



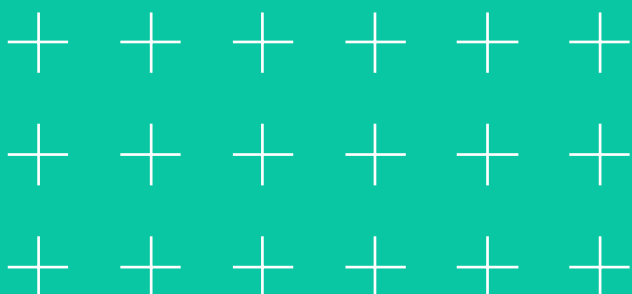
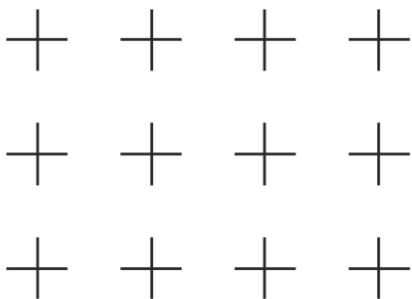
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Position Description

Senior Clinician – Youth Access Team

Our reputation for caring for all Melburnians is as essential to who we are as any scientific breakthrough we make. We're here when it matters most, and we'll continue to be the first to speak out for our diverse community's wellbeing.

Advancing health for everyone, every day.

1. Be a great place to work and a great place to receive care
2. Grow our Home First approach
3. Realise the potential of the Melbourne Biomedical Precinct
4. Become a digital health service
5. Strive for sustainability

Position Description

Position Title:	Senior Clinician – Youth Access Team
Service:	Orygen Specialist Program
Location:	Footscray
Reports To:	Youth Access Team Coordinator
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020–2024; Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021–2025
Classification:	Registered Psychiatric Nurse Grade 4 (NP75 - NP77) / Occupational Therapist Grade 3 (YB24 - YB27) / Social Worker Grade 3 (YC46 - 49) / Psychologist Grade 3 (PL1 - PL4)
Immunisation Risk Category:	Category A
Date of Review:	April 2023

PROGRAM DESCRIPTION

Orygen Specialist Program (OSP), a program of Melbourne Health, provides specialist mental health services for young people aged 15 to 25 and focuses on providing early intervention to young people with severe and complex mental illness. OSP also works alongside Orygen, the National Centre of Excellence in Youth Mental Health which operates four primary mental health care headspace services in the catchment area.

Multidisciplinary teams deliver individually tailored services that comprise assessment and crisis intervention, case management, medication, psychotherapy, family support, inpatient care, group work, vocational support, educational assistance, and intensive outreach. Specialist clinical streams offer targeted interventions for psychotic disorders (including young people at ‘ultra-high risk’ of psychosis), mood disorders, and personality disorders; and manage co-morbid substance use disorders, eating disorders, and neurodevelopment disorders. A forensic stream has also now been established providing in custodial and community justice services. Streams are supported by the Psychosocial Recovery program, Community Development program, and Orygen Training Team. Orygen also has a 19-bed Inpatient Unit, 15-bed Orygen @ Home program, Youth Access Team and emerging HOPE and YPARC programs making up the acute and sub-acute care sector. Additional information is available at www.oyh.org.au.

Orygen highly values responsive services for youth in the western and north western region of Melbourne. Orygen programs are to be guided by evidence-based, culturally-safe and trauma-informed principles incorporating the diverse needs of all young people and families. This is especially important for those from LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations. Responsive and inclusive practices are at the forefront of all Orygen care.

DEPARTMENT DESCRIPTION

Oxygen Specialist Program Youth Access Team (YAT) located in Footscray on the Western Hospital site. YAT sits within the OSP Acute Services and is a 24-hour, seven day a week service. YAT focus on meeting the

needs of the community by providing effective and responsive mental health assessment and treatment to young people aged between 15 and 25 living in the norther and western regions of Melbourne.

YAT provides a youth crisis, assessment, treatment and mental health care response to young people. Specifically, this includes triaging of all new referrals to the service, provision of mental health assessment and brief, acute intervention to young people who are newly referred to OSP, and the provision of crisis intervention and community treatment to young people currently within the service.

POSITION SUMMARY

The Senior Clinician in YAT forms part of the senior leadership group of the Youth Access Team. The incumbent will perform a clinical role as detailed below along with the completion of a number of senior clinical tasks, including provision of clinical supervision to a small number of clinicians

The Senior Clinician role is to foster growth, preserve culture of the team, and be involved in review processes, which involve innovation, and to ensure team cohesion and a positive work environment.

