

# Eastern Health

## POSITION DESCRIPTION

<b>Position Title:</b>	Senior Infant and Child Mental Health Clinician, Specialist Child Team 0-12 years (maternity leave fixed term contract) Infant, Child and Youth Mental Health Service (ICYMHS)
<b>Award Classification:</b>	Grade 3 Occupational Therapist, Social Worker, Psychologist, Grade 4 Mental Health Nurse
<b>Award / Agreement Name:</b>	Victorian Public Mental Health Services Enterprise Agreement 2021-2024 Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
<b>Position Reports to:</b>	Line Report – Team Leader- Outer East Specialist Child Team (0-12) Professional report- ICYMHS Clinical Lead Allied Health (dependent upon discipline) or MHWP Director of Nursing

### EASTERN HEALTH – GREAT CARE, EVERYWHERE, EVERY TIME

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs



## **1. POSITION PURPOSE**

The Specialist Child team specialises in working to improve outcomes for infants and children, who have experienced trauma or family violence, are in/at risk of entering the child protection system, have an intellectual disability/developmental delay, and are Aboriginal and Torres Strait Islander, in addition to experiencing significant mental health difficulties.

The Senior Mental Health Clinician will provide a key leadership role within a multidisciplinary community team, which is part of the Infant, Child and Youth Mental Health Service (ICYMHS). As a senior Clinician, the incumbent will manage an allocated case load, providing high quality mental health assessments, case management and clinical interventions for infants and children, presenting with mental health difficulties and their families. Additionally, the position will undertake discipline specific specialist assessments and interventions with clients referred by members of the multi-disciplinary team, where required.

The incumbent will work to support the Team Leader and Team Consultant in provision of consistent and effective clinical and operational leadership within the multi-disciplinary team. This will include supporting the ongoing development and implementation of enhancements to the model of care for infants and children and their families, ensuring practice is in line with contemporary, evidenced based mental health models of care and current Victorian State Government initiatives, including the Recovery Framework. The incumbent will actively support the maintenance of a positive culture within the Specialist Child Team and broader ICYMHS service.

As a senior clinician, this role will additionally provide discipline specific supervision to other ICYMHS clinicians as allocated by the relevant discipline clinical lead ICYMHS/Director of Nursing MHWP. The role will also provide supervision and support to students, as directed by the Team Leader and relevant ICYMHS Clinical Lead/Director of Nursing MHWP.

As a Senior Clinician, the incumbent will have a commitment to ongoing professional development and supervision.

The Senior Clinician will report directly to the Outer East Specialist Child Team Leader who reports directly to the Clinical Director for clinical governance and to the Stream Manager for operational management and financial governance. The Child Team has been developed to provide an expansion of clinical services with the aim of improving the accessibility and effectiveness of specialist child mental health services to 0 – 12 year olds and their families.

The position whilst located in Ringwood, it may require the provision of services to other teams and programs within EH ICYMHS.

ICYMHS is committed to providing a clinical service that is accessible to all young people and families and there may be opportunity for flexible work hours, with the provision of an afterhours clinic or groups.

## **1. MAJOR DUTIES AND/OR RESPONSIBILITIES**

- Provide advanced mental health care practice in assessment, diagnosis, formulation and individualized recovery planning, case management and therapeutic care and discharge for infants and children 0 – 12 years of age and their families.
- Work collaboratively with families, co-clinicians and key stakeholders to support referred infants and children.
- Interest in working with young families to provide early intervention for infants and children who are presenting with social, emotional, behavioural, neurodevelopmental and psychosocial vulnerabilities.
- Provide service co-ordination, consultation and ongoing feedback to referring agents and other relevant agencies through case liaison and communicating with external agencies.
- Assist the service to develop and implement a system of service that reflects integrated care.
- Respond to crisis situations and urgent clinical problems by participating in the crisis response system with other team members.
- Provide leadership, guidance, support and supervision to other members of the multi-disciplinary

- team, particularly less experienced staff and students.
- Collaborate with the Team Leader so that annual staff appraisals can include consideration of professional skills and provide both feedback and support to staff in order that they meet agreed staff development goals.
  - Lead excellence in coordinated client care and support monitoring or accountability of clinical activities by documenting clinical services in case notes and completing appropriate and timely service KPI's.
  - Participate in regular clinical supervision and professional development to build skills in reflection, collaboration and quality clinical practice.
  - Provision of discipline senior supervision to CYMHS clinicians in other teams.
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- Actively participate as a senior clinical member of the Child Team with Team leader and Consultant Psychiatrist in quality accountability activities, clinical review process, and peer review and service development initiatives.
  - Provide high quality operational and clinical leadership that ensures the day to day activities are carried out in an effective manner and leadership to the Child Team in the absence of the Team Leader.
  - Ability to provide quality primary and secondary consultations with key stakeholders.
  - Support and model high quality clinical evidence based care including maintaining processes in the model of care, and an ability to provide flexible care for hard to engage families with complex psychosocial barriers.
  - Be proactive in maintaining a supportive and cohesive team environment.
  - Contribute to the design and implementation of evidence-based interventions for infants and children experiencing social, emotional and developmental difficulties.
  - Provide specialist discipline specific assessment, and/or treatment for clients and their families referred from within the team and provide consultation to team members regarding case related discipline specific matters.
  - Demonstrate sound knowledge of the relevant legislation and policy frameworks such as recovery oriented practice, MARAM, Child information sharing scheme 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.
  - Complete appropriate documentation and contribute to service improvement through active involvement in Continuous Quality Improvement (CQI) activities, research, professional education activities within Eastern Health.
  - Support the induction of new staff and buddy system when relevant.
  - In consultation with the Team Leader and Manager, identify and address performance related issues of the team.
  - Participation in annual performance process and self-development program with the Child Team Leader as appropriate.
  - Participate in internal and external evaluation of the service as applicable.
  - Actively participate as a senior clinical member of the Child Team in quality and accountability activities, clinical review processes, peer review and service development initiatives.
  - Ensure the development of appropriate structures, policies and procedures for effective multidisciplinary team functioning in line with government policy, legislation, and Eastern Health's Mental Health Program.
  - Complete appropriate documentation and contribute to service improvement through active involvement in Continuous Quality Improvement (CQI) activities, research and professional education activities.
  - Demonstration of relevant family violence practice according to allocated responsibility level in the mental health program workforce mapping tool. This aligns with the Multi-Agency Risk assessment and Management (MARAM) Framework, the Family Violence Information Sharing Scheme (FVIS) and Child Information Sharing Scheme (CISS) legislative requirements and related Eastern Health guidelines

