



Making a difference
together

Candidate Information



**Senior Clinician – Child & Youth Mental
Health Services**



About us

Latrobe Regional Hospital (LRH) provides a public health service for the entire Gippsland region with a population of more than 270,000.

Our hospital has 313 beds and treatment chairs and offers services such as elective surgery, emergency care, aged care, obstetrics, mental health, pharmacy, rehabilitation and medical and radiation oncology. LRH has four operating theatres and specialises in general surgery, orthopaedic, ophthalmology, gynaecology and obstetrics as well as ear, nose and throat surgery and urology. A new cardiac catheterisation laboratory carries out diagnostic work. We are the primary provider of mental health services across Gippsland and have community mental health teams in the Latrobe Valley, Sale, Bairnsdale, Varram, Orbost, Warragul and Wonthaggi as well as an inpatient unit at the hospital.

As a teaching hospital we are closely affiliated with Monash University's School of Rural Health and Federation University and provide placements and clinical experience for students.



**Our vision,
values and
strategic pillars**

Senior Clinician – Child & Youth Mental Health Services



POSITION DESCRIPTION

Position Title:	Senior Clinician – Child & Youth Mental Health Services
Classification:	RPN Grade 4, SW Grade 3, OT Grade 3, Psychologist Grade 3
Department/Unit:	Child & Youth Mental Health Services
Division:	Mental Health Services
Reports To:	CYMHS – Team Manager

Primary Purpose of Job

The Senior Clinician will be responsible for:

- Provide leadership, direction and support to the multidisciplinary team,
- Manage and supervise the daily operational activities of the team providing a range of integrated community based clinical child and youth mental health services,
- Undertake a full range of clinical duties including the provision of a comprehensive assessment of needs for referred clients, their family and carers,
- Develop, maintain and coordinate care.

Organisation Context

Shared Vision

We will be a leading regional health care provider delivering timely, high quality, accessible, integrated and responsive services to the Gippsland community.

Core Values

- Person-centred care
- Integrity
- Excellence
- Working Together

National Safety and Quality Health Service Standards (NSQHS)

National Safety and Quality Health Service Standards (NSQHS) is the framework the Australian Commission on Safety and Quality in HealthCare (ACSQH) use to review hospitals for Accreditation. To ensure Latrobe Regional Hospital (LRH) is an accredited facility, we are continuously reviewing and improving our service through numerous quality improvement initiatives and programs.

LRH Strategic Pillars

- Service Delivery
- Our People
- Regional Leadership
- Education, Training and Research

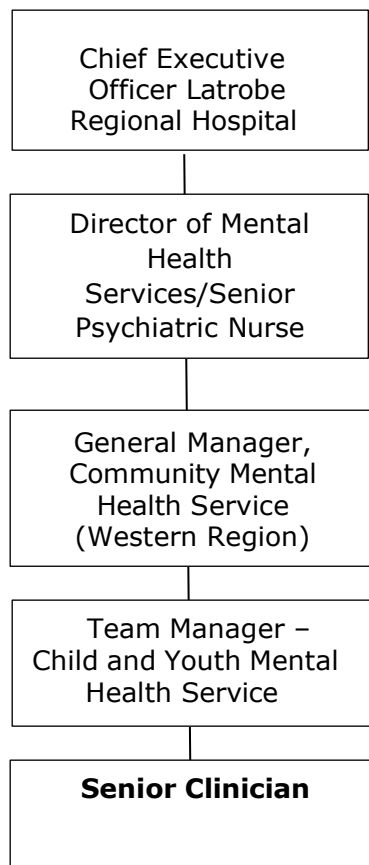
Diversity and Inclusivity Statement and Child Safe Standards

LRH values our community's diversity. We are committed to providing an inclusive, welcoming and safe service and workplace for everyone who engages with our organisation regardless of race, culture, religion, sexuality, gender identity, age or ability.

LRH is a child friendly and child safe hospital with zero tolerance for child abuse or harm of any kind. This includes Aboriginal or Torres Strait Islander children, culturally and linguistically diverse children and children with disabilities.

LRH has policies and protocols in place in line with the Victorian Child Safe Standards to ensure the safety and wellbeing of both paediatric patients and paediatric visitors.

Structure



Liaison

External: Liaise with emergency services and all health and welfare agencies as appropriate to the position.

Internal: Liaise with inpatient and community teams as appropriate.

Resource Management

Total Staff Management (FTE)

- N/A

Annual Operating Expenditure

- N/A

Qualifications/Experience

Mandatory

- Registered Nurse Division 1 with a formal post graduate qualification in Mental Health Nursing.
- Occupational Therapy registered with Australian Health Practitioners Regulation Agency (AHPRA).
- Psychologist registered with AHPRA
- Degree in Social Work with eligibility for membership to Australian Association of Social Workers (AASW).
- Minimum 4 years post registration experience in Mental Health field.
- Computer literacy skills.
- A current Victorian Driver's License
- Demonstrated experience in working in mental health service system.
- Satisfactory completion of a Working with Children's check
- Satisfactory completion of a current Police check.

Key Selection Criteria

Key Competencies

- Demonstrated capability in the provision of a full range of mental health interventions at a senior level including: mental state and psychological assessments (including crisis assessments), individual, family and group, treatments for children, adolescents and young adults presenting with a range of psychiatric, behavioural, emotional, social or developmental issues.
- Demonstrated ability to provide professional and clinical leadership to staff and students and also effectively lead the multi-disciplinary team.
- High level of interpersonal skills and demonstrated ability to consult, liaise and negotiate with young people, family members, members of the general community and other professionals.
- Knowledge of the principles and application of the Mental Health Act (1986) and amendments (1996), Children, Youth and Families Amendment (Permanent Care

and Other Matters) Act 2014 and other relevant legislation and policies and strategic directions in public mental health service provision.

