



Swan Hill
District Health
my hospital



headspace
Swan Hill

Respect – Professionalism – Care – Commitment – Collaboration

Senior Clinician

headspace – Swan Hill

Summary

The Senior Clinician is a key leadership position in the headspace mental health team. The primary purpose of this role is to manage the early intervention youth mental health services delivered and drive their ongoing improvement.

Key Selection Criteria:

- Tertiary level qualifications in a mental health discipline including:
 - Social Work - eligible for accreditation as a mental health social worker (2 years of supervised practice in mental health service delivery).
 - Psychology (clinical or counselling).
 - Occupational therapy - experience in supervised practice as an OT in mental health or, satisfies all units of competency as set out in Australian Competencies for OT in mental health.
 - Nursing-Mental Health
- Current full registration with the Australian Health Practitioner Regulation Authority (AHPRA) or current full membership with the Australian Association of Social Workers (AASW).
- Relevant mental health experience.

Preferred Expertise (Desirable)

- Post graduate qualifications in an area related to youth mental health.
- Experience working in a similar setting.

Swan Hill District Health, 'My Hospital'

Work/life balance is what you get working at Swan Hill District Health. As well as lifestyle comes:

- Advanced training opportunities
- A professional and committed workforce
- Variety in work and a sense of achievement for the community

Located on the mighty Murray River, around 3.5 hours from Melbourne. Swan Hill is a safe place where you will be greeted with a warm smile from our friendly local community.

Rural Health Professionals Programme

[Rural Health Professionals Programme](#) administered by Rural Health Workforce Australia provides support packages to eligible candidates.

Want More Info?

Contact Steven Wainwright, HR Manager by email hrmanager@shdh.org.au or phone (03) 5033 9315

Closing Date: 5:00pm 17 June 2016

Applications including the names of three referees and completed 'Application for Employment' form should be forwarded to the Human Resources department, Swan Hill District Health, PO Box 483, Swan Hill 3585, Victoria or email: hrmanager@shdh.org.au.



Position:	Senior Clinician – headspace Swan Hill
Classification:	Based on tertiary qualification
Department:	headspace Swan Hill
Reports to:	headspace Swan Hill Manager
Position Summary:	<p>The Senior Clinician is a key leadership position within the headspace Swan Hill team and the primary purpose of this role is to manage clinical services that are delivered in the centre and drive ongoing development. The Senior Clinician will provide clinical leadership and direction to the clinical team, ensuring that day-to-day service delivery is safe and effectively meeting the needs of young people.</p> <p>The successful candidate will contribute to the development of early intervention youth mental health services that are based upon a clinical staging model. They will actively promote the delivery of mental health services that are of the highest quality. The Senior Clinician will provide support and guidance to clinical staff and ensure staff are provided with adequate supervision. The incumbent will lead clinical and case review meetings, actively manage referrals and demand for services, and carry a small caseload.</p> <p>The Senior Clinician will be an experienced and innovative professional with considerable knowledge and experience in mental health service delivery. They will be able to provide clinical leadership to a multidisciplinary team and work collaboratively with all clinicians located at headspace Swan Hill. This position will also work with the headspace Manager to form and maintain working relationships with key agencies in the community to establish seamless care pathways for young people.</p> <p>To find out more about headspace visit headspace.org.au and headspacestory.org.au.</p>
Responsibilities:	<p>Leadership and Management</p> <ul style="list-style-type: none"> • Provide clinical leadership, consultation, and expertise to headspace clinicians and colocated staff in the delivery of mental health care to young people and their families and friends. • Review and lead the ongoing quality improvement of clinical services and the clinical governance framework. • Participate in organisational quality systems. • Model and maintain personal competency in the delivery of high quality focussed psychological strategies. • Contribute to strategic planning and relevant policy and procedure development for headspace Swan Hill under the leadership of the headspace Manager. • Ensure the collection of relevant and compulsory data to measure outcomes to evaluate the delivery of services and drive continuous improvement. • Ensure headspace and colocated staff are appropriately oriented and provided supervision, training, and professional development. • Lead allocation and case review meetings. • Manage staff resources in a flexible and efficient manner to manage

