



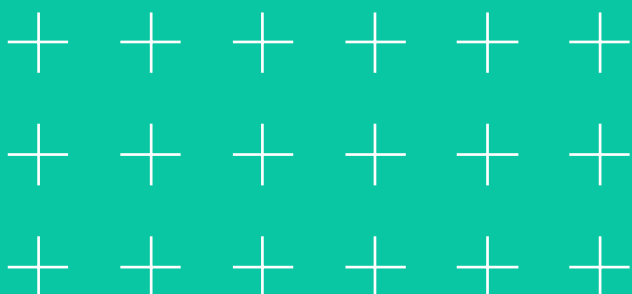
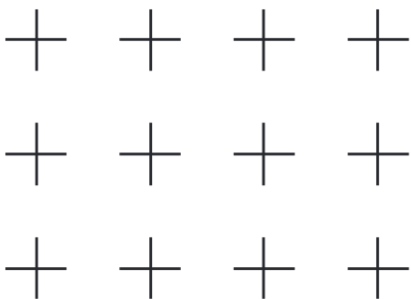
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Position Description

Clinical Team Leader

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

<b>Position Title:</b>	Clinical Team Leader
<b>Service:</b>	Orygen Youth Prevention & Recovery Care (YPARC), Clinical Services Reform
<b>Location:</b>	Parkville
<b>Reports To:</b>	YPARC Coordinator
<b>Enterprise Agreement:</b>	Victorian Public Mental Health Services Enterprise Agreement 2020–2024; Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Interest Enterprise Agreement 2021–2025
<b>Classification:</b>	Occupational Therapist Grade 3 (YB24 - YB27) / Social Worker Grade 3 (YC46 - 49) / Registered Psychiatric Nurse Grade 4 (NP75 - NP77) / Psychologist Grade 3 (PL1 - PL4)
<b>Immunisation Risk Category:</b>	Category A
<b>Date of Review:</b>	June 2023

## POSITION SUMMARY

With support from the Coordinator, the Clinical Team Leader will provide leadership and management for the clinical workforce within the Orygen Recovery care system and support a high level of evidence based clinical recovery-oriented practices. The role will be a key leadership position in maintaining smooth operations of the Orygen Recovery in collaboration with other Orygen Recovery leadership roles, workforce and the internal and external partners. The role will support recruiting, developing, maintaining and sustaining the clinical Orygen Recovery workforce.

This role supports the provision of comprehensive clinical sub-acute mental health care to young people and families of the Orygen Recovery program. The Team Leader role will provide leadership within the rotating roster to other staff with the Orygen Recovery program and play a key role in providing this comprehensive care within the Orygen Recovery model.

The incumbent will have demonstrated experience in the provision of acute and subacute care with young people from a range of backgrounds and diagnoses; including, risk assessment, mental state assessment, crisis management, psychoeducation related to illness and medication, care coordination, and partnering with young people and family/carers.

They will provide leadership in the day-to-day operations of the Orygen Recovery including supporting the safe and smooth transition of young people into and out of the Orygen Recovery program. This includes reviewing and discussing referrals, engaging in meet and greet sessions when applicable and leading clinical review processes. They will also be a key member of day-to-day management of the young people residing in Orygen Recovery, including deteriorating young person care planning and support. Further, they will demonstrate high standards of clinical care that are responsive to the young person's developmental stage and presenting issues

and informed by existing evidence and guidelines. This role will participate in delivering clinical leadership and operational support of staff, daily shift planning and the on-call system.

## DEPARTMENT DESCRIPTION

Orygen Recovery, formally Youth Prevention and Recovery Care (YPARC), centre is a pivotal sub-acute residential program supporting young people transition to the community from inpatient psychiatric care, or to intervene early and prevent further deterioration that may lead to inpatient psychiatric care. Orygen Recovery will become a pivotal component of service delivery within the evolving Orygen services.