## **2. SAFE PRACTICE AND ENVIRONMENT**

### **Occupational Health and Safety**

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

## **3. TRAINING AND DEVELOPMENT**

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

Support the induction of new staff including rotational, students and early career clinicians through orientation, joint clinical work and mentoring, and buddy system when relevant.

## **4. QUALITY**

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

## **6. CONFIDENTIALITY**

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

## **7. EQUAL EMPLOYMENT OPPORTUNITY**

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate

discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

## 8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

## 9. Attachments:

- Attachment 1: Key Selection Criteria

## 10. NOTE

*Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.*

*Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.*

*Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.*

Signed: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

Manager

### INCUMBENT STATEMENT

*I \_\_\_\_\_ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.*

Signed: \_\_\_\_\_

Date: \_\_\_/\_\_\_/\_\_\_

## ATTACHMENT 1

### KEY SELECTION CRITERIA

<b>Position Title:</b>	Senior Infant and Child Mental Health Clinician, Specialist Child Team 0-12 years Infant, Child and Youth Mental Health Service (ICYMHS)
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#### Essential:

The successful applicant will have a minimum of 5 years' clinical experience in public tertiary child and youth mental health and particular experience and skills in the practice of community-oriented service delivery alongside one of the following qualifications:

#### Occupational Therapist:

- Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency
- A minimum of at least 5 years' experience as a qualified/fully registered occupational therapist

#### Social Work:

- Holds a degree qualification in Social Work that has been approved by the Australian Association of Social Workers (AASW) for membership as a Social Worker.
- Maintains compliance with the AASW Continuing Professional Development Policy in order to meet the Eastern Health Allied Health credentialing standard. Accreditation as a Mental Health Social worker is an advantage.
- A minimum of at least 5 years' experience as a qualified/fully registered Social Worker

#### Psychiatric Nursing:

- Registered as a Nurse with the Australian Health Practitioner Regulation Authority with approved/endorsed postgraduate qualifications in Psychiatric Nursing.
- Minimum of four years post qualification clinical experience in child and youth public mental health.

**Clinical Psychologist:**

- Full registration or eligibility for full registration as a Psychologist by the Psychology Board of Australia (PBA).
- Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
- Registration endorsement or eligibility for endorsement in the Approved Area of Practice of Clinical Psychology.
- Hold approved Supervisor status with AHPRA.
- A minimum of at least 5 years' experience as a qualified/fully registered psychologist

**The successful applicant will have the following knowledge and skills:**

- Demonstrated ability in clinical leadership and supervision of clinical practice within a multi-disciplinary team. Senior clinician with clinical experience in adolescent/young adult Mental Health, and particular experience and skills in the practice of collaborative community-oriented practice. This includes assessment, treatment, and consultation with individual clients and their families as well as broader systemic and community interventions.
- Demonstrated ability in providing clinical care and evidence based interventions for young people and their families at ultra-high risk of developing severe mental illness preferably in a community mental health setting.
- Demonstrated ability to implement collaborative treatment programs for infants and children and their families experiencing significant and complex mental health difficulties.
- Demonstrated ability in clinical leadership within a multi-disciplinary team and supervision of clinical practice.
- Demonstrated ability to work both independently and interdependently as a member of a multidisciplinary team, with evidence of excellent conflict resolution skills.
- Compliance with the code of ethics and legal requirements of the profession.
- High level communication, both written and verbal, demonstrated high level of inter personal skills with consumers, their families and all health care professionals.
- Demonstrate understanding and work within the principles of recovery oriented mental health practice.
- Sound knowledge of the relevant legislation and frameworks for recovery oriented practice pertaining to working in mental health and with young people and families.
- Thorough knowledge of relevant documentation related to the Mental Health Services and other strategic directions with clear relevance to access and community engagement.
- Commitment to ongoing professional development.
- Current Victorian driver's licence
- Current Working with Children's Check

**Desirable**

- Post-Graduate qualifications in Infant Mental Health, Family Therapy, Child Psychotherapy.