- Be aware of and practice standard organisation procedures for emergency situations.
- Be aware of Occupational Health and Safety policies and procedures and practice appropriate caution and safety during work activities. Report any problems to Occupational Health & Safety Representative or Manager promptly.
- To comply with all organisational policies and procedures.
- Participate in annual performance review.
- Commitment to ongoing professional development.
- Ability to initiate and contribute to mental health research and quality improvement projects.

Personal Attributes

- Excellent communication / interpersonal skills.
- Committed to customer service.
- Ability to network extensively.
- Ability to work flexibly in a complex work environment.
- Ability to work autonomously and prioritise workload.
- Follows the principles of adult learning.

Duties/Responsibilities

1. Clinical care

- Assist with the coordination of the intake, consultation and liaison service and support an integrated and streamlined service system for children, young people and their families.
- Conduct assessments in a timely manner as determined by risk, urgency, distress, dysfunction and disability utilising CMI (Client Management Interface).
- Work collaboratively with clients, families and other services to ensure best outcomes for clients.
- Participation in, and provision of Clinical Supervision
- Complete and maintain electronic records related to clinical care and service delivery in accordance with LRH policy and procedures.

2. Leadership and Management

- Provide leadership, direction and supervision for multi-disciplinary staff in service delivery to consumers.
- Take a leading role with inter agency liaison activities.
- Contribute to achieving and reporting of Key Performance Indicators (KPIs).
- Demonstrate practices that reflect fair and principled decision-making.
- Promote service models where care is integrated and coordinated.
- Provide opportunity for staff to gain an understanding and working knowledge of the National Standards for Mental Health Services 2010, National Standards for the Mental Health Workforce 2013 and NSQHS standards.
- Contribute to the review of relevant policy, procedures and protocols.
- Establish and maintain effective liaison and consultation with other health care providers and a broad range of community-based agencies to assist with service development and provision.

3. Human Resources Management

- Participate in own annual performance appraisal and undertake Performance Improvement Program with subordinate staff.
- Ensure completion of mandatory training.
- Ensure personal compliance with relevant policies.
- Comply with legislated responsibilities including the Equal Opportunity Act 2010 and Protected Disclosures Act 2012
- Comply with the Code of Conduct for Victorian Public Sector Employees.

4. Information Management

- Ensure data is collected to assist with decision making and monitoring including Health Service Agreement targets and KPI reports.
- Correlate policy, protocols and clinical practice with data collection.
- Ensure integrity of data collection.
- Ensure consumer medical records are utilised in accordance with legislative requirements and LRH policies and procedures.
- Ensure clinical records are stored in accordance with the Australian Standards for Medical Records.
- Complete and maintain electronic records related to clinical care and service delivery in accordance with LRH policy and procedures.

5. Leadership and Management

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7. Information Management

- Ensure data is collected to assist with decision making and monitoring including Health Service Agreement targets and KPI reports.
- Correlate policy, protocols and clinical practice with data collection.
- Ensure integrity of data collection.
- Ensure consumer medical records are utilised in accordance with legislative requirements and LRH policies and procedures.
- Ensure clinical records are stored in accordance with the Australian Standards for Medical Records.
- Keep documentation in the clients' individual electronic clinical record (EMR) that is a comprehensive, factual and sequential record to promote continuous care across settings and services.
- Comply with relevant legislation and regulations pertaining to documentation.
- As requested, participate in file audits used to collect data as part of documentation and practice review processes.

8. Health and Safety

- Promote maintenance of a safe environment for all consumers in accordance with Latrobe Regional Hospital policy.
- Report OH&S issues that are site specific.

9. Continuous Quality Improvement

- Communicate, interpret and ensure all relevant policies and procedures are understood and adhered to.

Conditions of Employment

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not all inclusive.

Ongoing performance discussions will occur throughout the first six months of employment and beyond to ensure the successful candidate steps into the role well positioned for success.

Adherence to all LRH policy and procedures including the Workplace Conduct Policy is a requirement for ongoing employment with LRH.

Also required as standard for employment with LRH is an up to date current police check and working with children checks, to be renewed throughout your term of employment with us.

"IMPORTANT: All staff employed in the healthcare sector are required to be vaccinated for COVID- 19 (unless a valid exemption applies). Evidence of Vaccination (or exemption) will be required to be provided prior to commencement."



Our process to recruit great candidates

Latrobe Regional Hospital (LRH) is looking for the best people to continue our important work in the Gippsland community. We seek strong leaders, innovative thinkers, and people who demonstrate a level of integrity and respect that will align strongly with our organisation's values.

Our recruitment process supports this aspiration by providing candidates with an opportunity to demonstrate their suitability through a range of contemporary recruitment and selection processes.

If shortlisted, candidates can expect to be invited to attend an interview shortly after the advertising period closes. This initial interview will be conducted by a panel and will allow applicants to showcase their previous achievements and current knowledge through a formal interview.

Those further shortlisted will be invited to participate in further selection activities



- Confidential reference checks
- Probity and qualifications check

LRH is looking to confirm an appointment in this role as soon as possible with commencement timeline to be negotiated with the successful candidate. All applicants will be advised of the outcome of their application at the conclusion of the recruitment process.

To submit your application for this influential leadership employment opportunity, please submit your application online lrh.mercury.com.au where you will be invited to respond to the key selection criteria, and to upload your resume and cover letter.

Not sure if this is the right role for you?

Explore this and other employment opportunities in the Community Mental Health Team throughout Gippsland by reaching out to us for a confidential discussion!

Please feel most welcome to contact Darrin Henry, Team Manager - Child and Youth Community Mental Health on 03 5128 0100 or via email on dhenry@lrh.com.au
