

Austin Health

Position Description



Position Title: **Mental Health / Older Adult (65 years +)
Practice Lead**

Classification:	RN Div 1, Registered Psychiatric Nurse – Grade 4 Allied Health Grade 3 (OT3, SW3, P3)
Business Unit/ Department:	Mental Health Division
Work location:	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:	38 hrs & ADO
Reports to:	Program Manager, Continuing Care Service Adult & Older Adult Mental Health Service
Direct Reports:	Nil
Financial management:	Budget: - Nil
Date:	October 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 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 exception 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.

Position Purpose

The Royal Commission into Victoria's Mental Health System recommended that all mental health and wellbeing services across age-based systems, including crisis services, community-based services and bed-based services, provide integrated treatment care and support to older people living with mental illness.

Older adults living with mental illness and their families, friends and supports must have access to integrated treatment, care and support in a variety of settings consistent with their needs, strengths and preferences.

The purpose of this position is to support existing community-based services within the Austin Health Mental Health Division (MHD), in the Adult & Older Adult Mental Health Service Directorate via the provision of training, education and consultation, whilst managing a small caseload of older adults presenting with complex mental health issues.

About the Mental Health Division

The MHD 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 and in the community. Employees may be redeployed within the MHD.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported decision making. This approach to consumer wellbeing builds on the strengths of the individual working in partnership with their treating team and their families/carers. It encompasses the principles of self-determination and individualised treatment and care.

Local Area Description

The service encompasses the following specialties and services:

- Acute Psychiatry Unit (APU)
- Community Recovery Program (CRP)
- Continuing Care Service (CCS)
- Austin Drug & Alcohol Service (ADAS)
- Eating Disorders Unit (EDU)
- Mobile Support and Treatment Service (MSTS)
- Parent Infant Program (PIP) & Perinatal Community Services (PCS)
- Prevention and Recovery Care Service (PARC)
- Secure Extended Care Unit (SECU)
- Primary Mental Health Team (PMHT)
- Hospital Outreach Post-suicide Engagement (HOPE) team
- Crisis Assessment & Treatment Team (CATT)
- Adult Triage Services (26+ years)
- Psychiatric Assessment Planning Unit (PAPU)
- Emergency Psychiatric Service (EPS)
- Police & Clinician Emergency Response (PACER)
- Forensic Clinical Specialist

Purpose and Accountabilities

Role Specific:

- Provide senior clinical leadership and act as a role model / mentor to staff in providing evidence-based practice in older adults with mental health issues in the community teams.
- Work collaboratively with the Lived and Lived Experienced Workforce (LLEWS) and have a strengths-based recovery focus to the integrated care provided.
- Work in conjunction with existing mental health services to make positive change for our consumers and their families and supports by participating in service development and practice change activities to improve service delivery for older adults who present to the service with mental health needs.
- In collaboration with case managers and clinical staff, participate in primary consultation of mental health issues, focusing on evidenced-based interventions.
- Provide secondary consultation to support clinical staff around assessing and supporting older adults with mental health issues. Assist with formulation and treatment planning. When necessary, support clinicians to navigate the appropriate pathways and supports including access to support from specialist older adult services.
- In conjunction with treating teams and medical professionals, ensure the comprehensive physical health assessments/monitoring is included in the overall comprehensive assessment and treatment plan.
- Participate in education and training to other disciplines, graduates, postgraduate services in our area.
- Create interprofessional education and learning programs about programs and services provided.
- Participate in service development by providing liaison, consultation and education services for other health care professionals, consumer and community groups and agencies.
- In collaboration with case-managers and clinicians, work with clients, families and established care teams to develop, implement and review their 'Individual Recovery Plan' including discharge goals.
- Provide regular contact which aims to support client engagement, retention, motivation and stability before, during and after a consumer's treatment as required clinically.
- Where appropriate, co-facilitate and coach clinical staff in facilitating evidenced-based therapy groups and individual counselling sessions targeted to the needs of older people with mental health issues.
- Conduct regular consumer file audits and work with leadership teams to complete quality improvement activities.
- Assist case managers and clinical teams around prioritising people with significant issues regarding risk and complexity.
- Provide knowledge and skills, based on professional background, as part of a multidisciplinary team, consult with other Adult and Older Adult Mental Health Service staff on specialist and community older adult matters.
- Participate in team and discipline specific supervision activities.
- Provide timely provision of all service activity data (Rapid and Outcome Measurement), including contact details and other statistical data as requested by the manager and MHD leadership.
- Engage in professional development activities as directed.
- Undertake in other duties that may be required as may arise in course of employment period.
- Participate in a community of practice.

