

Position Title: Senior Clinician - Infant and Child Specialist Intake Triage & Acute Response

Campus: Ballarat

Directorate: Mental Health

Department: Access & Triage Service

Reporting to: Team Leader - Access & Triage

Direct Reports: None

Appointment Terms/Conditions:

Classification and Code: Registered Nurse RPN4 (NP75-NP77)
Allied Health Professionals Grade 4 (Occupational Therapist and Social Worker)
Psychologist Grade 3 (Clinical, Forensic or Neuropsychology) (PL1-PL4)

Enterprise Agreement: Public Sector Psychiatric Services Agreement
Victorian Public Health Sector (Medical Scientists, Pharmacists & psychologists)
Enterprise Agreement

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

Grampians Area Mental Health & Wellbeing Service – Triage, Intake & Acute Response Team execute a crucial function at the interface between the community and the mental health services. The service is accessible, intensive, comprehensive and responsive to the needs of the clients, their carers and families. The team is a 24-hour, 7-day a week service.

The Access & Triage team provide timely interventions for consumers and carers of all age groups. It is recognised that the service needs of young people differ markedly from other population cohorts. The Senior Clinician – Infant and Child Intake role is a specialist role within the phone triage component of A&T and exists to screen and triage new referrals for young persons and their families aged 0-14yrs who are experiencing serious emotional and behavioural disturbances that impact on the young person's interpersonal relationships and/or their functioning in all environments.

The Senior Clinician – Infant and Child Intake role also provides specialist advice to general practitioners, families, specialist providers and other key stakeholders in the Grampians region.

When the Senior Clinician – Infant and Child Intake clinician is not required to process referrals relating to young persons and their families, it is expected they will assist with regular referrals via the phone-based triage service.

In conjunction with the Team Manager, the Senior Mental Health Clinician's role will provide clinical leadership in developing clinical expertise within the team through mentoring, teaching, supervising and contributing to the organisation of the day-to-day operational functioning of the team.

KEY ACCOUNTABILITIES

Role Specific

- Undertake and facilitate mental health assessments of infants and children referred for service that includes speaking to their families, carers and/or professionals involved in their care. Mental Health assessments can be completed via telephone, telehealth or emergency department.
- Provide short term treatment that targets identified psychological, developmental, biological and social needs of infants, children and their families and significant others and include targeted evidence-based treatment strategies consistent with Grampians Health Mental Health Service policies, procedures and discipline- specific standards.
- Facilitate access to the most appropriate services consistent with the consumer's needs, wishes and goals after the initial contact.
- Practice in accordance with recovery principles respecting the uniqueness of individuals, their choices and focusing on their personal strengths.
- Establish and maintain effective and appropriate interagency relationships where appropriate and/or as directed.
- Actively participate, as appropriate, in Grampians Health-MHS committees, working parties, focus groups and other relevant groups.
- Proactive engagement in the pursuit and application of clinical supervision, both discipline- specific and generic.
- Develop and sustain positive internal and external relationships, including communication and consultation with all stakeholders.
- Participate in community consultation, awareness, education and developing community resources to increase the understanding of mental health issues around young people and families.
- Contribute to Grampians Health-MHS overall effectiveness through coordination, cooperation with, and support of, all Grampians Health - MHS functions.
- Participate in the development, implementation and review of policies and procedures and planning within the service.

