

Position Description

Senior Mental Health Clinician ICYMHS CATS

Classification:	Grade 3 – Psychologist Grade 4 – Registered Psychiatric Nurse Grade 4 – Social Worker or Occupational Therapist
Business unit/department:	Infant, Child and Youth mental Health Service (ICYMHS) Mental Health Division (MHD)
Work location:	Austin Hospital ☒ Other ☒ 37 Burgundy Street Heidelberg office with outreach as required
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024 - 2028 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Part-time, ongoing
Hours per week:	32 hours per week
Reports to:	Program Manager Access Community and Partnership teams, and ICYMHS CATS Team Leader
Date:	June 2026

Austin Health acknowledges the Traditional Custodians of the land on which we operate, the Wurundjeri Woi Wurrung People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The ICYMHS Crisis Assessment and Treatment Service (ICYMHS CATS) Senior Clinician role reports to the ICYMHS Team Leader who works collaboratively with the Access Community & Partnership Teams Program Manager and will work with the broader Mental Health staff and teams within ICYMHS and the wider Mental Health Division.

The ICYMHS CATS team will be expected to 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 Directorate/Division/Department

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

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 Boobop 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 ICYMHS 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.

About ICYMHS CATS

ICYMHS CATS work with children and young people and their families/carers in their home. This includes when presenting in crisis and with acute mental health issues requiring crisis interventions and home based support preventing when possible, ED and inpatient unit admissions.

Position responsibilities

Role Specific:

- Displays a clear understanding of the principle of recovery orientated practice and its implementation with a crisis response and effective referral processes in both a clinical setting and the community.
- Applies sound clinical knowledge and an in-depth understanding of contemporary mental health practices to ensure quality clinical outcomes are achieved.
- Conducts assessments of young people and develops acute management plans in collaboration with children and young people, carers, and the treating team.
- 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 children and young people and develops acute management plans in collaboration with them, their families and carers, and the treating team.
- Independently conducts assessment of mental state and risk and works with other stakeholders,



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emergency services to develop appropriate management plans for young people 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 within stated time frames.
- The Senior Clinician will work collaboratively with the Team Leader and all team members to ensure the workload and referral throughput is managed in a timely manner and effective.
- As a Senior Clinician the role will be integral in developing and maintaining a positive team culture and environment with a capacity to support staff and patient/referral flow.
- 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.
- 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.
- As a Senior Clinician contribute to the review, evaluation, and quality improvement activities of the team.
- Maintain and promote effective communication, both written and verbal, to ensure information and documentation is accurate and meets required service standards.
- Engage in strategic planning and the development of special projects as discussed.

Direct Clinical Care

- Ensure the delivery of sensitive and effective practice to meet the needs of children and young people, carers and staff.
- Strong skills in comprehensive CAT assessment and care planning to maximise referral outcomes and achieve goals of care.

Education

- Provide discipline supervision and coaching of other staff for career development.
- Actively participate in area of expertise by presenting at conferences, forums, Nursing Grand Rounds.
- Maintain professional practice through continuing education, professional development and employment goals for self.
- Actively participate in local networks and forums to share and extend professional knowledge and build collegial relationships as directed by Team Leader.
- Identify and support the development of strategies to support staff with their learning needs.

Research

- Demonstrate in-depth and developed knowledge of the translation of research into practice.
- Identify best practice research to address gaps in nursing practice.
- Create, participate and support others in the development of evidence-based guidelines.
- Contributes to local research activities including selecting appropriate research methodology and



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data analysis strategies.

Support of Systems

- Contribute to the development of staff skills to identify, plan and implement evidence-based risk prevention strategies.
- Participate in work practices by identifying practice gaps and utilise resources/clinical audit findings in local clinical area.
- Develop to be skilled in the ability to utilise all Austin Clinical informatics systems.
- Actively contributes to the development and review of policies and practice guidelines in line with their area of clinical expertise.

Professional Leadership

- Demonstrate high levels of self-agility and maintain focus even during times of uncertainty and change.
- Demonstrate a commitment to deliver sustainable, excellent performance and accountability within the local context.
- Establish systems and processes to ensure excellence and accountability in delivery of safe, effective healthcare.
- Practice high-level communication consistently.
- Support in the development of a culture that values and celebrates work of the team
- Create a culture of clinical practice where teamwork, diversity and inclusion are central to delivery of care.

Selection criteria

- Demonstrated knowledge of recovery and collaborative clinical practice.
- Demonstrate well developed skills and knowledge in child and youth mental health, community mental health, including crisis intervention, consultation, referral, mental state and risk assessment, treatment and collaborative care planning.
- Relevant knowledge and demonstrated skills in crisis intervention for young people in psychiatric crisis.
- Sound knowledge of the Mental Health and Wellbeing Act (2022) and other relevant legislation and policies.
- Demonstrated understanding of the Mental Health Triage Scale.
- Ability to work collaboratively with young people 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 in order to maintain, strengthen and broaden clinical knowledge and expertise.
- Has an undertaking to actively and independently participate in clinical supervision with a discipline senior.



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- Computer literacy and a willingness to increase skill base.
- Current driver's licence

Desirable but not essential

- Dual diagnosis experience and skills.

Professional qualifications and registration requirements

Mandatory Qualifications

- Relevant professional qualification in a health-related discipline (psychology, nursing, social work, occupational therapy) with current Registration with Australian Health Practitioner Regulation Agency (AHPRA) where applicable.
- Psychologists must be registered with a specialist endorsement in Clinical Psychology, Clinical Neuropsychology or Forensic Psychology.
- AHPRA registration as a Board Approved Supervisor and supervisory experience
- Nurses must have a Post-Graduate Qualification in Psychiatric/Mental Health Nursing or equivalent.
- Social Workers: Eligibility for membership with Australian Association of Social Workers (AASW).
- Health Professionals must have at least 7 years experience with high levels of specialist knowledge.

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.
- 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



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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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