Direct Clinical Care:

- Plan and deliver education and teaching in clinical areas in response to clinical needs.
- Lead others to develop skills in comprehensive care planning to maximise patient outcomes

and achieve goals of care.

- Lead and advise in partnership with multidisciplinary team, to address abnormalities in assessment information in all clinical situations.
- Lead and advise in partnership with multidisciplinary team to ensure goals of care and planned patient outcomes are achieved.
- Provide leadership and guidance regarding discharge planning, ensuring alignment with patient goals of care.
- Provide expert clinical knowledge through communication, modelling, and teaching.
- Provide expert clinical advice in collaboration with the patient/family and MDT; actively communicate in the treatment decision making.
- Provide leadership and guidance regarding discharge planning, ensuring alignment with patient goals of care.
- Recognise scope and limitations of practice and seek advice from other experts where required.
- Lead others to develop skills in utilisation and interpretation of assessment information.
- Facilitate multidisciplinary care planning processes to achieve clinical outcomes and complex discharges.
- Lead the multidisciplinary team handover, huddles and advise on key priorities.
- Provide expertise in management of complex situations and generate alternative course of action.

Education:

- Facilitate staff learning through development of cross discipline relationships and networks.
- Provide mentorship/ coaching of other staff for career development.
- Actively participate in area of expertise by presenting at conferences, forums, Grand Rounds.
- Utilise and maintain professional practice portfolio to plan for future continuing education, professional development and employment goals for self and others.
- Lead/coordinate local networks and forums to share and extend professional knowledge and build collegial relationships.
- Identify and implement strategies to support staff with their learning needs.

Research:

- Demonstrate in-depth and developed knowledge of the translation of research into practice.
- Lead, guide and support others to deliver evidence-based practice.
- Identify best practice research to address gaps in practice.
- Create, participate and support others in the development of evidence-based guidelines.
- Contribute to local research activities including selecting appropriate research methodology, and data analysis strategies.

Support of Systems:

- Contribute to organisational level strategic planning and drive local strategic plan initiatives.
- Actively promote the Austin Vision and contribute to the initiatives designed to achieve the vision.
- Lead initiatives aligned to NSQHSS to drive practice improvement at the local level.
- Contribute to the development of staff skills to identify, plan and implement evidence-based risk prevention strategies.
- Support and lead others to develop and undertake evidence-based quality activities based on clinical audit results.
- Support others to develop insight into practice gaps and guide them to utilise resources/clinical audit findings in local clinical area.
- Develop others to be skilled in the ability to utilise all Austin Clinical informatics systems.

- Lead staff to adhere to organisational EMR policy and practice.
- Actively contributes to the development and review of policies and practice guidelines in line with their area of clinical expertise.

Professional Leadership:

- Influence clinical leadership and provide advice across Austin Health and wider context.
- 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 and leadership skills consistently.
- Establish a culture that values and celebrates leadership.
- Create a culture of clinical practice where teamwork, diversity and inclusion are central to delivery of care.

People Management Roles:

- Maintain an understanding of individual responsibility for safety, quality & risk and actively contribute to organisational quality and safety initiatives
- Ensure incident management systems are applied and a response to local issues and performance improvement occurs
- Support staff under management to comply with policies, procedures and mandatory training and continuing professional development requirements

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
- Comply with the principals of patient-centred care
- Comply with Austin Health mandatory training and continuing professional development requirements

Work across multiple sites as per work requirements and/or directed by management

Selection Criteria

Mandatory Qualifications

- Relevant professional qualification in 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 must have eligibility for membership with Australian Association of Social Workers (AASW).

Essential Knowledge and skills

- Demonstrated knowledge of recovery and collaborative clinical practice.
- Experience and demonstrated skills in assessment, and client referral.
- Experience in the delivery of counselling, bridging support brief intervention and care coordination.
- Possess trauma-informed care skills and skills in assessing for family violence (MARAM).
- Demonstrated knowledge and understanding of the public mental health service environment, The Mental Health & Wellbeing Act 2022 and other relevant legislation, policies and strategic directions.
- Capacity to undertake direct clinical duties including assessment treatment planning brief intervention and share case management of adult clients.
- Knowledge of and the ability to apply the principles and practices of your discipline.
- A positive approach to ongoing self-education and skill development.
- A flexible, innovative team-oriented approach to service delivery.
- A positive approach to change and diversity.
- Experience and proficiency in keyboarding and computer skills
- A current Victorian driver's licence.

Desirable but not essential for performance in the position

- Proven ability to liaise and consult with relevant family members/carers, as well as a broad range of health professionals and community agencies.
- 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 department.

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

We welcome applications from Aboriginal and Torres Strait Islander people. 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	