

Austin Health Position Description



Position Title: **Mental Health Clinician – Central Child Community Team (CCCT)**

Classification:	Grade 2 Social Worker, Occupational Therapist, Clinical Psychologist, Speech Pathologist Grade 3 Mental Health Nurse.
Business Unit/ Department:	Central Child Community Team (CCCT)
Work location:	Austin Health [<input checked="" type="checkbox"/>] Heidelberg Repatriation [<input type="checkbox"/> Royal Talbot [<input type="checkbox"/>] Other [<input checked="" type="checkbox"/>] (37 Burgundy St)
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:	Permanent Full-Time
Hours per week:	38 per week
Reports to:	Team Leader , Central Child Community Team (CCCT) Program Manager , Central Community and Specialist Teams
Direct Reports:	N/A
Financial management:	N/A
Date:	November 2024

About Austin Health

Austin Health is recognised for high-quality, person-centred care. We are renowned for our specialist work in cancer, transplantation, infectious diseases, obesity, sleep medicine, intensive care medicine, neurology, endocrinology, mental health, and rehabilitation.

We are the largest Victorian provider of training for specialist physicians and surgeons, and internationally recognised as a centre of excellence in hospital-based research.

Our services are delivered to patients across four main sites in Melbourne, in locations across our community, in people's homes, and within regional hospitals across Victoria.

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 Mental Health Clinician provides high quality expert clinical care and case management to children and their families referred to the Central Child Community Team. Working within a multi-disciplinary team the clinician will undertake assessments, develop formulations, and provide case management and clinical interventions including groupwork, parent, individual and family work to children presenting with mental health difficulties and their families. The team offers outreach services to children, their families or carers who may struggle to engage with services or who may find it hard to access clinic-based services.

The clinician will report directly to the CCCT Team Leader.

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.

The Mental Health Division incorporates three program areas:

- Adult and Older Mental Health Services
- Infant, Child and Youth Mental Health Services (ICYMHS) 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 the Central Child Community Team (CCCT)

The Central Child Community Team (CCCT) 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, and a clinical case management service to young people with a variety of complex and severe mental illnesses and/or disorders.

CCCT primarily provides services to young people aged 0-11 in the Central LGAs of the Austin ICYMHS catchment areas, namely Banyule and Nillumbik. 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 team is based in Heidelberg, with travel between campuses required at times, and in any outreach capacity for the purposes of fulfilling the needs of the allocated caseload.

Purpose and Accountabilities

Role Specific:

- Purposefully and expertly engage with children and their families within clinical and outreach settings.
- Work collaboratively and in partnership with families, co-clinicians, and key stakeholders to support referred children.
- Undertake comprehensive biopsychosocial assessments (at times with other team members) and subsequently formulates and constructs individualised treatment plans and reviews for children 0-11.
- Competently case manages and can provide parent therapy, individual therapy, and family therapy as interventions for change as clinically indicated by the treatment plan.
- Use systems theory and contextual understanding as one of the dominant paradigms in making sense of a child and family presentation.
- Provide high-quality evidence based and goal focused clinical service that is strength based in its approach to client care.
- Provide a clear understanding and practice in the principles of recovery orientated trauma informed and family centered practice.
- Facilitate child and parent group programs such as Circle of Security, Parent- Child Mother Goose program, sing and grow, caring dads, play groups etc.
- Assists the service to develop and implement a system of service for infants and children that is developmentally appropriate and that reflects integrated and informed care and reflective practice.
- Respond to crisis situations and urgent clinical problems by participating in the crisis response system with other team members.
- Work collaboratively with the lived experience work force empowering them in their roles in providing a lived experience perspective to the service.
- Demonstrates a commitment to cultural safety.
- Provide professional education, training, and research to other service sector together with secondary consultation.
- Contribute to the development and implementation of research processes and quality improvement activities.
- Comply with relevant professional and mental health sector legislation and statutory requirements.
- Participate in performance appraisal and supervision processes as requested.
- Maintain an awareness and practice of safety issues, the safety practice policy, and procedures of the service and relevant legislation to ensure that risks to consumers carers, families and staff and the community are minimized.
- Appropriately use information and communication systems that support the effective and efficient clinical and administrative operation of the position and safe and effective care.
- Proficiency in keyboard skills and information technology systems and applications as required by the role.
- Performs other duties and work from another work location as directed.

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 principles 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.
- 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

Selection Criteria

Mandatory Qualifications and Requirements

- 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.
- Must meet minimum years of clinical experience for a grade 2 role according to the Enterprise Agreement.
- Nurses must have a Post-Graduate Qualification in Psychiatric/Mental Health Nursing or equivalent.
- Psychologists: Registration with a specialist endorsement in Clinical Psychology, Clinical Neuropsychology or Forensic Psychology.
- Social Workers must be eligible for membership with the Australian Association of Social Workers (AASW).
- Speech Pathologists must have membership of Speech Pathology Australia or be eligible for membership of 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 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

Manager Signature	
Employee Signature	
Date	