

**Austin Health**

**Position Description**

**Position Title: Senior Mental Health Clinician (CATTS)**

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| Classification: | Registered Psychiatric Nurse Grade 4;  Social Worker, Occupational Therapist, Clinical Psychologist Grade 3 |
| Business Unit/ Department: | Triage Assessment and Planning Service (TAPS) |
| Agreement: | Victorian Public Mental Health Services Enterprise Agreement 2020 – 2024  Medical Scientists, Pharmacists and Psychologists Victorian Public Health Sector (Single Interest Employers) Enterprise Agreement 2021 to 2025 |
| Employment Type: | Full Time  Part Time (optional) |
| Hours per week: | Full Time – 38 hours per week (ADO) |
| Reports to: | Manager NECATS |
| Direct Reports: | N/A |
| Financial management: | Budget: N/A |
| Date: | May 2024 |

**About Austin Health**

Austin Health is one of Victoria’s largest health care providers. Comprising the Austin Hospital, Heidelberg Repatriation Hospital, Royal Talbot Rehabilitation, Hospital in the Home, and community-based health services; Austin Health is an internationally recognised leader in clinical teaching, training, and research, with numerous university and research institute affiliations.

Austin Health employs near 9,000 staff across its sites; including over 1,600 doctors and 3,000 nurses, and delivers a full range of leading-edge clinical services, including several state-wide services (liver transplant, spinal cord injury service, respiratory support service, child inpatient mental health service). In total, Austin Health provides over 900 beds, including mental health, aged-care and rehabilitation beds and a range of community and in the home services. The current annual operating budget is more than $960 million.

Austin Health delivers vital state-wide services to all Victorians, including to diverse multicultural and veteran communities. It also provides community and specialty services to the people of Melbourne’s north-eastern corridor in a safety-focused, team-oriented and stimulating work environment.

Austin Health’s current vision is to change healthcare for the better through world class research, education, and exceptional patient care.

Our values define who we are, shape our culture and the behaviours, practices and mindset of our people. Our values are: Our actions show we care, we bring our best, together we achieve, and we shape the future. [www.austin.org.au/about-us](http://www.austin.org.au/about-us)

Austin Health is committed to providing an inclusive culture where all employees can contribute to the best of their ability and strive to develop further. Find more at <http://www.austin.org.au>

**Position Purpose**

The North East Crisis Assessment and Treatment Service (NECATS) clinician is accountable to the Manager of the NECATS and will work collaboratively with the broader mental health staff and teams. NECATS clinicians will have the opportunity to work in any of the NECATS subprograms which includes the Crisis and Assessment Team (CAT), Emergency Psychiatric Service (EPS), Triage (phones) and the Police Ambulance Clinical Early Response (PACER).

NECATS clinicians are recognised for their excellence in clinical practice,experience in mental health triage and assessment, risk management and the ability to work independently or as part of a multidisciplinary team***.*** The incumbent will require a comprehensive knowledge of the Mental Health and Wellbeing Act 2022 and other relevant legislation, together with well-developed interpersonal skills and a demonstrated ability to consult effectively with consumers, carers, family members and other professionals.

The role will contribute to the efficient and effective operations of the NECATS services through clinical input and support. As a clinical team member, you are responsible for providing consumer focused mental health interventions, treatment and discharge planning whilst performing the duties of this position according to the standards of the profession and the department.

The clinician will utilise a recovery approach in their work and will develop and draw on the resources of people with a lived experience of mental illness. Staff will communicate using recovery language that fosters self-determination, and hope, is person centred, goal directed and focuses on personal strengths.

**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.

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.

**Local area description:**

The position offered sits within the Triage, Assessment and Planning Service (TAPS) directorate and provides onsite and community crisis mental health intervention for persons residing in Banyule and Nillumbik. The position requires clinicians to work a 7-day week, 24 hour rotating roster and is based at a number of sites which are the Austin Repatriation site (CAT and Triage), Austin emergency department (EPS) and Heidelberg police station (PACER).

