

Position Title	Senior Clinician (Social Worker Grade 3, Occupational Therapist Grade 3, Psychologist P3).
Award Classification:	Grade 3
Award / Agreement Name:	Victorian Public Mental Health Services Enterprise Agreement 2016-2020 OR Victorian Public Health Sector (Medical Scientists/Pharmacists and Psychologists) Enterprise Agreement 2017 - 2021
Position reports to:	Operationally to the Team Leader, Continuing Care Unit Operational: Manager, AMHS Rehabilitation Services Professional: Occupational Therapy / Social Work / Psychologist Program Senior, Mental Health and State-wide services

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.



POSITION PURPOSE

The Senior Clinician will form part of the leadership group within the Community Care Unit (CCU), providing a senior clinical role and work in collaboration with the Consultant Psychiatrist, Team Leader and Manager (AMHS Rehabilitation Services) to provide professional leadership, to promote high quality clinical standards, quality improvement and ongoing development of the Rehabilitation Service.

The position will provide case management and clinical intervention for the more complex needs, including consumers with co-occurring mental health and substance use problems (dual diagnosis) as a core component of the clinical role.

Our mental health rehabilitation services’ vision is to provide culturally sensitive, holistic and wellness focused services that promotes values and respects the dignity and lived experience of individuals facing mental health challenges. We will do this by working collaboratively with individuals and their support networks to help them pursue a life based on their own strengths, values and goals. AMHS Rehabilitation Services Vision Statement March 2018

KEY ACCOUNTABILITIES

Healthcare Excellence
<ul style="list-style-type: none">• The Senior Clinician will take on the role of providing clinical leadership in the form of role modelling, mentoring, working with the more complex consumers, providing support and strategies to other clinicians on how to address challenges their own consumers may present with.• Together with the Team Leader and Consultant, the Senior Clinician will provide a senior clinical role within the CCU and take the lead on clinical decisions, development of management plans and discharge planning.• Will hold the portfolio of the Collaborative Recovery Model and act as a leader in the ongoing implementation of the Collaborative Recovery Model; working with the team to support the team via organising regular Team Collaborative Recovery Model Coaching Sessions.• Will hold other key portfolios as discussed with the CCU Team Leader/ AMHS Rehabilitation Manager.• Provide recovery orientated case management and care coordination services using the Collaborative Recovery Model paradigm and actively support other clinicians on how to work with their consumers following similar recovery orientated principles• Possesses current, advanced, specialist mental health knowledge and skills and applies these skills to lead the clinical role within the CCU.• Demonstrated ability to provide a range of services at a high standard, including specialist assessment and therapeutic intervention to people with a serious mental illness and a serious substance disorder within a demanding work environment.• Undertake intensive case management and/or care coordination of consumers with a wide range of complex recovery needs including Dual Diagnosis; to improve their level of functioning and quality of life. Simultaneously work collaboratively with consumers, families, carers and relevant agencies in the development, implementation and review of Individual Recovery Plans/Treatment Plans and provision of quality services.• To provide case management, and clinical intervention for the more complex needs consumers within the service• Take a lead role in working with SECU consumers as necessary.• Practice in accordance with the recovery principles as outlined in ‘A national framework for recovery-oriented mental health services’ (Commonwealth of Australia 2013) and the Collaborative Recovery Model (2017).• Conduct education sessions on mental health issues for consumers of Eastern Health AMHS and their families, and staff of other agencies.• Adhere to and comply with relevant legislation i.e. Mental Health Act 2014.

A Great Patient Experience

- Establish collaborative working relationships with consumers in order to assist them in the development of independent living skills that promotes autonomy, hope and recovery.
- Work collaboratively with consumers and their families and carers offering them information which may assist them to manage their illness. I.e. Early Warning Signs & Relapse Prevention strategies.
- Work collaboratively with consumers, carers and families to assist them to manage their medication including managing side effects.
- Assesses, understands and responds to co-occurring physical health care needs and psychosocial determinants of mental health.
- Actively seeks consumer feedback on clinical service delivery and works with consumer and carer consultants to respond to recommendations from feedback.
- Promote the principles and practice of service coordination to ensure that consumers are at the centre of service delivery and receive a timely, coordinated response to their health and social needs.

