

Austin Health Position Description



Position Title: Senior Mental Health Clinician
Youth Brief Intervention Service

Classification:	Grade 3 Occupational Therapist, Psychologist, Social Worker, or Speech Pathologist. Grade 4 Registered Psychiatric Nurse.
Business Unit/ Department:	Infant, Child, and Youth Mental Health Service (ICYMHS) Mental Health Division (MHD)
Agreement:	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 - 2025 Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Employment Type:	Part-Time
Hours per week:	22.8
Reports to:	Program Manager Access Community and Partnerships Teams
Financial management:	N/A

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 our 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 exceptional care, discovery, and learning. This is supported by our values which define who we are, shape our culture and the behaviors of our people.

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 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 across Austin Health campuses and in the community.

The Mental Health Division incorporates three program areas:

- Adult Mental and Older adult 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 consumer 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, a Heidelberg site and in Epping. It is anticipated there will be a number of teams

located the local communities over time.

About the Youth Brief Intervention Service

The Youth Brief Intervention Service (YBIS) is part of Austin Health's Infant, Child, and Youth Mental Health Service (ICYMHS). The team services young people aged 12 - 25 years (who may not require specialist mental health services but are experiencing psychological distress/mental health difficulties) and their families. These are young people who have been referred by community agencies (such as Headspace or school) for early, community-based, brief assessment and intervention sessions. Primary and secondary consultation with referring agencies also form part of the work the team offers.

The YBIS team currently collaborates with:

- Hawthorn, Collingwood, and Greensborough **Headspace**s and will include satellites and any other additional headspaces in the future.
- Other health, AOD, NGOs/agencies and education providers.

All work is informed by a developmental and systemic framework and takes place via outreach/face-to-face sessions at **the referring agency site**, or via telehealth.

This Senior Mental Health Clinician provides high-quality, expert clinical care for young people aged 12 - 25 years experiencing psychological distress/mental health difficulties and their families. This role will collaboratively work with referring agencies to support young people referred for early, community-based, brief assessment and intervention sessions.

As a senior staff member, this role will also assist and support the multidisciplinary team and its leaders (Team Manager and Consultant Psychiatrist), contributing to a healthy, productive, and dynamic team culture.

The Senior Clinician will provide high quality professional supervision within their specific discipline and offer guidance and support to their immediate team and to the broader ICYMHS service. Contributions to staff learning and skill development and research are expected.

Purpose and Accountabilities

Role Specific:

Direct care

- Using a brief intervention approach, display a clear understanding of the principles of recovery- orientated, trauma-informed, family-centered, and collaborative care for young people and their families within sub-clinical and community. The intervention is completed in collaboration with the young person's family/carer and other relevant services that work with the young person (e.g., schools, referrers)
- Deliver high quality, evidence-based clinical screening, assessment, risk formulation and treatment at an individual or systems level as indicated by clinical need. Treatment modalities may include individual, parenting, family, or group therapy.

- Demonstrate appropriate clinical independence, seeking support when necessary.
- Develop strong collegial relationships with all members of the team and within headspace locations, supporting and offering guidance to staff in headspace and ICYMHS as appropriate/negotiated.
- Complete clinical documentation and data entry in an accurate and timely manner relating to a young persons attributable care and clinical support activity.
- Strive towards continuous improvement, by initiating, participating and continuously evaluating the quality and outcomes of service design and intervention.

Consultation-liaison

- Provide primary, secondary, and tertiary consultation to relevant referring organisations, and network with these agencies to enhance service delivery to reduce the impact of mental health and wellbeing difficulties for young people and their supports.
- Liaise with relevant community agencies and provide training as appropriate, promoting the service through participation in education forums, secondary consultations meetings, conferences and other opportunities that arise.

Information Management

- Provision of plain language YBIS summaries for discussions with young persons, their families and supporting agencies.
- Strong organisational and time management skills as shown by a dynamic and flexible approach to time management and clinical caseload demands.
- Proficiency in keyboard skills and information technology systems and applications (Microsoft Office, search engines, databases, etc.) as required by the role.
- Comply with relevant professional and mental health sector legislative and statutory requirements such as The Mental Health Act 2023; Child Youth and Families Act 2005; the Disability Act 2006; the Privacy Act 1988; and the Drugs, Poisons and Controlled Substances Regulations 2017.

Leadership, Service Improvement and Ongoing professional development

- Actively participate in regular supervision (clinical, operational and discipline specific) and Austin Health's Performance Review and Development (PRD) processes and provide discipline specific within the Division as required.
- Attend relevant internal and external professional development and training, ensuring up-to-date knowledge of best practice in mental health for young people and families to improve professional performance and to satisfy Continuing Professional Development requirements.
- Contribute to team, discipline and ICYMHS operational activities, portfolio-management, service planning, research, and evaluation activities to support the team's and service's performance, and continual improvement activities.

Safe Practice and the Environment

- Be aware of and adhere to safety and other procedures within CYMHS, MHD and sites you visit.
- Undertake roles and other duties as directed appropriate to your experience and training that are necessary for the efficient functioning of the team and the larger Mental Health Division needs.

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 principles of patient centered 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.

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

Mandatory Qualifications

- Current registration with Australian Health Practitioner Regulation Agency (APHRA) (all disciplines except Social Work and Speech Therapists):
- 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.
 - 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 recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.) with a minimum of 5 years in mental health and 7 years post-graduation.; or
 - Endorsement as a **Clinical Psychologist** with the APHRA, with current APHRA Registration, the minimum of a Master's degree in Clinical Psychology, at least 5 years of clinical experiences, and APHRA registration as a Board Approved Supervisor with supervisory experience; or
 - **Speech Pathologists** must have membership of Speech Pathology Australia, or be eligible for membership of Speech Pathology Australia.; or
 - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers. A minimum of 5 years in mental health and 7 years post-graduation.

- Must meet minimum years of clinical experience for a senior role according to the Enterprise Agreement, specific to experience with children and young people within a tertiary mental health setting.
- 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:

- Demonstrate a rich understanding of professional frameworks, theories and practices as they relate to young people, families, and mental health.
- Knowledge of, and experience in, delivering a range of brief therapy (in particular, single session and solution focused modalities), individual and group approaches; crisis intervention and behaviour management strategies; and systems approaches to working with young people with a range of mental health presentations, their families, and other services.
- Demonstrated ability to provide quality consultation to families, and other specialist service providers on behalf of the team (primary, secondary, and tertiary, as applicable).
- Provision of mental health education and training to partner services working with young people experiencing psychological distress and mental health problems.
- Demonstrated cultural sensitivity when working with young people and their families from diverse backgrounds including First Nations young people and families, LGBTIQ+ and culturally and linguistically diverse (CALD) communities.
- Proven ability to enhance team functioning as an active, senior team member and model positive responses to change and adaptation.
- Training and experience in providing high quality supervision.

Desirable but not essential:

- Post-graduate training and qualification (or working towards) in relevant areas such as psychology, occupational therapy, child or youth mental health, family therapy, substance use/dual diagnosis, or public health.
- Training and experience in developmental psychiatry.
- Demonstrated understanding of the recommendations of The Royal Commission into Victoria's Mental Health Services.
- Demonstrated commitment to evidence-based practice research, evaluation and quality improvement activities in a work setting,

publication, and public presentation.

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 diverse 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 disabilities 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	