

# Austin Health Position Description



## Position Title: Senior Mental Health Clinician – Central – Infant and Child Team

Classification:	Social Worker, Occupational Therapist, Speech Therapist or Clinical Psychologist Grade3, Registered Psychiatric Nurse Grade 4.
Business Unit/ Department:	Child and Youth Mental Health Service (ICYMHS) Mental Health Division
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020 - 2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025
Employment Type:	Full-Time
Hours per week:	40 hours (with ADO)
Reports to:	Team Leader, Program Manager
Direct Reports:	None
Date:	September - 2024

## 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](#).

## 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 Role

The Senior Mental Health Clinician provides high quality expert clinical care both directly and indirectly to children and their families referred to the Infant and Child Community Team.

Working within a multi-disciplinary setting the senior clinician will assume a leadership role coaching, mentoring and supervising others within the team around complex care needs for this age group. They will provide case management and other clinical interventions including groupwork and parent and individual therapy,

As a senior mental health clinician, it is expected that you work collaboratively within the team and broader ICYMHS staffing group identifying service gaps and community needs.

The incumbent will contribute to the ongoing development and implementation of enhancements to the model of care for children ensuring practice is in line with contemporary evidenced based mental health models of care and current Victorian initiatives including the Recovery Framework.

The clinician will report directly to the Team Leader and Consultant Psychiatrist alongside the Program Manager who is responsible for the operational and strategic area of team functioning.

## About the Mental Health Division

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 or those aged up to 25 years. It is an exciting time for 3 Austin as the CYMHS directorate will be expanding in response to the recommendations from the Victorian Royal Commission into Victoria's Mental Health Services (2021). It is anticipated that the service will move to 0-25 age cohort by the middle of 2023.

ICYMHS currently have two inpatient units (a child and an adolescent one), with future projects for residential programs - YPARC and Child and Family Centre.

At present there are outpatient community teams and a number of specialist youth outreach teams. There are also several specialist roles such as Senior Clinician (Child Specialist), Carer Consultant and the Mental Health and Wellbeing Network Coordinators. There is an anticipated expansion of the Lived Experience Workforce to be embedded with the ICYMHS 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 CYMHS are the Under 18 Triage Team, Autism Spectrum Disorder Assessment Program, and Consultation and Liaison team.

Whilst our community teams are based primarily at the Heidelberg Campus of Austin

Health 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.

## About the Child Team

The Child Team has been developed to provide an expansion of clinical services within ICYMHS with the aim of improving accessibility to and effectiveness of child mental health services.

The Child Team provides early intervention and developmentally appropriate high-quality mental health treatment to children aged up to 11 years and their families referred with mental health concerns to the service.

In working to improve clinical outcomes for children experiencing a range of difficulties or who may be at risk of developing difficulties which are or may be impacting on their emotional, social and psychological wellbeing and development the team adopts a flexible and proactive model which includes an outreach service to those families who may find it hard to access clinic-based services.

This includes those children who have experienced trauma or family violence who are or maybe at risk of entering the child protection system, have an intellectual disability/developmental delay and who are Aboriginal/Torres Strait islanders.

A holistic range of evidence-based therapies wellbeing supports care planning and coordination and education planning together with peer support and self-help supports will be offered by the service.

The service model will be informed by strong neurodevelopmental, developmental, and relational perspectives, trauma informed care, family inclusive and strength-based practice, safety and risk management approaches and will include peer support for families as well as family as central in decision making of treatment and supports. The team work collaboratively in practice and draw on a strong understanding of systemic approaches and frameworks to clinical care and case management.

The team is situated is located at the new Burgundy Street site. Travel will be expected between campuses as required and in any outreach capacity.

## Purpose and Accountabilities

### Role Specific:

1. Provides a high-quality clinical service that is informed by developmental, systemic, and collaborative strength-based frameworks.
2. Provides expert clinical assessment, diagnosis and treatment of children and families utilizing evidence-based treatment modalities suitable for engaging children as indicated by clinical need within available resources. This is within the clinic and in outreach settings.

