

Austin Health

Position Description



**Position Title: Senior Mental Health Clinician
ICYMHS CATS**

Classification:	Grade 3 Social work/ Occupational Therapy/ Clinical Psychology RPN 4-
Business Unit/ Department:	Infant Child and Youth Mental Health Service ICYMHS
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2021 – 2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 – 2025
Employment Type:	Full-Time or Part-Time
Hours per week:	38 hours- preference of full time
Reports to:	Team Leader ICYMHS CAT Program Manager Access Community and Partnerships Teams, ICYMHS
Direct Reports:	nil
Date:	December 2024

About Austin Health

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

We're 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](#).

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.

Position Purpose

The ICYMHS Crisis Assessment and Treatment Service (ICYMHS CATS) senior Clinician role Team Leader reports to the ICYMHS Team Leader who work collaboratively with the Access Community & Partnership Teams Program Manager; as well as and will work collaboratively with the broader Mental Health staff and teams within ICYMHS and the wider Mental Health Division.

The ICYMHS CATS team will be expected to utilise a recovery approach in their work and will develop and draw on the resources of people with a lived experience of mental illness.

Staff will communicate using recovery language that fosters self-determination, and hope, is person centred, goal directed and focuses on personal strengths.

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.

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 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). 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- Child and Adolescent, a Child and Family Residential Program, with future projects for a further residential program - YPARC.

At present there are a number community teams and a number of specialist youth outreach teams. There is a ICYMHS Triage Team and emerging Under 25 CATT service

There are also a number of specialist roles and teams that support the work of ICYMHS alongside an expanding Lived Experience Workforce embedded within the ICYMHS directorate.

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

Health, Heidelberg site and in Epping. it is anticipated there will be a number of teams located the community over time.

Local area description:

The position offered sits within the Infant Child and Youth Mental Health Service- ICYMHS directorate and provides onsite and community crisis mental health intervention for persons residing in the ICYMHS catchment areas. The position requires clinicians to work a 7- day week, 24 hour rotating roster and is based across sites and Austin emergency department (EPS).

Purpose and Accountabilities

Role Specific:

- Displays a clear understanding of the principle of recovery orientated practice and its implementation with a crisis response and effective referral processes in both a clinical setting and the community.
- Applies sound clinical knowledge and an in-depth understanding of contemporary mental health practices to ensure quality clinical outcomes are achieved.
- Conducts assessments of young people and develops acute management plans in collaboration with clients, carers, and the treating team.
- Screens referrals of complex cases to determine suitability for services including inpatient and community intervention, in consultation with other senior clinical staff.
- Conducts assessments of young people and develops acute management plans in collaboration with clients, carers, and the treating team.
- Independently conducts assessment of mental state and risk and works with other stakeholders, emergency services to develop appropriate management plans for young people who present in crisis.
- When on shift, participates in clinical review processes, and clinical data collection.
- Ensures that the process of transfer and/or discharge of care is undertaken in a timely and effective manner, including written and verbal communication to all relevant parties.
- Implements, monitors and reviews acute management plans in collaboration with the clinical team.
- Ensures within each shift, by effective time management, client care activities are performed with in stated time frames.
- The Senior Clinician will work collaboratively with the team leader and all team members to ensure the workload and referral throughput is managed in a timely manner and effective.
- As a senior clinician the role will be integral in developing and maintaining a positive

team culture and environment with a capacity to support staff and patient/referral flow.

- Ensures that the process of transfer and/or discharge of care is undertaken in a timely and effective manner, including written and verbal communication to all relevant parties.
- Work collaboratively and successfully with the lived experience workforce, empowering them in their role in the team and learning from them to improve the practices of self and others.
- As a senior clinician contribute to the review, evaluation, and quality improvement activities of the team.
- Maintain and promote effective communication, both written and verbal, to ensure information and documentation is accurate and meets required service standards.
- Engage in strategic planning and the development of special projects as discussed.

Direct Clinical Care

- Ensure the delivery of sensitive and effective practice to meet the needs of consumers, carers and staff.
- Strong skills in comprehensive CAT assessment and care planning to maximise referral outcomes and achieve goals of care.

Education

- Provide discipline supervision and coaching of other staff for career development.
- Actively participate in area of expertise by presenting at conferences, forums, Nursing Grand Rounds.
- Maintain professional practice through continuing education, professional development and employment goals for self.
- Actively participate in local networks and forums to share and extend professional knowledge and build collegial relationships as directed by Team Leader.
- Identify and support the development of strategies to support staff with their learning needs.

Research

- Demonstrate in-depth and developed knowledge of the translation of research into practice.
- Identify best practice research to address gaps in nursing 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 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.
- Actively contributes to the development and review of policies and practice guidelines in line with their area of clinical expertise.
- To engage in high quality liaison and consultation to other areas within the MH Division and Austin Health, as well as to other service agencies and providers and Government Departments.

Professional Leadership

- 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.
- Support in the development of a culture that values and celebrates work of the team
- Create a culture of clinical practice where teamwork, diversity and inclusion are central to delivery of care.

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 by following organisational safety, quality & risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person centred care.
- Comply with requirements of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Comply with Austin Health mandatory training and continuing professional development requirements.

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

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.

Selection Criteria

Essential Knowledge and skills:

Mandatory Qualifications

- Relevant professional qualification in a health-related discipline (psychology, nursing, social 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.
- AHPRA registration as a Board Approved Supervisor and supervisory experience
- 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).
- Health Professionals must have at least 7 years' experience with high levels of specialist knowledge.

Essential for Performance in the Position

- Demonstrated knowledge of recovery and collaborative clinical practice.
- Demonstrate well developed skills and knowledge in youth mental health, community mental health, including crisis intervention, consultation, referral, mental state and risk assessment, treatment and collaborative care planning.
- Relevant knowledge and demonstrated skills in crisis intervention for young people in psychiatric crisis.
- Sound knowledge of the Mental Health and Wellbeing Act (2022) and other relevant legislation and policies.
- Demonstrated understanding of the Mental Health Triage Scale.
- Ability to work collaboratively with young people experiencing psychiatric illness and disability, their families, and carers, as part of a multi-disciplinary team.

- Demonstrated ability to effectively liaise, consult and work within a multi- disciplinary team and a team environment.
- Well-developed interpersonal, communication and negotiation skills.
- Possess and demonstrates a commitment to high levels of customer service, both internal and external to Austin Health.
- Pursues and demonstrates a commitment to professional development in order to maintain, strengthen and broaden clinical knowledge and expertise.
- Has an undertaking to actively and independently participate in clinical supervision with a discipline senior.
- Computer literacy and a willingness to increase skill base.
- Current driver's licence

Desirable but not essential

- Dual diagnosis experience and skills.

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	