

Austin Health Position Description



Position Title: Mental Health Clinician

Classification:	Clinical Psychologist, Social Worker, Occupational Therapist, Speech Pathologist (Grade 2s), or Registered Psychiatric Nurse (Grade 3)
Business Unit/ Department:	Northern I Youth Community Team (NYCT)
Work location:	Epping Site
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 (38 with ADO)
Reports to:	Program Manager, Access Community and Partnerships Teams
Direct Reports:	N/A
Financial management:	N/A
Date:	January 2025

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 Mental Health Division

Austin Health 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 in the Mental Health Division are located across Austin Health and the community. The Mental Health Division incorporates four program areas:

- Adult and Older adult 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 individualized treatment and care.

The Infant, Child and Youth Mental Health Service (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 implementation underway to provide services 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), a Statewide Child and Family Centre opening soon, and future projects underway for a Youth Prevention and Recovery Centre (YPARC) in Heidelberg. At present there are several youth and child community teams, Triage service and a number of specialist and outreach youth teams. ICYMHS also employs several specialist roles including multidisciplinary Clinical Educators, Wellbeing Network Coordinators, and an expanding Lived Experience workforce.

Our community teams are currently based at the Heidelberg Campus of Austin Health, the

Community Services Hub in Epping, and a newly established mental health site in Heidelberg. It is anticipated there will be a number of teams located the community in the near future, with this position currently located at our newly opened Burgundy St Clinic (a short walk from the Austin Hospital Campus).

About the Northern Youth Community Team (NYCT)

The Northern Youth Community Team (NYCT) is one of several community outpatient teams within the Infant, Child and Youth Mental Health Service (ICYMHS). It is a multi-disciplinary team that offers individual and group assessment, treatment, consultations, a clinical case management service to young people with a variety of complex and severe mental illnesses and/or disorders.

NYCT primarily provides services to young people aged 12-18 (with work underway to expand this age range to 25) in the Whittlesea LGA plus Reservoir of the Austin ICYMHS catchment areas. The service currently operates within business hours, with a view to expand operating hours in the future to improve accessibility in line with Royal Commission recommendations.

The person employed in this position will be primarily based at our Epping Hub. Travel will be expected between campuses as required and for the purposes of fulfilling the needs of the allocated caseload. You may be required to work at other sites as directed.

Purpose and Accountabilities

The Mental Health Clinician will work within the Northern Youth Community Team, which is a multidisciplinary team, under the direction of the Program Manager and Team Leader, with additional support from the Consultant Psychiatrist and leadership group.

The clinician will primarily provide a mental health service to young people aged 12-18 years, their families and wider service systems within the Northern Austin ICYMHS catchment.

As a mental health clinician, it is expected that you will work collaboratively within the team and broader ICYMHS teams to support young people who present with mental health concerns as well as to provide support to, their families, carers and communities. The incumbent will contribute to the ongoing development and implementation of enhancements to the model of care for youth ensuring practice is in line with contemporary evidenced based mental health models of care and current Victorian initiatives including the Recovery Framework.

Role Specific:

- Display a clear understanding of and practice in the principles of recovery-orientated, trauma-informed and family-centred, collaborative practice and expertise in engaging children, young people and their families within clinical settings.

- Provide high quality, evidence-based clinical assessment and treatment modalities at an individual or group level as indicated by clinical need within available resources as well as general case coordination and management to children, adolescents and families referred to the team. CYMHS treatment modalities may include general case coordination and management; individual, parenting, family and group therapy; single-session intervention; eating disorders & Family Based Treatment (FBT); crisis response; health promotion and other professional development/capacity building activities.
- Comply with relevant professional and mental health sector legislative and statutory requirements.
- Demonstrated strong clinical reasoning and decision-making skills with appropriate clinical independence, seeking support when necessary.
- Provide secondary consultation to families, and to primary and other specialist service providers on behalf of the team.
- Work collaboratively and successfully within a multi-disciplinary team service model.
- Provide high quality and accessible assessment, review, and progress reports for a variety of audiences and contribute to discharge reports where appropriate.
- Provide accurate, accessible and timely written records of clinical work, as required in CYMHS standards of documentation.
- Actively participate in regular supervision (operational, professional and clinical) and performance development and review processes.
- Regularly record accurate medical record information and statistics pertaining to individual clients' attributable care and clinical support activity.
- Use information and communication systems appropriately that support the effective and efficient clinical and administrative operation of the position.
- Participate in both internal and external continuing education programs and demonstrate a commitment to improving professional performance and development to satisfy Continuing Professional Development requirements.
- Contribute to team, discipline and CYMHS operational activities, portfolio-management, service planning, research and evaluation activities so that the team's and service's performance and culture is safe, healthy and productive with a view to continual improvement.
- Work 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.
- Be aware of and adhere to safety and other procedures within CYMHS, MHD and sites you visit.
- Actively participate in undergraduate and postgraduate training of professionals within CYMHS and the MHD.
- Maintain an awareness and practice of safety issues, the safe practice policy and procedures of the service, and relevant legislation to ensure that risks to consumers, carers, families, staff and the community are minimised.
- Perform any other duties and work from another work location as directed.

Ongoing Professional Development:

- Actively participate in regular supervision
- Demonstrate a commitment to improving professional performance and

development to satisfy Continuing Professional Development requirements.

Professional Leadership:

- Participate in team quality improvement initiatives, research and evaluation activities or portfolio responsibilities on behalf of the team and department as required.
- Offer support to other members of the team, graduates, and students, as required to support a positive team culture.

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
- Maintain an awareness and practice of safety issues, the safe practice policy and procedures of the service, and relevant legislation to ensure that risks to consumers, carers, families, staff and the community are minimised.
- Comply with the principals of patient centered care.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Comply with relevant professional and mental health sector legislative and statutory requirements.
- Work across multiple sites and perform any other duties as per work requirements and/or directed by management.

Selection Criteria

Mandatory Qualifications:

Registration via the Australian Health Practitioner Regulation Agency, or for Social Workers and Speech Pathologists, eligibility for membership to the respective bodies, as outlined below:

- 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 recognized school of Occupational Therapy or other qualification approved for the eligibility for membership of the Australian Association of Occupational Therapists (VIC)
- Registration as a psychologist under the Health Practitioner Regulation National Law Act (2009). Psychologists must be registered with a specialist endorsement in Clinical Psychology, Clinical Neuropsychology or Forensic Psychology.
- APHRA registration as a Board Approved Supervisor and supervisory experience
- An approved degree in Social Work and eligibility for membership to the Australian Association of Social workers (AASW).
- An approved degree in Speech Pathology and eligibility for registration with Speech Pathology Australia.
- 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 post-graduate experience in a tertiary mental health setting or other related field with specific experience with children, youth and families.
- Demonstrated ability in and knowledge of the identification, assessment and treatment of children and their families.
- Demonstrated commitment to the care of young people 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.
- 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
- Demonstrated capacity to undertake/support research
- Experience with Single Session Thinking

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

Manager Signature	
Employee Signature	
Date	