Position Title: Senior Clinician at headspace Shepparton
Reports to: General Manager at headspace Shepparton
Department: headspace Shepparton
Directorate: Clinical Operations
Cost centre: H0504

Code & classification: Registered Psychiatric Nurse Grade 4 (NP41-NP50), Social Worker Grade 3 (YC46-YC49), Psychologist Grade 3 (PL1-PL4), Senior Mental Health Occupational Therapist (YB24-YB27).

Performance review: Upon completion of probationary and qualifying period and annually or as requested.

Employment conditions: Is subject to the Victorian Public Mental Health Services Enterprise Agreement 2012-2016; or Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2012-2016 and GV Health Policies and Procedures (and as varied from time to time).

Goulburn Valley Health (“GV Health”) is the Regional Public Health Service for the West Hume Sub Region of Victoria, with main campuses located at Shepparton, Tatura and Rushworth and additional sites in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, mental health, aged and primary health and community support services across the West Hume Sub Region. The main campus in Shepparton is the major acute referral site for the sub region.

OUR VISION
Healthy communities

OUR MISSION
GV Health is the regional provider of health services. We will:
- Provide the highest quality care and service in the prevention, diagnosis and treatment of injury, disease and other clinical conditions;
- Support integrated health care;
- Drive innovation in healthcare provision;
- Work in partnership with others to promote healthier communities;
- Provide leadership in health care to the region;
- Provide opportunities for teaching, training and research in health care; and
- Attract health care professionals as an employer of choice.

OUR VALUES
Compassion
We are caring and considerate in our dealings with others

Respect
We acknowledge, value and protect the diversity of beliefs, and support the rights of others in delivering health services

Excellence
We act with professionalism to bring the highest quality of health care to meet the needs of our patients

Accountability
We will be responsible for the care and patient outcomes provided by GV Health, and the consequences of our actions

Teamwork
We work constructively and collaboratively within GV Health as well as with external partners to deliver integrated care to our patients

Ethical Behaviour
We act with integrity, professionalism, transparency, honesty and fairness to earn the trust of those we care for
**headspace** is the National Youth Mental Health Foundation providing early intervention mental health services to 12-25 year olds. The vision of **headspace** is to improve young people’s mental, social and emotional well being through the provision of high quality, integrated services when and where they are needed. **headspace** Shepparton was established in 2013 with Goulburn Valley Health as the lead agency and with the support of seven local agencies who form the **headspace** consortium advisory committee.

**ROLE STATEMENT:**
The Senior Clinician provides direction to the youth access team and clinical team, ensuring the day to day service delivery is safe and effectively meeting the needs of young people. The successful candidate will contribute to the delivery of early intervention youth mental health services that are based upon a clinical staging model. The Senior Clinician provides support and guidance to clinical staff and assists with the provision of supervision. The incumbent will actively manage access meetings, ensure that internal referrals into clinical services are actively managed and carry a small caseload.

The successful candidate will be an experienced and innovative professional with considerable knowledge and experience in mental health service delivery

**KEY RESPONSIBILITIES, ACTIVITIES AND DUTIES:**

- Build a culture of respectful and inclusive practice within the **headspace** team, promoting shared decision making and family inclusive practice.
- Working with the **headspace** General Manager, form and maintain working relationships with key stakeholders in the community to establish seamless care pathways for young people and effective and efficient service delivery.
- Ensure that referrals are allocated appropriately and care is directed in accordance with **headspace** Practice Principals.
- Contribute to ensuring **headspace** Shepparton remains an accessible service by ensuring that capacity is managed innovatively and effectively.
- Provide consultation to the team of clinicians operating from **headspace** Shepparton, this involves supporting staff working with challenging presentations, assisting private practitioners with case allocation and promoting the linkage of young people to external services.
- Provide psychological focused therapy to a small case load.

1. **Provide quality and safe clinical care for consumers**

- Ensure consumers, families/representatives or carers are provided with timely information and are involved in decision making about their care planning and treatment;
- Accept accountability for own actions and seek guidance when a situation exceeds experience and/or knowledge;
- Uphold and protect consumer rights, maintain strict confidentiality and continually practice to the principles of open disclosure;
- Comply with best practice healthcare standards, legislation, and **headspace** Shepparton’s Clinical Governance Framework and clinical practice guidelines
- Consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided
- Be highly efficient with data collection, reporting and documentation.
- Be responsive to innovations, best practice, evidence and feedback from Youth Reference Group and Family and Friends Advisors.
2. Develop and maintain collaborative relationships with all disciplines
   - Collaborate and communicate with all members of the health care team to achieve desired consumer outcomes
   - Respect the decisions and actions of others
   - Contribute to interdisciplinary team meetings and clinical education sessions to facilitate consumer care goals.

