Goulburn Valley Health
Position Description

<table>
<thead>
<tr>
<th>Position Title:</th>
<th>Youth Mental Health Clinician</th>
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<tbody>
<tr>
<td>Operationally reports to:</td>
<td>General Manager headspace Shepparton</td>
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<tr>
<td>Professionally reports to:</td>
<td>Dependent upon qualifications</td>
</tr>
<tr>
<td>Department:</td>
<td>headspace Shepparton</td>
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<tr>
<td>Directorate:</td>
<td>Chief Executive Officer</td>
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<tr>
<td>Cost centre:</td>
<td>H0504</td>
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<tr>
<td>Code &amp; classification:</td>
<td>RPN Grade 3 (NP 31-35); Social Worker Gr2 (YC42-YC45)</td>
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<td></td>
<td>Psychologist Grade 2 (PK1-PK4) Occupational Therapist Grade 2 (YB20-YB23)</td>
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<tr>
<td>Performance review:</td>
<td>Upon completion of probationary and qualifying period and annually or as requested</td>
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<tr>
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<td>Is subject to the Victorian Public Mental Health Services Enterprise Agreement 2012-2016; and GV Health Policies and Procedures (and as varied from time to time).</td>
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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. Our purpose is to build resilience of young people and the future potential of Australia by delivering effective youth mental health services in partnership with young people, their families and their local communities. headspace Shepparton was established in 2013 with Goulburn Valley Health as the lead agency and with the support of six local agencies who form the headspace consortium advisory committee.

The Murray Primary Health Network (Murray PHN) spans almost 100,000 square kilometres in the northern region of Victoria. While most the catchment is located within the State of Victoria, it also includes the twin city of Albury/Wodonga. The estimated resident population is 565,000 people. Murray PHN is tasked with the role of commissioning primary health mental health services for young people with, or at risk of, severe and complex mental illness in this catchment. Murray PHN and Goulburn Valley Health, as the lead agency for headspace Shepparton, have agreed to work together in a spirit of cooperation to establish new and innovative models of care which provide improved responses for young people.

While headspace has traditionally work with young people with mild and moderate mental health issues this new position will work with the headspace team to provide services to young people (12-25 years) with or at risk of severe mental illness. The target group may also have substance misuse problems. Service delivery must be integrated and apply an evidence based stepped care approach that builds on and resources an extended care service delivery model.

The in-scope features of the model are:

- Enhanced, young person centred extended care coordination models.
- A systems approach to working with young people with severe mental ill health recognises that a multilevel, multifactorial approach, involving both healthcare and community professionals and organisations, along with government and non-government agencies, is imperative.
- Services which address the four key streams of mental health (stepped care approach), physical health, work and study support and alcohol and other drug services.
- A seamless interface to both secondary and tertiary resources, including access to psychiatry.
- Commitment to strengthen and assess effectiveness of referral pathways, coordination and integration along the stepped model of care.
- Aboriginal and Torres Strait Islander Culturally Sensitive practice with a focus on Social and Emotional Well-being;
- Youth development focused services that incorporate youth participation;
- Family and Friends inclusive practice

ROLE STATEMENT:
headspace Shepparton is seeking an experienced mental health clinician who can engage young people, family and friends, work collaboratively with the headspace team and key stakeholders. They need to have expertise to provide early intervention with young people experiencing low prevalent mental health issues, more severe high prevalent disorders as well as be able to engage young people with more psychosocial complexity experiencing mental health issues. The role will ensure care is planned, integrated and
coordinated and will involve improving integration of headspace with mental health services and drug and alcohol services. There will be an increase focus on physical health recognizing that people who experience mental ill health develop complex health needs and co-morbidity due to untreated conditions. There is also the potential, depending on the candidate, to develop leadership responsibilities within the headspace team.

KEY RESPONSIBILITIES, ACTIVITIES AND DUTIES:

- In collaboration with headspace General Manager, develop the principals of extended care options at headspace Shepparton. This will involve developing the processes within the headspace model to identify young people at entry points such as intake and assessment that are suitable for the extended care pathway.
- Strengthen relationships with Goulburn Valley Health (GVH) centralised triage, Child and Adolescent Mental Health Service (CAMHS) program, Adult Mental Health program and local Alcohol and drugs services to clarify the suitability of extended care options at headspace Shepparton and establish seamless care pathways for young people.
- Provide psychosocial assessments, evidenced based interventions and recovery focus care coordination and support to young people who have been identified as experiencing or at risk of serious mental illness.
- Work Collaboratively with all aspects of the headspace team, consortium partners and key partners to provide integrated care.
- Support the development of a peer workforce to assist with a focus of enhancing young peoples’ physical activity.
- Provide supportive psychoeducation to family and friends to assist them in supporting the young people they care for.
- Build a culture of respectful and inclusive practice within the headspace team, promoting shared decision making and family inclusive practice.
- Provide a high quality service to internal customers and consumers that reflects best practice and adds value to GV Health and compliments the headspace Model Integrity Framework.
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas.

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 service guidelines
- Consumer feedback and complaints are responded to appropriately to ensure that issues are resolved and quality and safe clinical care is provided
- Maintain accurate and current clinical records ensuring documentation meets professional and legal standards
- Ensure an effective discharge from headspace that reflects the needs of the consumer.
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
   - 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.

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 Patient and Family Centred Care
• Promote GV Health as a quality regional health care provider

**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
• Completing targets in Project Plan and required reporting.

**KEY SELECTION CRITERIA:**

*(Please respond to this section in your application)*

• Current registration with the Australian Health Practitioner Regulation Agency or relevant professional body.
• Post registration experience working in mental health and experience in working with young people.
• Youth mental health specific training, ideally including understanding of early intervention principals and evidence based strategies of working with young people in a number of presentations.
• Proven ability to develop links with stakeholders and to provide consultation and liaison services to key stakeholders and other service providers.
• Highly desirable is training and/or experience in single session family work, working with young people with substance issues, working with young people with emerging eating disorders and Borderline personality traits,
• Demonstrated ability to work both independently and interdependently as a member of a multidisciplinary team, with excellent negotiation skills.
• Satisfactory National History Criminal Check prior to commencement of employment
• Satisfactory Working with Children Check prior to commencement of employment
• Hold a current full Victorian Drivers Licence.
• High level of computer skills related to word processing, data analysis and communication.

**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:

<table>
<thead>
<tr>
<th>Consumer Care Role</th>
<th>Inherent Requirements</th>
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<tbody>
<tr>
<td>manual handling (pushing, pulling equipment)</td>
<td>working at other locations may be required</td>
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<tr>
<td>general consumer handling and clinical duties</td>
<td>dealing with anxious or upset consumers or members of the public</td>
</tr>
<tr>
<td>sitting, standing, bending, reaching, holding</td>
<td></td>
</tr>
<tr>
<td>working alone</td>
<td>driving a motor vehicle</td>
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<tr>
<td>general clerical, administration work, computer work</td>
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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.
- 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: _________________________________  ____/____/____

______________________________
(Print Name)