3. Within the caseload provides case management, parent, individual and dyadic therapies. Also provides groupwork for both parents and their infants/ children e.g. social of security , mother goose program etc
4. Provides discipline specific clinical expertise that contributes to excellent clinical outcomes for children and their families as well as the team's capacity to provide a comprehensive formulation and diagnostic clarification.
5. Perform mental health risk assessment, plan, and implement treatment interventions including crisis management, individual counselling, family work and system containment and consultations/carers/system.
6. 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.
7. Works collaboratively and successfully with the lived experience workforce empowering them in their role in the team and learning from them to improve the practice of self and others.
8. 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.
9. Works collaboratively with the school community and others (Child Protection, NGO's) in providing integrated treatment and management.
10. Contributes to team, discipline and ICYMHS operational activities, portfolio management, service planning, research, and evaluation activities so that the teams and services performance and culture is safe, healthy, and productive with a view to continual improvement.
11. Maintains an awareness of safety issues, the safe practice policy, and procedures of this service and relevant legislation to ensure that risks to consumers, carers and families and staff and the community are minimised.
12. Actively participates in regular supervision (operational, professional, and clinical) and performance development and review processes.
13. Provides secondary consultation to primary and other specialist service providers on behalf of the service.
14. Participates in team quality improvement initiatives, departmental research, and evaluation activities and to fill other portfolio responsibilities on behalf of the team and the department as required.
15. Provide support to the team's; leadership, offering discipline specific supervision to other members of the team, students, grads as required.
16. Comply with relevant professional and mental health sector legislation and statutory requirements.
17. Proficiency in key board skills and information technology systems and applications as required by the role.

18. Performs other duties and work from another work location as directed.

### **All Employees**

- Comply with the Austin Health policies and Procedures as amended from time to time, which can be located on the intranet- The Pulse.
- Report incidents or near misses that have or could have impact on the safety-participate in identification and prevention of risks.
- Comply with the Code of Conduct and other policies outlined on the Austin Health OPPIC intranet.
- Adheres to and complies with relevant legislation i.e., Mental Health and Wellbeing Act 2022 and the Children, Youth and Families Act 2005 and the Child Wellbeing and Safety Act 2005
- Comply with Austin Health mandatory training and continuing professional development requirements.

## **Selection Criteria**

### **Mandatory Qualifications**

- Relevant professional qualification in a health-related discipline (social work, occupational therapy, clinical psychology, or psychiatric nursing) and current registration with the relevant professional board, Association or College.
- Must meet minimum years of clinical experience for a senior role according to the Enterprise Agreement.
- Psychologists: Registration with a specialist endorsement in Clinical Psychology or Forensic Psychology
- Social Workers must be eligible for membership with the Australian Association of Social Workers (AASW).
- 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**

- Relevant minimum years of post-graduate experience in a tertiary mental health setting or other related field with specific experience with children and families.
- Demonstrated ability in and knowledge of the identification, assessment and treatment of children and their families.
- Demonstrated commitment to the care of children 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 recovery goals.
- Sound understanding of and ability to apply best evidence base for assessment and treatment.
- Demonstrated ability and knowledge of early intervention assessment, formulation, and a range of therapeutic interventions for both individuals and groups.
- Skill in engaging children and families who are hard to reach.
- Knowledge of and experience in delivering a range of crisis intervention, behaviour management strategies and evidence-based parenting strategies.

- Excellent interpersonal, communication and negotiation skills.
- Excellent organizational and time management skills.
- Demonstrated ability to develop effective relationships with colleagues, services, and external stakeholders.

**Desirable but not essential.**

- Experience in family therapy
- Evidence of ongoing professional development.
- Post-graduate training in relevant areas, for example: developmental psychiatry; child, adolescent or youth mental health, adverse childhood events/childhood trauma, child, or adult psychotherapy
- Sound knowledge of the MARAM framework, implementation plan and hold an intermediate level of training or be working towards this.
- Knowledge of child protection and relevant legislation.

## 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

<b>Manager Signature</b>	
<b>Employee Signature</b>	

<b>Date</b>	
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