Senior Clinician Specific

- Proactive clinical leadership and participation in the clinical activities of a multidisciplinary clinical team.
- Expertise in the provision of evidence-based and best practice. A level of expertise commensurate with the role and years of experience.
- The facilitation of the clinical team meetings, coordination of the clinical case reviews, and daily operational coordination with appropriate delegation of responsibilities as needed.
- Provide direct and indirect support for complex presentations within the team.
- To provide specialist support through primary, secondary and tertiary consultation through identification of complex needs and prioritization of client /family/significant other needs and/or referral and treatment options.
- To actively influence the discipline-specific clinical expertise of a multidisciplinary team, consistent with organisational and industry-wide policies and procedures.
- To undertake comprehensive mental health assessments, identifying and prioritising patient and family needs, demonstrating expert clinical judgement.
- Demonstrate leadership in establishing and maintaining effective and appropriate interagency professional relationships via education and consultation to enhance the development of the workforce and promote collaborative care planning with relevant agencies for clients.
- Engagement in the provision and receipt of discipline and operational specific supervision.
- Monitoring, analysis and evaluation of team data. Ensuring CMI/ODS statistical data collection is per departmental guidelines and in accordance with continuous quality improvement.
- Provide relevant training and education for clinical staff as identified and required.
- Participation in organisational committees and other working groups.
- To participate in relevant research projects as required.
- Travel across the Grampians Area Mental Health Service may be required.
- Other duties as directed.
- Work a roster appropriate to the services requirement.
- Adherence to infection control policies and procedures as identified in the Ballarat Health Services Infection Control Manuals. Participation in the Grampians Health integrated risk management and quality improvement 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 colleagues.
- You must ensure that the affairs of Ballarat Health Services, 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 Ballarat Health Services.
- 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.

KEY SELECTION CRITERIA

Qualifications

- Relevant professional qualification in a health-related discipline (nursing, social work, occupational therapy or psychology); current AHPRA registration where applicable.
- Desirable: having completed the developmental psychiatry course through Mindful.

Technical/Professional Knowledge and Skills

- Experience required is relevant to the respective enterprise agreement.
- Appointment to RPN4 positions must have completed either a post graduate diploma in Psychiatric/Mental Health nursing or a specialist undergraduate psychiatric nursing program or a specialist post basic course of training which led to registration as a division 3 nurse. A substantial period of work experience (usually at least 5 years) to achieve expert knowledge.
- Allied Health Professionals (Occupational Therapy and Social Work) (usually at least 5 years of experience), possessing specific knowledge in the branch of the profession.

- Psychologist Grade 3 is a person who is registered as a Psychologist with AHPRA with a minimum of five years professional experience as a Psychologist Grade 2 (or equivalent), complies with the code of ethics and legal requirements of the psychology profession.
- Clinical experience working with young people and their families of whom are experiencing ill mental health.
- Recent clinical experience in a range of mental health settings including inpatient and community.
- Well-developed mental health and risk assessment skills.
- Preferred experience using state-wide CMI database (client management interface).
- Comprehensive knowledge and/or clinical experience using the State-wide Mental Health Triage Scale
- A commitment to providing high levels of consumer-focused care and service.
- Comprehensive knowledge and understanding of:
 - Ethnic and culturally sensitive issues and practice.
- Comprehensive knowledge and experience of community liaison and the development of community networks.
- Comprehensive knowledge of:
 - Trauma informed care.
 - Recovery oriented care.

Personal attributes

- Demonstrates highly developed communication and interpersonal skills. The ability to develop and maintain effective working relationships with patients, families, significant others, colleagues and other service providers.
- Demonstrates an ability to provide leadership, including developing clinical expertise within the team through mentoring, training, teaching and supervision. Operates with a high level of individual integrity, responsibility and professionalism. Has the capacity to be a consistent and reliable role model within the team.
- Demonstrated awareness of relevant legislation, including but not limited to: Mental Health and Wellbeing Act 2022 and Amendments, Guardianship and Administration Act 2019, Privacy Act 2014, Because Mental Health Matters, Victorian Mental Health Reform Strategy and policies governing practice standards, including the National Standards for Mental Health Services, and the National Practice Standards for the Mental Health Workforce (2013).
- Actively participates in own Performance Review program, participates as required in quality improvement activities, evidence of, and a commitment to ongoing professional development and achievement of professional goals.
- Ability to use relevant information technology, electronic recording systems and data management tools.

KEY SELECTION CRITERIA

- 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 will 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 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 colleagues.
- 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 by 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.