The Senior Clinician operational work hours include rotating between AM shifts (8:30 am – 5:00 pm), PM shifts (1:30 pm – 10:00 pm) and weekend AM shifts (9:30 am till 6.00pm

Working within a supportive, specialist multidisciplinary team environment, including the YAT Coordinator, YAT Team Leader, Consultant Psychiatrist and other YAT Senior Clinicians, this role will provide input into the clinical handovers within the YAT model of care.

The position will report into the YAT Coordinator and receive regular supervision, professional development and training opportunities by the YAT Team Leader, YAT Senior Clinician and Area Discipline Senior.

The Senior Clinician will collaborate with young people, their families/carers and relevant service systems to respond appropriately to their mental health needs. This will include consultation and liaison with other mental health services and other service systems regarding the provision of acute psychiatric care.

The service is based in Footscray with a potential requirement to be work across other OSP sites, including Footscray, Sunshine or Parkville. Orygen has an ongoing commitment to improve service accessibility and the development of new sites across the catchment area.

KEY ACCOUNTABILITIES

- Provide senior/advanced discipline specific values and leadership within the multidisciplinary team.
- Provide specialist mental health interventions and leadership relating to acute management of mental health symptoms, physical health monitoring whilst initiating treatment and therapeutic interventions.
- Demonstrate advanced skills in mental health, physical health and risk assessment, crisis interventions, least restrictive practices and improved outcomes using evidence-based best practice.
- Provide leadership regarding the provision of care including care team planning, consultation, service delivery, risk assessments and policies, assessment of risk in provision of care within the environment and risks to the young person, others, self and organisation.
- Provide leadership regarding discipline specific interventions.
- Establish and maintain effective interfaces and partnerships with key agencies and community groups through consultation, liaison, education and collaborative projects: including Drug and Alcohol services, Youth Justice, Disability and primary care providers.
- Support and participate in the Health Services Occupational Health & Safety (OHS) Policies and Procedures and implement (where appropriate) at unit/service area level including reporting any incidents of unsafe work practices, sites/areas or equipment
- Comply with Safety & Service Improvement / Quality Management policies and procedures
- Participation in formal performance and annual discussion review processes
- Participate in ongoing service improvement and professional development initiatives and activities

- Provide support and professional development around areas of specialist knowledge to members of relevant clinical teams, via training, secondary consultation, supervision and other appropriate strategies.
- Provide supervision to AH2/RPN3, graduate and undergraduates and potentially other disciplines within YAT and the wider Orygen service.
- Be a knowledge resource for your discipline specialty, and build the role within YAT and the greater Orygen services.
- Participate in ongoing service improvement initiatives and activities.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- Contributes to the timely and effective management of critical incidents and emergency situations, including team and individual debriefing processes.
- Ensure high standards of clinical care that are congruent with Orygen's aims – client focused, accessible, responsive and consistent with best practice
- Manage clinical risk and actively work toward implementing risk reduction strategies
- Ensure service provision is guided by evidence-based, culturally-safe and trauma-informed principles incorporating the diverse needs of all young people and families, including those from LGBTQI+, Aboriginal and Torres Strait Islander, and culturally and linguistically diverse populations
- Work in your scope of practice and seek help where required
- Contribute to organisation-wide and service/division initiatives and planning activities
- Successful completion of required mandatory training activities, including training related to the National Standards
- Operate within the legal frameworks e.g., Mental Health Act and Privacy Act.
- Compliance with Health Service and Divisional specific Regulations, Melbourne Health Policy & Procedures, Code of Conduct and the by-laws and Policies and the ethical standards of the profession
- Participate in research expanding the evidence base regarding youth eating disorders care including innovative care trials and program evaluation
- Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service
- Seek feedback on your work including participation in annual performance discussion.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Speak up for safety, our values and wellbeing.

KEY RELATIONSHIPS

Internal

- YAT Coordinator
- YAT Team Leaders
- Lead Consultant/Registrar
- Clinical PEG members
- Evaluation and Service Improvement Coordinator
- Research management and staff
- Sub-programs, including Early Psychosis (EPPIC and PACE), MOOD, HYPE, Eating Disorders, Neurodevelopmental Disorders and Addictions/Dual Diagnosis Clinical Streams; Community Development; Psychosocial program; Inpatient Unit; Orygen @ Home; YPARC; HOPE; and FYMHS.