**Purpose and Accountabilities**

**Role Specific:**

* Displays a clear understanding of the principle of recovery orientated practice and its implementation within a clinical setting.
* Applies sound clinical knowledge and an in-depth understanding of contemporary mental health practices to ensure quality clinical outcomes are achieved.
* Screens referrals of complex cases to determine suitability for services including inpatient and community intervention, in consultation with other senior clinical staff.
* Conducts assessments of clients and develops acute management plans in collaboration with clients, carers and the treating team.
* Independently conducts assessment of mental state and risk and works with other stakeholders, emergency services to develop appropriate management plans for clients who present in crisis.
* When on shift, participates in clinical review processes, and clinical data collection.
* Ensures that the process of transfer and/or discharge of care is undertaken in a timely and effective manner, including written and verbal communication to all relevant parties.
* Implements, monitors and reviews acute management plans in collaboration with the clinical team.
* Ensures within each shift, by effective time management, client care activities are performed with in stated time frames.
* Applies a thorough knowledge and understand of relevant legislation.
* In keeping with the mental health triage scale, screens referrals to the Triage service to determine suitability for service and priority for mental health service response, for people experiencing psychiatric crisis who require an intensive service; &
* Work in NECATS sub programs including Triage and PACER as clinically and operationally required or as negotiated with the NECATS Manager.

**Professional Practice:**

* Ensure consumer care standards meet professional, organizational, legal, and ethical requirements.
* Standards and protocols for consumer care are current, known, and accessible.
* Continuity of care is maintained by appropriate handover of consumer progress.
* Specific care needs are met, including psychosocial support, gender, and cultural needs.
* Education of consumers including family and carers is fundamental.
* Risk assessments are undertaken and appropriate management strategies for risk are implemented.
* Demonstrate a commitment to professional development.
* Active participation in professional developmental activities of self and others; &
* Demonstrates a commitment to own clinical supervision.

**All Employees:**

* Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Hub): OPPIC
* Report incidents or near misses that have or could have impact on safety - participate in identification and prevention of risks
* Comply with the Code of Conduct

**People Management Roles:**

* Ensure clear accountability for quality and safety within the department
* Ensure incident management systems are applied and a response to local issues and performance improvement occurs; ensure the risk management system is functional
* Be aware of and comply with the core education, training, and development policy.

**Selection Criteria**

**Mandatory Qualifications**

* Relevant professional qualification in a health-related discipline (nursing, clinical psychology, social work, occupational therapy) with current Registration with Australian Health Practitioner Regulation Agency (AHPRA) where applicable.

* Nurses must have a Post-Graduate Qualification in Psychiatric/Mental Health Nursing or equivalent with a minimum of 5 years post qualification experience, preferably in a variety of mental health areas.
* Social Work - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers
* Social work and Occupational Therapy must have at least 7 years’ experience with high levels of specialist knowledge.
* Clinical Psychology - Minimum of master's degree in Clinical Psychology and Current registration and endorsement as a Clinical Psychologist with Australian Health Practitioner Regulation Agency
* Substantial clinical experience of at least 5 years
* A current Victorian Driver’s License and ability to drive a work vehicle

### Essential for Performance in the Position

* Demonstrated knowledge of recovery and collaborative clinical practice.
* Demonstrate well developed skills and knowledge in community mental health, including crisis intervention, telephone triaging, consultation, referral, mental state and risk assessment, treatment, and collaborative care planning.
* Relevant knowledge and demonstrated skills in crisis intervention for people in psychiatric crisis.
* Sound knowledge of the Mental Health Act (2014) and other relevant legislation and policies.
* Demonstrated understanding of the Mental Health Triage Scale.
* Ability to work collaboratively with clients experiencing psychiatric illness and disability, their families, and carers, as part of a multi-disciplinary team.
* Demonstrated ability to effectively liaise, consult and work within a multi- disciplinary team and a team environment.
* Well-developed interpersonal, communication and negotiation skills.
* Possess and demonstrates a commitment to high levels of customer service, both internal and external to Austin Health.
* Pursues and demonstrates a commitment to professional development to maintain, strengthen and broaden clinical knowledge and expertise.
* Has an undertaking to participate in clinical supervision actively and independently with a discipline senior.
* Computer literacy and a willingness to increase skill base.
* Current driver’s license

**Desirable but not essential**

* Dual diagnosis experience and skills.

**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/Aboriginalemployment/>

**Document Review Agreement**

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| **Manager Signature** |  |
| **Employee Signature** |  |
| **Date** |  |