3. Support and participate in evidence-based programs to evaluate and improve the quality of consumer care and outcomes
   - Maintain current knowledge of clinical practice
   - Actively participate in identifying where improvements can be made to the quality of consumer care
   - Participate in clinical audits, research, process redesign and accreditation against healthcare standards to ensure ongoing clinical practice improvement and the quality of consumer care.

4. Commit to ongoing professional development of self, other employees and the profession
   - Maintain and demonstrate regulated clinical skills and competencies by undertaking professional development and completing mandatory training as defined by GV Health
   - Undertake credentialing and review of scope of practice and work within these
   - Improve performance by seeking feedback, setting goals and participating in annual performance reviews
   - Support the development of others by acting as a resource to colleagues and participating in orientation and preceptoring of new employees and supervising students
   - Provision of appropriate supervision to less experienced clinical employees
   - Promote ongoing supervision and professional development within the headspace team and provide the opportunity for staff to debrief when necessary.
   - Participate in committees and professional groups and disseminate relevant information to other health care professionals.

QUALITY, SAFETY, RISK and IMPROVEMENT
   - Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines
   - Maintain a safe working environment for yourself, your colleagues and members of the public
   - Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce
   - Contribute to organisational quality and safety initiatives
   - Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public
   - Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements.
   - Be responsive to innovations, best practice guidelines, published evidence and feedback from Youth Reference Participation and Family and friends Advisors.

OTHER REQUIREMENTS FOR ALL CLINICAL EMPLOYEES:
   - Where relevant collaborate with consumers and the community in the development, implementation and review of health service planning, policies and quality improvement activities
   - Demonstrate sensitivity, empathy and respect for the customs, values and spiritual beliefs of others at all times
   - Assist with the supervision of students where appropriate
• Understand and act in accordance with the GV Health Code of Conduct, values and relevant policies, procedures and guidelines
• Comply with the principles of Shared decision making and Family Inclusive Practice
• Promote GV Health as a quality regional health care provider
• Respect the integrity of the headspace brand

KEY PERFORMANCE INDICATORS:
• Registration is maintained and working within scope of practice
• Attendance and active participation at meetings as required
• 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
• Active participation in the Performance and Development review process
• Services statistics completed and delivered as required

KEY SELECTION CRITERIA:
(Please respond to this section in your application)

Essential:
• Current registration with the Australian Health Practitioner Regulation Agency as required or with the relevant professional body.
• Allied health professional (psychologists/mental health nurses/social workers/occupational therapists) who are credentialed in mental health.
• Meet the required qualifications and standards to provide specific psychological therapies
• Demonstration of excellent skills in engaging all young people, including young people from diverse backgrounds.
• Experience in working in similar role or setting
• Driver’s License
• Satisfactory National History Criminal Check prior to commencement of employment
• Satisfactory Working with Children Check prior to commencement of employment

Desirable:
• Post graduate qualifications in area related to youth mental health.
• Medicare Australia Registration
• Supervision Training

Inherent Requirements
GV Health has a duty of care to all employees. The purpose of this section is to ensure that you fully understand and are able to perform the inherent requirements of the role (with reasonable adjustments if required) and that you are not placed in an environment or given tasks that would result in risks to your safety or the safety of others.
The role may require the following tasks among other things:

**Consumer Care Role**

- manual handling (pushing, pulling equipment)
- general consumer handling and clinical duties
- sitting, standing, bending, reaching, holding
- working alone
- general clerical, administration work, computer work
- working at other locations may be required
- dealing with anxious or upset consumers or members of the public
- driving a motor vehicle

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Reviewed by: General Manager of headspace Shepparton

Issued: December 2016

Reviewed: December 2017

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I acknowledge:

- That I have read and fully understand the Position Description and Inherent Physical Requirements of the position.
- I agree that I have the physical ability to fulfil the inherent physical requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.
- I understand that the information provided is a general outline and may not encompass every aspect of the position.
- That GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- I understand that this is separate to the Employment Agreement that I will sign, outlining the terms and conditions of my employment.

Accepted by: ________________________ 

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(Print Name)