External

- headspace Centres
- Banksia Ward and the Royal Children's Hospital Mental Health Program – Outpatient Teams
- Adult Area Mental Health Services, including CATT, CCT, MST and CCU
- General/Medical/Psychiatric Inpatient Facilities
- Schools
- Youth, Family, Housing and other support agencies
- Protective Services and Juvenile Justices Services
- Drug and Alcohol Services

- Non-Government Organisations
- Youth Justice and Primary Care Providers

KEY SELECTION CRITERIA

Formal Qualifications:

Registered Psychiatric Nurses:

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

Occupational Therapists:

- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
- 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.).

Social Workers:

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

Psychologists:

Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia (or eligibility to enter a registrar program as a clinical, forensic or clinical neuro psychologist with the Psychology Board of Australia where relevant).

Essential:

- A minimum of 5 years' experience in the application of clinical practice in the mental health field and previous experience working with young people with mental health disorders / early intervention
- Demonstrated experience at a senior clinician/clinical coordinator or clinical experience within an autonomous senior clinician role.
- Experience working in early intervention in mental health, crisis teams, youth mental health teams and/or youth early psychosis programs, EMH / CATT / ECATT / mental health triage experience
- An advanced level of skill in assessment (including risk assessment), diagnostic formulation, and treatment interventions for young people with mental health disorders.
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- A commitment to, and experience with, working with families and carers
- Ability to work collaboratively and effectively with young people and their families, and capacity to deal with the range of co-morbidity and complexity inherent in these young people.
- Ability to develop, implement and evaluate client-centred individual service plans, risk assessments and diagnostic formulations
- Capacity to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system including AOD agencies, employment and housing services, primary care and so on.

- Capacity to undertake alcohol and other drug screening, assessment, treatment planning, brief interventions with clients who have co-occurring mental health and substance use disorders (dual diagnosis).
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- Ability to document care as required and comply with expectations for data collection e.g. contacts.
- Knowledge of the rationale and evidence for early intervention in mental illness.
- Experience, interest and knowledge of research and its role in service improvement.
- Demonstrated commitment to the recovery approach in mental health treatment and support, with a focus on working collaboratively with consumers and families/carers to promote self-determination and enable progress towards reaching consumers personal recovery goals.
- Ability to develop, implement and evaluate integrated client-centred individual service plans, risk assessments and diagnostic formulations.
- Ability to develop effective working relationships, collaborations and partnerships with a range of services within the broader community service system.
- Well-developed interpersonal and communication skills (written and verbal).
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences etc.
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Willingness to work from a community-based site and across multiple sites if required.
- A current Victorian driver's licence.
- A Working with Children check.
- Melbourne Health will organise a Police Check prior to commencement of employment.
- Commitment to live the Melbourne Way - putting people first, leading with kindness and achieving excellence together.

Desirable:

- Nursing: Evidence of current Continuing Professional Development as outlined by ACMHN or RCNA. Evidence ACMHN Credentialed Mental Health Nurse (CMHN); Postgraduate qualification in Psychiatric/Mental Health Nursing
- Occupational Therapists: OT Australia Accredited Occupational Therapy status (AccOT)
- Social Workers: MAASW (Acc) or AASW Accredited Mental Health Social Worker status
- A working knowledge of community-based organisations and human services organisations.
- Computer and keyboard skills.
- Commitment to the development of integrated clinical research within the service
- Understanding of the Children & Young Person's Act, Mental Health Act 2014 and other Acts/ legislation relevant to working with young people in a mental health setting.
- Knowledge of relevant guidelines, plans and strategies related to the mental health service system (e.g. Victorian Mental Health Reform Strategy, National Standards for Mental Health Services)
- The incumbent may be required to perform other duties as directed.

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of RMH values
- Achievement of portfolio specific KPI targets
- Participation in and satisfactory feedback through the annual performance review process
- Ability to maintain a safe working environment and ensure compliance with legislative requirements

AT THE RMH WE:

- Aim to provide a working environment that is safe and without risk to the health, safety and wellbeing of all employees, patients and consumers, and visitors.
- Speak up for patient, consumer, colleague and visitor safety, escalating issues if required.
- Deliver Safe, Timely, Effective, Person-centred Care (STEP) in line with our clinical governance framework.
- Are an equal opportunity employer, committed to providing a work environment free of harassment and discrimination. We promote diversity and inclusion in the workplace.
- Work in accordance with relevant policies, procedures, standards and legislation including those related to clinical or competency requirements, risk management, discrimination, equal opportunity and health safety and wellbeing.

ACCEPTANCE

I acknowledge and accept that this position description represents the duties, responsibilities and accountabilities that are expected of me in my employment in the position. I understand that The RMH reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

Employee Signature

Employee Name (please print)

/ /

Date _____