

# Position Description

## ICYMHS Senior Clinician: Youth Justice Initiative

<b>Classification:</b>	RN Div 1, Registered Psychiatric Nurse - Grade 4 Allied Health Grade 3 (OT3/SW3/P3)
<b>Business unit/department:</b>	ICYMHS Mental Health Division
<b>Work location:</b>	Austin Hospital <input checked="" type="checkbox"/> Heidelberg Repatriation Hospital <input type="checkbox"/> Royal Talbot Rehabilitation Centre <input type="checkbox"/> Other <input checked="" type="checkbox"/> Offsite
<b>Agreement:</b>	Victorian Public Mental Health Services Enterprise Agreement 2020-2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
<b>Employment type:</b>	Part-Time
<b>Hours per week:</b>	26.6
<b>Reports to:</b>	Program Manager, Access Community and Partnership Teams
<b>Direct reports:</b>	Nil
<b>Financial management:</b>	Nil
<b>Date:</b>	August 2025

### Position purpose

**The Youth Justice Mental Health Initiative (YJMH) Clinician** is a specialist senior clinical role. The clinician is expected to have superior knowledge and experience of both the youth forensic sector and the mental health sector in the Northern Metropolitan Region. The clinician will work systemically forming collaborative partnerships across a number of complex service sectors including: Alcohol and Other Drugs Services, Youth Justice, Forensic care, Child Protection, Homelessness services, Koori Services and Educational and Vocational providers.

Austin Health ICYMHS will employ and have operational and clinical responsibility for the co-located Youth Justice Mental Health Clinician. The incumbent will receive appropriate supervision, via regular individual sessions with their manager, clinical direction and support will be provided through review with a Consultant Psychiatrist. The positions will form an integral part of the Youth Mental Health Teams in the future service configuration within Austin Health ICYMHS as part of the implementation of the aims of the "Because Mental Health Matters" which outlines the Victorian Mental Health Reform Strategy between 2009 and 2019.

In addition, the governance and support provided by Austin Health specialist clinical supervision will be sought from a Youth Forensic Specialist.

The YJMHI clinician will work across two large and quite different service systems. The role will be situated within Austin Health ICYMHS. It is an expectation of this dual role that it will produce better health outcomes for this vulnerable and high-risk group of young people. It is an expectation that it will also promote good working relationships and a greater understanding between the two agencies.

Although you will be co-located at both Youth Justice and Austin Health ICYMHS with a multi-disciplinary team, given the nature of the position travel between Youth Justice Locations and across the Northern Metropolitan Region will be required.

## 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** 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 only several teams currently available 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) and Child and Family Centre, with future projects for residential program – YPARC.

There are three youth community teams, two child community teams and a number of specialist youth outreach teams. There are also several specialist roles such as Senior Clinician (Child Specialist), Carer and Consumer Consultants, Koori Mental Health Liaison Officer and Community Engagement and Partnership Coordinators. There is an expansion of the Lived Experience Workforce to be embedded with the ICYMHS directorate.

Within ICYMHS there is a Under 18 Triage Team, Autism Spectrum Disorder Assessment Program, and emerging Youth CATT team.

Our community teams are based primarily at 2 Heidelberg location (on the Austin Campus and in Burgundy Street Heidelberg) with the exception of one based in Epping. It is anticipated there will be a number of teams located the community in the future.

### Local area Description:

Working within established community teams and bed-based services across ICYMHS.



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## Position responsibilities

### Role Specific:

- Provide advanced mental health care practice in assessment, formulation and individualized recovery planning, and multi-modal therapeutic treatment.
- Work collaboratively with young people and their families, co-clinicians and key stakeholders in the management of mental illness, youth offending, family and domestic violence, care protection concerns or co-morbid mental illness.
- Liaison and the fostering of connections between ICYMHS and Youth Justice (YJ) systems
- Primary and Secondary Consultation to ICYMHS and Youth Justice
- Engage in education and Training to ICYMHS and YJ staff around Youth justice and mental health presentations. The clinician will develop an annual education and training plan to be endorsed by the two services. The plan should include: an annual joint education and training session between the two services, education sessions for youth justice staff on mental health and mental health staff on youth justice issues.
- Facilitate and coordinate appropriate referrals following a primary consultation with the appropriate agency. One possible conduit for this process may be the clinicians' participation in the current 'Intake' meetings with the Youth Justice and Adolescent Forensic Mental Health Services to determine the most appropriate service response in relation to their mental health needs.
- Provide brief focused treatment of a small number of youth justice clients e.g. up to 12 session individual therapy informed by evidence based brief therapy models.
- Monitor the outcomes for this client group via the standard Mental Health Outcome Measurement Suite and through clinical reviews as part of a multi-disciplinary team
- Assist the service to develop and implement a system of service that reflects integrated care.
- Lead excellence in coordinated client care and support monitoring or accountability of clinical activities by documenting clinical services in the case record and completing appropriate and timely service statistics.
- Adhere to and comply with relevant legislation and policy frameworks.
- Participate in regular clinical supervision and professional development to build skills in reflection, collaboration and quality clinical practice.
- Provide high quality operational and clinical leadership that ensures the day-to-day activities are carried out in an effective manner.
- Liaise with key stakeholders (internal and external) where relevant.
- Respond to crisis situations and urgent clinical problems by participating in the crisis response system with other team members.
- Demonstrate sound knowledge of the relevant legislation and frameworks for recovery oriented practice and family violence pertaining to working in mental health and with children and their families.
- Detailed knowledge of the relevant legislation pertaining to working in mental health, e.g. Mental Health Act, Children, Youth and Families Act, etc.



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## Selection criteria

### Mandatory Qualifications

#### Essential for Performance in the Position

- Demonstrated knowledge of recovery and collaborative clinical practice.
- Experience and demonstrated skills in the youth justice area of mental health
- Mental health assessment for young people in the Northern Region Youth Justice System.
- Providing mental health treatment for young people in the Northern Region Youth Justice System.
- The capacity to provide both primary and secondary consultation to the Northern Region Youth Justice System.
- The capacity to work collaboratively with community agencies and other stakeholders who are working with young people with mental health difficulties.
- Working within a systemic framework.
- The capacity to provide community education and training packages to professionals in the Northern Region Youth Justice System.
- Trauma-informed care skills and skills in assessing for family violence (MARAM)
- Demonstrated training and experience in providing evidenced-based treatment interventions including Relapse Prevention, Motivational Interviewing and Brief Intervention.
- Demonstrated knowledge and understanding of the public mental health service environment, the Mental Health Act and other relevant legislation, policies and strategic directions.
- Capacity to undertake direct clinical duties including assessment, treatment planning, brief intervention and shared case management of dual diagnosis 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

- Tertiary specialist qualifications including qualifications/experience with dual diagnosis.
- Strong background in working with young people within this area of expertise.
- Proven ability to liaise and consult with relevant family members/carers, as well as a broad range of health professionals and community agency.
- 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.

## Professional qualifications and registration requirements

- 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



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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).

### 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).



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- 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.

### 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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