

Position Description

Position Title: Senior Mental Health Clinician

Classification:	Clinical Psychologist, Social Worker, Occupational Therapist, Speech Pathologist (Grade 3s), or Registered Psychiatric Nurse (Grade 4)
Business unit/department:	Northern Youth Community Team (NYCT)
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> (please specify) Epping Site
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025 Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2024-2028
Employment type:	Fixed-Term 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:	29/05/2025

Position purpose

This is a fixed-term contract position, until 22nd April 2027. The Senior 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.

About the Directorate/Division/Department

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 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.

The Infant, Child and Youth Mental Health Service (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).

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 multidisciplinary 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.

Position responsibilities

Role Specific:

- Provide high-quality, evidence-based direct service in the clinical assessment, diagnosis and treatment of young people and families utilising treatment modalities suitable for engaging



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young people in their recovery, at an individual, parent and family-system level, as well as consultation and liaison with organisations.

- Be informed by a developmental model and systemic framework to clinical reasoning and decision making.
- Complete a high standard of accurate and timely clinical and operational documentation and data entry in a timely and efficient manner, and in accordance with CYMHS standards of documentation and relevant professional/mental health sector statutory requirements.
- 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
- Perform mental health and risk assessment, plan and implement treatment interventions for a caseload of clients, including crisis management, individual counselling, family work, and system containment and consultations for the client/carers/system.
- Support and enhance understanding and identification of social, emotional and behavioural problems to reduce impact and prevalence of mental health difficulties/disorders in schools and other external agencies.
- Demonstrate strong clinical reasoning and decision-making skills with appropriate clinical independence, seeking support when necessary.
- Regularly record accurate health record information and statistics pertaining to individual clients' attributable care and clinical support activity.
- 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.
- Undertake roles and other duties as directed and appropriate to their experience and training that are necessary for the efficient functioning of the team/service.
- Working collaboratively with the school community and other services (e.g., Child Protection, drug and alcohol treatment services, Youth Justice and other organisations) in providing integrated treatment and management.

Professional qualifications and registration requirements

- 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).



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- 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).

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and 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-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.
- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.



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Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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