## KEY ACCOUNTABILITIES

- Provide senior / advanced discipline specific values and leadership within the multidisciplinary team.
- Provide specialist mental health interventions and leadership relating to sub-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, interventions, least restrictive practices and improved outcomes using evidence based best practice.
- Provide leadership regarding the provision of care including risk assessments and policies, assessment of risk in provision of care within the Orygen Recovery environment and risks to the young person, others, self and organisation.
- Provide leadership within the Orygen Recovery model regarding care team planning, consultation and service delivery.
- Provide leadership regarding discipline specific interventions.
- 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 leadership and support to early career clinicians, graduate and undergraduates within Orygen Recovery and the greater Orygen services.
- Timely completion of mental health assessments including formulation, risk assessment, psychological treatment, family work and systems containment, individual service plans, crisis intervention, crisis management plans, outcome measures, documentation of client's progress in client files, discharge summaries and other required documentation.
- Ensure clinical processes are effectively managed, including; allocation of clients, critical incident responses, clinical review, discharges, business and team meetings in consultation with the Continuing Care Team Coordinator and the Clinical Stream Leader
- Ensure service provision is guided by inclusive practices for all young people and families of all backgrounds and incorporates culturally safe and trauma informed principles.
- Ensure service provision is in collaboration with young people and their families, is client centred, recovery oriented and strengths focused.
- Ensure high standards of clinical care that are congruent with Orygen aims – client focused, accessible, responsive and consistent with best practice.
- Provide high-quality clinical care based on clinical experience working with young people with serious mental illness
- 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.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work in your scope of practice and seek help where required.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.



- Capacity to provide, or develop skills in, integrated assessment, treatment and care for dual diagnosis clients
- Be a knowledge resource for your discipline specialty and build the role within Orygen Recovery and the greater Orygen services.
- Take reasonable care for your safety and wellbeing and that of others.
- Manage clinical risk and actively work toward implementing risk reduction strategies
- Comply with Safety & Service Improvement / Quality Management policies and procedures
- Participate in ongoing service improvement initiatives and activities.
- 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 and primary care providers.
- The incumbent may be required to participate in other activities within the Orygen Recovery program as requested.
- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Attendance at clinical review meetings
- Ensure training needs of direct reports are identified and undertaken.
- Ensure direct reports receive regular feedback and participate in annual discussions.
- Contribute to organisation-wide and service/division initiatives and planning activities.
- Ensure risk management activities are completed, effective controls are in place and incidents are recorded, investigated and corrective actions implemented as far as is reasonably practical.
- Contribute to a culture of caring, teamwork, continuous improvement, constructive performance review, quality work standards and client service.
- Create a psychologically safe work environment where everyone feels safe to speak up. Monitor and achieve relevant KPIs and targets and operate within their allocated budget.

## KEY SELECTION CRITERIA

### Formal Qualifications:

### 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.

*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.

*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 specifically with young people experiencing mental health disorders
- An advanced level of skill in assessment, diagnostic formulation, and treatment interventions for young people presenting with mental health disorders.
- The ability to utilise judgment and raise concerns with clinical team members and operational issues of concern and implement risk mitigation strategies as required
- Ability to provide strategic leadership; plan, develop, implement and evaluate health service delivery
- Ability to manage and lead a multidisciplinary team: manage staff resources and ensure high standards of practice through staff supervision, clinical review, training and professional development activities.
- Previous knowledge of and work within the framework of early intervention, de-stigmatisation, diversity, inclusion, and non-discrimination.
- An understanding of and commitment to ethics and confidentiality issues, particularly in relation to the health and allied-health professions
- Ability to work independently and effectively within a multidisciplinary team, with evidence of sound conflict resolution skills.
- Well-developed interpersonal and communication skills (written and verbal).
- Ability to participate in policy and service development within the program and in continuous quality improvement through ongoing evaluation of services delivered to clients.
- 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.
- Highly developed organisational, administrative and time management skills
- Capacity to develop and maintain strong collaborative relationships with key partners within health or a related sector
- Well-developed computer skills, in particular Microsoft Office
- A commitment to ongoing professional development through access to current literature, continuing education, supervision and attendance at seminars conferences.
- 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:**

- Experiencing working in acute mental health or sub-acute (PARC or Step Up/Step Down) or residential services.
- Experience working alongside youth and family/carer participation processes.

## 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 \_\_\_\_\_