

Austin Health Position Description



Position Title: Senior Clinician – Northern Team

Classification:	Grade 3 Psychologist / Occupational Therapist / Social Worker or Grade 4 Registered Psychiatric Nurse
Business Unit/ Department:	Northern Community Outpatient Team (NCOT) Child and Youth Mental Health Service (CYMHS) – Mental Health Division
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025 Victorian Public Mental Health Services Enterprise Agreement 2020 - 2024
Employment Type:	Part-Time
Hours per week:	32
Reports to:	Team Manager – operationally/clinically Discipline Senior - professionally
Direct Reports:	N/A
Financial management:	Budget: N/A
Date:	10/02/2022

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 in excess of \$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

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 Mental Health Clinician Grade 3 is accountable to the Northern Community Outpatient Team Manager within Austin CYMHS and will work collaboratively with the broader Mental Health staff and teams.

The clinician works within NCOT's multidisciplinary team, under the direction of the Team Manager, with additional support from the Consultant Psychiatrist and relevant Discipline Senior. In this role, the clinician will primarily provide a mental health services to high risk young people aged 0-18 years, their families and wider service systems within the northern CYMHS catchmen. The clinician will undertake a range of duties depending on experience and qualifications, including provision of supervision to Grade 2 clinicians:

About the Mental Health Division

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.

Northern Community Outpatient Team:

The Austin's CYMHS NCOT is one of several outpatient teams for children and young people. It is a multidisciplinary team that offers a clinical service and case management to young people with a variety of complex and severe mental illnesses and disorders, aged 0-18 years within the service catchment area. The team is currently located at the Epping Community Services Hub in Epping and operates within business hours.

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

Purpose and Accountabilities

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, adolescents and their families within a range of settings
- Provide high quality, evidence-based clinical assessment and treatment modalities at an individual or family-system level as indicated by clinical need within available resources

- Perform mental health and risk assessment of clients, plan and implement treatment interventions including crisis management, individual counselling, family work, and systems containment and consultations for the client/carers/system
- Working collaboratively with families and other parts of the service system in providing integrated treatment and management including schools/educational institutions, Child Protection, drug and alcohol and Juvenile/Youth Justice services as well as non-government organisations
- Support and enhance understanding and identification of social, emotional and behavioural problems in order to reduce impact and prevalence of mental health difficulties/disorders in schools and other external agencies
- Provide other relevant discipline specific assessments that may be required according to the Mental Health Clinician's level of training and experience in that discipline
- Liaise with relevant community agencies and provide secondary consultation and / or training as appropriate, promoting the program through participation in education forums, conferences and other opportunities that arise
- Provide support to the team's leadership, offering guidance, support and supervision to other members of the team, or students, as required, escalating where appropriate
- Actively participate in team leadership together with the Team Manager and Consultant
- Actively participate in regular supervision (operational, professional and clinical) and performance development and review processes
- Demonstrated strong clinical reasoning and decision-making skills at an expert level, seeking support when necessary
- 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 and the team
- Undertake roles and other duties as directed appropriate to their experience and training that are necessary for the efficient functioning of the team and the service
- Lead and participate in the development, implementation and evaluation of community based programs as appropriate
- 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 as one of the leadership group in a way that enhances 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
- Actively participate in under- and post-graduate training of professionals within CYMHS and the MHD
- Comply with relevant professional and mental health sector legislative and statutory requirements
- Be aware of and adhere to safety and other procedures within CYMHS, MHD and sites you visit

- Ensure that those children and adolescents requiring interventions beyond the scope of the program are able to access appropriate other resources as required
- Perform any other duties and work from another work location as directed.

All Employees:

- Comply with Austin Health policies & procedures, as amended from time to time, which can be located on the intranet (The Hub): <http://eppic/>
- 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

Selection Criteria

Mandatory Qualifications

- Relevant professional qualification in a health related discipline (psychology, nursing, social work, occupational therapy or speech pathology) 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.
- 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).
- Speech pathologists: Eligibility for membership with Speech Pathology Australia.
- A current, unrestricted Working With Children Check

Essential Knowledge and Skills:

- Must meet minimum years of clinical experience for a senior role (for the profession according to the relevant Enterprise Agreement)
- Demonstrated experience and competence in working systemically with children and adolescents who have mental illness and difficulties engaging in recovery as well as their families and their system of care and support, including individual clinic-based or outreach capacity and carer-focused clinical services
- Demonstrated knowledge of recovery and collaborative clinical practice including complex crisis assessments and clinical formulation and diagnosis informed by a developmental / systemic perspective.
- Competence in developing individualised service plans for the mental health case management and therapeutic treatment of young people and their families/carer systems is required successfully liaising across multiple service sectors for the benefit of each child and young person
- Proven ability to work independently and an ability to provide clinical interventions to young people experiencing or at risk of mental illness
- Demonstrated cultural sensitivity when working with young people and families with diverse backgrounds
- Demonstrated ability to provide accurate, accessible and timely written records of clinical work, as required by Austin Mental Health Division standards of documentation

- Demonstrated ability and experience in developing effective collaborative community partnerships and the provision of consultation support to families, school staff and other specialist service providers
- Excellent interpersonal, communication (written and verbal) with demonstrated negotiation, advocacy skills
- Proven ability to enhance multidisciplinary team functioning as an active and senior team member within an innovative and changing team and service environment
- Sound knowledge of relevant legislation and practice frameworks, such as the Mental Health Act 2014; the Child, Youth and Families Act 2005; the Privacy Act 1988; and the Drugs, Poisons and Controlled Substances Regulations 2017
- Experience in providing high quality professional supervision
- A sound understanding of information technology including clinical systems, applications relevant to the Management of rostering and risk management reporting or as required for the role and/or team
- Proficiency in keyboard skills and information technology systems and applications (Microsoft Office, search engines, databases, etc.) relevant to the management of risk management reporting or as required for the role
- Strong organisational and time management skills as shown by a dynamic and flexible approach to time and caseload management
- A current and valid driver's license.

Desirable but not essential for Performance in the Position

- For Social Workers: Current accreditation as an Accredited Mental Health Social Worker with the AASW
- Experience working in outreach models of care
- Significant experience of intensive case management and systems work.
- Post-graduate training and experience in mental health, child development, family-therapy and/or group interventions
- Specialist qualification in a preferred therapeutic modality (e.g. family therapy, child psychotherapy) would be an advantage
- Previous experience in service planning and development and preparation of research and policy reports would be an advantage
- Training and experience in developmental psychiatry.

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

Manager Signature	
Employee Signature	
Date	