

Position Title:	Mental Health Clinician – Youth		
Department:	Infant, Child and Youth Mental Health and Wellbeing Service	Cost Centre:	H0550
Enterprise Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2021-2024, or Victorian Public Health sector (Medical Scientists, Pharmacists & Psychologists) Enterprise Agreement 2021-2025		
Classification:	Registered Psychiatric Nurse Grade 3, Allied Health Professional/Psychologist Grade 2		
Reports To:	Team Leader – Youth		
Infection Control Risk:	Category A - Direct patient contact		

Primary Purpose

Mental Health Clinicians are responsible to ensure the provision of evidence informed and developmentally appropriate treatment, care and support, in partnership with community-based services, primary health providers and the broader mental health and wellbeing sector Youths aged 12-25 and their families.

Mental Health Clinicians will provide:

- Direct service provision to groups and individuals.
- Primary and Secondary Consultation to mental health and wellbeing sector partners including Paediatricians, General Practitioners, Allied Health Providers and Headspace Centres
- Community Development and Education as appropriate to the role.

Accountabilities and Key Results Areas

Clinical Management

- Be responsible for coordinating treatment, care and support for a caseload of young people aged 12-25 and their families
- Partner with primary and secondary care providers such as General Practitioners, Allied Health Services, Headspace centres to coordinate referrals and treatment plan for appropriate treatment care and support
- Integrate treatment care and support for co-occurring substance use or addiction into treatment plans
- Assess the unique clinical needs of each young person and their families/carers/support people and attend to clinical needs including provision of short term, ongoing, or ongoing intensive treatment pathways
- Coordinate, support and conduct appropriate initial and targeted assessments (including Autism Assessment) as indicated on the individualised treatment plan, as directed through the Youth Stream Multidisciplinary Team (MDT) meeting and/or the ICYMHS Manager
- Provide coverage to the intake role for periods of leave as required on an equitable roster
- Where required, provide comprehensive written reports, in family sensitive language, including written treatment plans incorporating a current biopsychosocial formulation, addressing the needs identified
- Provide developmentally appropriate treatment care and support relevant to the identified needs including psychoeducation, risk monitoring and management, pharmacotherapy, and a range of evidence informed psychological interventions
- Facilitate access to education, self-help and peer support workers
- Provide primary and secondary consultation to primary and secondary service providers such as GPs, Paediatricians Headspace centres , facilitating warm referral where appropriate
- Provide treatment, care and support that meets the diverse needs of the community, including the need to facilitate cultural safety.
- Deliver care using a broad range of modes including site based care (where people visit the mental health and wellbeing centre), telehealth including videoconferencing and phone calls, digital technology such as online therapies, home and community visits, and for a small number of people with the most complex support needs, assertive outreach
- Facilitate group and individual developmentally appropriate interventions specific to mental health and wellbeing challenges such as young people experiencing or vulnerable to first episode psychosis

Professional development and teamwork

- Attend and contribute to all YMHS Multidisciplinary Team meetings
- Keep the YMHS Multidisciplinary Team informed of assessment outcomes, acute clinical issues arising, and of treatment progress for each case including presenting formal treatment plans and regularly reviewing these with the team
- Use the skills and knowledge of staff within the service to enhance service delivery
- Provide clinical handover as required to the YMHS team as a whole, specific relevant clinical staff including those involved collaboratively with cases, and triage and on-call staff, through the communication of relevant clinical, case management and risk management information

- Provide support, supervision and education to other staff regarding high quality mental health care appropriate to clinical experience and training
- Attend to all medical record-keeping requirements, such as keeping accurate, concise and up to date clinical notes, clinical reports and correspondence following legislative and service requirements as specified in South West Healthcare Policies and Procedures
- Ensure that all correspondence and documentation is written in respectful, professional and family sensitive language
- Complete all necessary administrative and statistical requirements
- Keep the YMHS Team Leader informed of any significant or acute clinical and risk related issues arising for each client
- Keep the YMHS Team Leader informed of any need, in consultation with the YMHS Psychiatrist, to deviate substantially from agreed assessment or treatment procedures, such as transfer of a client to an inpatient setting
- Keep updated in current evidence-based and best practice principles
- Undertake regular clinical and discipline-specific supervision
- Attend relevant training, education and professional development activities as directed or approved by the ICMHS Manager, YMHS Team Leader and Mental Health Services Division

Generic Responsibilities and Accountabilities

Comply with all relevant legislative requirements, organisational policies, by-laws, standing orders, vision or mission statements and values including, but not restricted to:

- Attending orientation/induction or other mandatory training and relevant Health Safety updates in areas such as Fire, Emergency Responses and Manual Handling
- Infection Control policies
- Confidentiality policy and privacy legislation
- Occupational Health and Safety policies and regulations
- Guidelines of the State Services Authority including the public sector
- Employment principles and Code of Conduct
- Fire, disaster and other emergency procedures
- Smoke Free Campus policy
- Risk Management policies and guidelines
- Consumer Participation Strategy
- Current Immunisation status in alignment with South West Healthcare's Immunisation policy
- Promote the organisation in a positive manner
- Participate as a cohesive member of the health care team
- Respect the rights of individuals
- Provide a child safe environment
- Participate in Continuous Quality Improvement within the organisation
- Accept responsibility for your own personal belongings
- Respect and appropriately care for the organisation's property and equipment
- Actively participate in an annual Staff Development Review.

Key Relationships

Internal:	Manager Child and Adolescent Mental Health Service, all Mental Health Service teams and clinical staff
External:	Department of Health and Human Services. General Practitioners, Schools and other stakeholders as necessary

Position Impact

Direct Reports: NIL

Budget: NIL

Selection Criteria

- Appropriate tertiary qualifications, AHPRA Registration where required and/or registration with relevant board or association:
 - o Nursing
 - Registration with the Australian Health Practitioner Regulation Agency as a registered nurse; and
 - At least 2 years' experience in the provision of mental health services, and
 - (Desirable) Completion of either Post Graduate Diploma in Mental Health Nursing or completion of a specialist undergraduate Mental Health Nursing program.
 - o Allied Health
 - Occupational Therapy – Degree in Occupational Therapy and registration with the Australian Health Practitioner Registration Agency, or
 - Social Work – Degree in Social Work & eligibility for membership of the Australian Association of Social Workers, or
 - Psychology – Registration with the Australian Health Practitioner Regulation Agency as a Psychologist.
- Preparedness to perform duties outside of usual business hours based on an equitable roster, including rostered weeknights and weekends

- Demonstrated skills and broad experience in mental health clinical services including proven ability to work within a team based multi-disciplinary model.
- Experience in triage, crisis and comprehensive assessment/duty work role or related activities. Knowledge of relevant mental health clinical techniques and interventions.
- A working knowledge of Recovery Oriented practices in relation to the role.
- A working knowledge of trauma informed care in relation to the role.
- Excellent written, communication and interpersonal skills and initiative with proven ability to work autonomously and with a multidisciplinary team.
- Demonstrated good judgement, work planning, decision-making abilities and organisational skills.
- An ability to provide initiative and innovation and to work in a changing environment with flexibility and problem solving skills.
- Comprehensive knowledge of current mental health, Guardianship & Administration, and Children & Young Person's legislation and relevant policy directions of mental health services.
- Demonstrated knowledge and experience in computer skills is required.
- Current valid driver's licence is required.

Approvals

Employee Signature:		Date:	
Manager's Signature:		Date:	