Leading in Learning

- In conjunction with the Team Leader, work with the Occupational Health & Safety (OH&S) coordinators to identify and rectify any hazards in the CCU, and raise awareness of OH&S issues as they arise.
- Work with the Team Leader to ensure that all professional practice within the CCU is within the philosophy, intent, and standards prescribed by AHPRA & Eastern Health standards, policies, guidelines and procedures.
- Participate in and meet the standards of the EH Allied Health Credentialing and Professional Standards
- Facilitate and participate in the delivery of models of education to CCU staff (including those undertaking undergraduate and post graduate education)
- Ensure all staff are able to work in a non-discriminatory and harassment free environment.
- Participate in developing performance development plans that are reviewed at least annually.
- Assists with the development of systems to ensure that all clinical staff are measured against and comply with the specific competencies that may be prescribed from time to time by Eastern Health.
- Undertake designated mandatory Eastern Health training within the required timeframes
- Actively participate in the development, delivery and coordination of Orientation, induction, mentoring, supervision, education and professional development of Allied Health staff, students (including work experience students) and other EH personnel as required.
- Monitor new developments in allied health through journal review, attendance and presentation at departmental in-services, tutorials and attendance at other relevant internal and external educational opportunities.
- Integrate new learning into practise both individually and more broadly where required.
- Ensure maintenance of Australian Health Practitioner Regulation Agency (AHPRA) and Continuing Professional Development (CPD) requirements at all times.

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.

Leading in research and innovation

- Take an active role in the ongoing implementation of the Collaborative Recovery Model within the AMHS Rehabilitation Services model at Eastern Health.
- Key role in implementing the new EH Model of Care within the CCU.
- Actively contribute to daily handover as well as coordinating and leading clinical and caseload review meetings that guide the implementation and evaluation of consumer treatment objectives provided by the multidisciplinary team.
- Coordinate referrals, manage the waitlist and negotiate transfers with other teams to the CCU .
- Coordinate the assessment of new consumers, and ensure referrers and consumers are regularly informed of outcomes of referrals.
- Coordinate case allocation of consumers to clinicians within the CCU.
- Possesses dual diagnosis knowledge or specific qualification to optimise engagement with consumers and their carers/families regarding the duality of mental health and alcohol/ other drugs and the impact on their recovery goals.
- Participate in service wide complex care meetings.
- Participate in the daily service-wide Access Teleconference.
- Contribute to the investigations of category 3&4 incidents as directed and supported by the Team Leader.
- To participate with the Team Leader and Manager in annual performance reviews of all staff.
- Participate in recruitment and orientation of junior staff.
- Actively participate in professional development activities that include: both line and professional supervision, attendance at workshops and seminars as well as maintaining an up-to-date knowledge of contemporary recovery interventions in mental health.
- Contribute to sustaining a positive team environment that maximises the range of consumer services available through the multidisciplinary team.
- Ensure staff work from an evidence base that ensures the best outcomes for consumers.
- Conduct or attend workshops, in-service education sessions, seminars and conferences when applicable as part of ongoing professional development.
- Promote and participate in research activities where relevant and take a lead role in training and professional development activities within the team.
- Conduct education sessions on mental health issues for consumers of Eastern Health AMHS and their families, and staff of other agencies.
- Promotes and supports a culture of continuous service improvement, contributes to quality improvement, education and research projects with the area of practise.
- Practices within the principles and practises of supported decision making.

A Great Partner with our Communities

- Develop knowledge of local resources and services to: make appropriate referral; provide advocacy; and initiate service development activities that will proactively enhance consumer access to community services.
- Participate in community development activities as appropriate, through liaison, consultation and education services for other community agencies and groups, community groups and agencies.
- Promote strong interagency relationships and ensure timely and accurate information sharing between services with shared consumers.
- Promote improved Consumer outcomes by implementing the use of agreed service coordination processes and practices between specialist mental health services, mental health community support services, AOD services, homelessness support and primary health services.
- Provide secondary and tertiary consultation to local housing providers, employment, education, other Eastern Health services and non-public health services to optimise consumer recovery.
- Works collaboratively with the Dual Diagnosis and Dual Disability sector in provision of holistic consumer centred clinical services.
- Lead and participate in service development, special projects, planning, evaluation and quality improvement activities, both on a team level and within the organization as a whole.

