

Position Title: Early Intervention Psychosocial Support Response (EIPSR) Clinician

Campus: Across the Grampians Health Region

Directorate: Primary and Community Care

Department: Grampians Mental Health & Wellbeing Service (GMHWS)

Reporting to: Operational – Deputy Operations Director, Active Recovery Stream
Professional – Relevant Professional Discipline Lead (Mental Health)

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Senior Mental Health Clinician:
Registered Psychiatric Nurse RPN4, Social Worker SW3, Occupational Therapist OT3, Psychologist P3

Enterprise Agreement: Victorian Public Mental Health Services Enterprise Agreement, or;
Victorian Public Health Sector (Medical Scientist, Pharmacists and Psychologists) Enterprise Agreement 2021-2025

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

The *Early Intervention Psychosocial Support Response* is a psychosocial support model targeted to adult clients (16 to 64 years of age) of the clinical mental health service system living with a severe mental illness and associated psychiatric disability who do not qualify for National Disability Insurance Scheme (NDIS) or are waiting for an access decision and their NDIS plan to begin.

The *Early Intervention Psychosocial Support Response* complements clinical intervention and treatment by actively supporting the recovery of clients with emerging or existing psychiatric disability.

The aims of the *Early Intervention Psychosocial Support Response* are to:

- foster independent living and recovery for clients of the public clinical mental health service system who have a severe mental illness and associated psychiatric disability,
- reduce the likelihood clients with a severe mental illness will develop lifelong disability due to their mental illness by intervening early, and
- reduce avoidable need for more intensive acute mental health services and enhance optimal use of the health system by providing integrated treatment and psychosocial recovery care in the community.

The initiative provides short to medium term, specialist psychosocial support to help eligible clients to: build their capacity to better manage their mental illness; develop practical life skills for independent living and social connectedness; achieve healthy, functional lives; and if eligible, transition to the NDIS.

The EIPSR Clinician is a senior position that will work closely with Clinical staff of GMHWS, the external agency providing EIPSR, as well as other key stakeholders such as the GMHWS NDIS Specialist, to ensure timely, appropriate, and effective care provision for consumers who are eligible for EIPSR, or may be eligible, for NDIS.

KEY ACCOUNTABILITIES

- Implementation of the EIPSR Program, including Service wide communication and planning.
- Identification of consumers who would benefit from the Early Intervention Psychosocial Support Program
- Providing assessment, gathering other relevant evidence, and supporting referral to EIPSR and/or NDIS where indicated.
- Where necessary, provide care coordination/case management of consumers for brief interventions whilst linkages with appropriate Community Team are made.
- Supporting staff through education and consultation to navigate consumers into EIPSR and/or NDIS as appropriate.
- Developing and maintaining sustainable working relationships with our EIPSR partner agency in Ballarat and the Wimmera regions.
- Identify barriers in accessing services and work collaboratively toward enhancing service delivery through quality improvement initiatives.
- Contribution to the development and implementation of models of best practice in mental health.
- Recording and maintaining KPI data as required by the organisation and DHHS
- Embedding evaluation of EIPSR toward reporting to GMHWS and DHHS.

KEY SELECTION CRITERIA

Essential criteria:

- Occupational Therapist (OT), Social Worker, Registered Psychiatric Nurse (RPN), or Clinical Psychologist with relevant registration.
- Minimum 5 years clinical experience in a mental health setting, including the care of adults with a mental illness that impacts their day to day functioning.

Additional contextual knowledge and information:

- Demonstrated understanding of system change, implementation and workforce development and capacity building

- Experience working with adults who are experiencing mental illness, and their families.
- Significant experience in providing consultation to a range of service providers
- Ability to design and deliver professional development activities and training to a range of occupational groups and organisations
- Demonstrated experience in inter-agency liaison, consultation and the development of partnerships with key stakeholders and relevant service sectors
- Demonstrated knowledge and experience of working with diverse individuals and communities
- Working understanding of the relevant legislation and how it impacts on families, including but not limited to the Mental Health and Wellbeing Act 2022, The Family Violence Protection Act 2008, the Children, Youth and Families Act 2005, Privacy and Data Protection Act 2014, the HealthRecords Act 2001, the Child Wellbeing and Safety Act 2005.
- A current Working with Children's Check (WWCC).

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- 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.

- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities* and identify any objectives or goals for the year ahead.