialist addiction medicine services.
- In conjunction with treating teams and medical professionals, ensure the comprehensive physical health assessments/monitoring is included in the overall comprehensive integrated assessment and treatment plan.
- Participate in education and training to other disciplines, graduates, postgraduate and other positions.
- Create interprofessional education and learning programs about programs and services in our area.
- Participate in service development by providing liaison, consultation and education services for other health care professionals, consumer and community groups and agencies.
- In collaboration with case-managers and clinicians, work with clients, families and established care teams to develop, implement and review their 'Individual Recovery Plan' including discharge goals.
- Provide harm minimisation education and advice to clinical staff. This may include crisis intervention, harm reduction measures, relapse prevention planning, and support for co-occurring issues, such as mental health.
- Provide regular contact which aims to support client engagement, retention, motivation and stability before, during and after a client's treatment as required

clinically.

- Where appropriate co-facilitate and coach clinical staff in facilitating evidenced based therapy groups and individual counselling sessions targeted to the needs of people with mental health and substance use issues.
- Conduct regular client file audits and work with leadership teams to complete quality improvement activities.
- Assist case managers and clinical teams around prioritising people with significant issues regarding risk and complexity, including people subject to or discharged from involuntary detention and treatment under the Severe Substance Dependence Treatment Act 2010 (SSDTA).
- Provide knowledge and skills, based on professional background, as part of a multidisciplinary team, consult with other North East Area Mental Health Service (NEAMHS) staff on specialist and community AOD matters.
- Participate in team and discipline specific supervision activities.
- Provide timely provision of all service activity data (Rapid and Outcome Measurement), including contact details and other statistical data as requested by the Manager and Mental Health Division management.
- Engage in professional development activities as directed.
- Undertake in other duties that may be required as may arise in the course of employment period.
- Collaborate with Nexus to access support for training and mentoring.
- Participate in a community of practice.

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 principals 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.

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 for Performance in the Position

- Demonstrated knowledge of recovery and collaborative clinical practice.
- Experience and demonstrated skills in alcohol and other drug intake and assessment, and client referral.
- Experience in the delivery of counselling, bridging support, brief intervention and care coordination.
- Trauma-informed care skills and skills in assessing for family violence (MARAM)
- Demonstrated training and experience in providing evidenced-based treatment interventions including Relapse Prevention, Motivational Interviewing and Brief Intervention.
- Demonstrated knowledge and understanding of the public mental health service environment, the Mental Health Act and other relevant legislation, policies and strategic directions.
- Capacity to undertake direct clinical duties including assessment, treatment planning, brief intervention and shared case management of dual diagnosis clients.
- Demonstrated understanding of harm reduction as a key concept underpinning approaches to client care in the Australian alcohol and drug sector as well as an appreciation of principles of recovery, including social connectedness, holistic care provision and peer-based examples of wellness.
- Knowledge of, and the ability to apply, the principles and practices of your discipline.
- A positive approach to ongoing self-education and skill development.
- A flexible, innovative team oriented approach to service delivery.
- A positive approach to change and diversity.
- Experience and proficiency in keyboarding and Computer skills.
- A current Victorian driver's licence.

Desirable but not essential for Performance in the Position

- Tertiary specialist qualifications including qualifications/experience with dual diagnosis.
- Strong background in working with young people within this area of expertise.
- Proven ability to liaise and consult with relevant family members/carers, as well as a broad range of health professionals and community agency.
- A sound understanding of information technology including clinical systems, applications relevant to the management of rostering and risk management reporting or as required for the role and/or department.

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

Applications from Aboriginal and Torres Strait Islanders are encouraged to apply. For more information about working at Austin Health, please follow this link to Austin Health's Aboriginal Employment website:

<http://www.austin.org.au/careers/Aborigineemployment/>

Document Review Agreement

Manager Signature	
Employee Signature	
Date	