A Values-Based, Safe Workplace

- Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health.
- Staff are required to take care of your 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.
- Recognizes and deters potential risk which may jeopardize your health, safety and wellbeing.
- 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.
- Identifies and reports all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.
- Complies with all State legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensation (WIRC) Act 2013.
- Implements harm minimisation and risk assessment strategies for at-risk individuals.
- Treats all employees of the organisation with respect and dignity and free of discrimination or harassment.

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 centred care.

A Great Achiever of Sustainability

- Promote a culture of continuous service improvement within the team, participating in the Eastern Health Quality Framework.
- Comply with data collection and reporting requirements along with administrative procedures as required including use of Outcome Measurement tools.
- Lead role in clinical file auditing, ensuring the service is meeting KPI targets.
- Participates in organisational strategies with all relevant areas as required.
- Actively lead or participate in initiatives to streamline services to reduce duplication, waste and ensure optimal use of resources, including available clinical time.
- Participate in local level leadership meetings and work with the Stream Leader and Consultant in the implementation and maintenance of professional clinical practice and standards.
- Provide consistent, effective clinical and organisational leadership in keeping with the key objectives and service requirements of the recovery program, and in line with the operational direction of the Manager AMHS Rehabilitation Services.
- Support the Team Leader in their role; including sharing the SECU liaison role as needed.
- Ensure service delivery is evaluated in collaboration with the Consultant Psychiatrist, Stream Leader and Manager, AMHS Rehabilitation Services
- Opportunity to act when required in the role of Team Leader of CCU during periods of leave.
- Other duties as directed by the Manager, AMHS Rehabilitation Services, for the efficient and effective running of the service.

KEY SELECTION CRITERIA

Qualifications:

Essential:

- A full Driving license.
- A satisfactory police check is required prior to appointment.
- Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency OR
- 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. OR
- 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 Approved Area of Practice of Clinical Psychology.
 - Hold approved Supervisor status with AHPRA.
- Demonstrated high level of ability in the delivery and evaluation of a range of high quality discipline specific services and mental health assessments to consumers, families and carers within a mental health setting.

Desirable:

- Post Graduate qualifications relevant to the position or working towards.
- Previous experience in a supervisory or case management role.
- Knowledge of and experience working with the Collaborative Recovery Model.
- Experience in facilitating change to work practices in a health care organisation.
- AMPS trained (Occupational Therapist).
- ESI trained (Occupational Therapist)

Experience:

Essential:

- A minimum of at least 5-years' mental health experience as a qualified Occupational Therapist/ Social Worker/Psychologist preferably in a range of mental health settings.
- At all times works within the professional standards, codes and behaviours that are legislated through the relevant professional bodies and Eastern Health Policy, Standards and Practice Guidelines.
- Sound knowledge of the Victorian Mental Health Act 2014, and other relevant legislation, and an awareness of current area mental health procedure and practice requirements.
- Extensive clinical experience in the mental health field, with particular emphasis on recovery in the community.
- An understanding of the role of an Occupational Therapist/Social worker/ Psychologist in an intensive case management role and demonstrated ability to provide a range of recovery orientated services within a demanding work environment, to people with a mental illness.
- Extensive experience with case management of consumers with a mental illness including skills in assessment, crisis intervention, counselling, relapse prevention and recovery focused interventions.
- Demonstrated ability to independently assess, plan and implement treatment and management of consumers with a mental illness.
- Demonstrated ability to work with people with dual diagnosis.
- Demonstrated commitment to and ability to practice utilising the recovery approach in mental health treatment and support, with a focus on working collaboratively with consumers and carers to promote self-determination and enable progress towards reaching personal recovery goals.
- Advanced theoretical knowledge of discipline specific assessment and treatments in mental health.
- Provide clinical discipline specific assessment, treatment and consultation services.

<ul style="list-style-type: none"> • Demonstrated ability to provide clinical leadership to a multidisciplinary team. • Excellent interpersonal and communication skills (written and verbal) and proven ability to liaise negotiate and communicate with staff, other service providers and the wider service system. • Provide discipline specific advice to other team members. • Demonstrated commitment to supervised practice, ongoing professional development and further developing skills in clinical mental health. • Demonstrated ability to supervise students and ability to provide professional supervision for more junior staff of their relevant profession.
Knowledge and Skills:
<ul style="list-style-type: none"> • High level communication, both written and verbal, demonstrated high level of inter personal skills with consumers, their families and all health care professionals. • Commitment to ongoing professional development. • Computer literacy and embracing of health technologies and informatics.
Personal Attributes:
<ul style="list-style-type: none"> • Exhibits behaviour which reflects the Eastern Health values. • Promotes and contributes to a supportive and engaged team environment. • Commits to providing a safe environment for all. • Respectful, collaborative and kind.

VALUES

Eastern Health Values
<p>These values represent and describe the very heart of our organisation and what we stand for – all employees are required to abide by the Eastern Health Values: Patients First</p> <ul style="list-style-type: none"> ✓ Kindness ✓ Respect ✓ Excellence ✓ Agility ✓ Humility <p>Prior to accepting any offer of employment, prospective employees will be required to undertake a National Criminal Check.</p>

ATTACHMENT 1: Eastern Health/Department/Specialty Information

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. Staff employed by Eastern Health may, by negotiation, be required to work at any campus or facility of Eastern Health.

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.

PRIVACY AND CONFIDENTIALITY

Eastern Health and its staff are required by law to comply with their privacy obligations outlined in the Australian Privacy Principles and Health Privacy Principles contained respectively in the:

- Privacy and Data Protection Act 2014 (Vic)
- Health Records Act 2001 (Vic);
- section 141 of the Health Services Act 1988 (Vic);
- section 346 of the Mental Health Act 2014 (Vic); and the
- Charter of Human Rights and Responsibilities Act 2006 (Vic).

Additional obligations relating to privacy are found in various other Acts, such as mandatory disclosure requirements relating to child abuse in the Children, Youth and Families Act 2005 (Vic) and the Crimes Act 1958 (Vic).

Any information obtained in the course of employment is confidential and should not be accessed, used or shared for any purpose other than the performance of the duties for which the person was employed.

I confirm I have read, understood and accepted the Position Description and associated attachments.

Employee Name: _____

Employee Signature: _____ Date: _____

ATTACHMENT 1

Eastern Health/Department/Specialty Information

Department / Specialty Area	Eastern Health Mental Health Program
Campus / Physical Location	Maroondah Community Care Unit 4 Bona St East Ringwood 3135

SPECIALTY SPECIFIC INFORMATION

Organisational Context

Eastern Health provides a broad range of acute, sub-acute, aged and mental health services to approximately 800,000 people in the eastern suburbs of Melbourne. Eastern Health has approximately 6,500 staff and covers a geographical area of 2800 sqkms. Eastern Health is affiliated as a teaching health service with Deakin, Latrobe and Monash Universities.

Eastern Health's Mental Health Program provides Tier 3 mental health care for all ages in the Eastern Metropolitan Region of Melbourne. Fundamental to our service delivery are the principles of recovery oriented mental health practice.

Our services cover the continuum of care and include both inpatient and outreach services in the following divisions:

- Child and Youth Mental Health Services (CYMHS)
- Adult Mental Health Services (AMHS)
- Aged Person Mental Health Program (APMH)
- Research and academic programs

The Mental Health Program works in partnership with State-wide Services which include the following divisions:

- Alcohol and Drug Service
- SPECTRUM (state wide service for people with a personality disorder)
- Dual Diagnosis

LOCAL WORK ENVIRONMENT

The Maroondah Community Care Unit (MCCU) commenced operation in 1996. MCCU provides recovery focused services to consumers.

MCCU is located in Bona St East Ringwood. This location is conveniently situated near public transport shopping and community facilities.

The accommodation consists of 9 residential units of a 3, 2 and 1 bedroom configuration. This provides a total of 20 beds. MCCU is actively staffed 24/7.