	<p>client loads and ensure timely and responsive service delivery.</p> <ul style="list-style-type: none"> • Liaise and work closely with colocated staff to ensure the effective functioning of headspace • Work in the intake role, responding to service enquiries, screening new referrals, and booking in intake appointments if required. • Provide short-term evidence-based psychological interventions to a small caseload of young people with mild to moderate mental health issues. Interventions will include identified family, friends, and workers as directed by the young person and best-practice principles. • Develop, review, and close care plans in partnership with young people, their family and friends. • Oversee clinical planning and record keeping facilitate clinical management and accountability. • Support eligible headspace clinicians to register with Medicare Australia to provide Allied Mental Health Psychological Therapy or Focussed Psychological Strategies. <p>Relationships</p> <ul style="list-style-type: none"> • The Senior Clinician will be required to develop and maintain positive and effective working relationships with a broad range of people and organisations. • To positively represent headspace and SHDH to the public, community, government and other organisations. • To communicate effectively with young people and their family/friends who access the centre, with local youth, health and community service providers, Consortium partner organisations, Murray Primary Health Network staff, headspace National Office and other headspace centre staff. <p>General</p> <ul style="list-style-type: none"> • Support the headspace Manager in building and maintaining effective relationships with key stakeholders involved in the provision of health, mental health, and psychosocial services to young people to enable integrated service delivery. • Participate in relevant training and development activities as an effective team member. • Support the headspace vision and objectives and demonstrate the values of headspace. • Actively participate in headspace committees and working groups. • Other duties consistent with the position where required or as requested by the headspace Swan Hill Manager.
<p>Key Selection Criteria:</p>	<p>Qualifications and Registrations</p> <ul style="list-style-type: none"> • Tertiary level qualifications in a mental health discipline including: <ul style="list-style-type: none"> ○ Social Work - eligible for accreditation as a mental health social worker (2 years of supervised practice in mental health service delivery). ○ Psychology (clinical or counselling). ○ Occupational therapy - experience in supervised practice as an OT in mental health or, satisfies all units of competency as set out in Australian Competencies for OT in mental health. ○ Nursing-Mental Health • Current full registration with the Australian Health Practitioner Regulation Authority (AHPRA) or current full membership with the Australian Association of Social Workers (AASW). • Relevant mental health experience.

	<p>Preferred Expertise (Desirable)</p> <ul style="list-style-type: none"> • Post graduate qualifications in an area related to youth mental health. • Experience working in a similar setting. <p>Knowledge and Skills</p> <ul style="list-style-type: none"> • Interpersonal Skills - Detects the underlying factors that lie behind what is being said and done. Projects an objective view of another's position. Understands individuals and gets the best outcomes for the person and organisation. • Leadership - Translates organisational strategy into meaningful long-term plans and objectives for own area of responsibility. Motivates others to deliver against goals. • Planning and Organising - Identifies processes and tasks required to achieve a goal. Establishes systems and procedures to guide work and track progress. • Service Excellence - Looks beyond the obvious to provide outstanding levels of service. Constructively deals with service issues that arise in a timely manner and effectively manages risks to service delivery. <p>Personal Attributes</p> <ul style="list-style-type: none"> • Customer Focus - Actively seeks ways to improve services and committed to delivering high quality outcomes for young people, their family and friends, and stakeholders. • Developing Others - Actively seeks to improve others' skills and talents by providing coaching and training opportunities. Empowers others by investing them with the authority and latitude to accomplish tasks. <p>Note: this position will require a current driver's licence, Working With Children Check, and police check which must be provided prior to commencing employment.</p>
<p>Salary/Award:</p>	<p>Salary in accordance with the appropriate Award: Health Professionals – Health & Allied Services Victorian Public Sector (Psychologists) Nurses & Midwives EFB</p> <p>Hours of duty as negotiated.</p>
<p>Infection Control:</p>	<ul style="list-style-type: none"> • Each staff member has a responsibility to minimize exposure to incidents of infection/cross infection of residents, staff, visitors and the general public. • The risk minimization strategies are to be supported by all staff adhering to the Infection Control Manual policies, procedures and guidelines.
<p>Continuous Quality Improvement:</p>	<ul style="list-style-type: none"> • Each staff member is expected to demonstrate a commitment to best practice. • All staff shall take responsibility for their own practice and share responsibility for creating and maintaining a system that provides safe, high quality health care. • All staff will participate in quality improvement activities aimed at improving patient outcomes and maintaining accreditation standards. • It is the responsibility of every staff member to be familiar with Health Service-wide and specific Department Policies & Protocols.
<p>Person Centered Care:</p>	<p>The Health Service supports in its values the philosophy of Person Centered Care to ensure all people, including health service providers, clients, their carers and family members are respectfully cared for and encouraged to</p>

	participate in the provision of quality health care.
Just Culture:	All staff are expected to support a Just Culture in which reporting is actively encouraged, with an emphasis on learning from issues that arise as opposed to blaming those involved.
Privacy and Confidentiality:	SHDH are committed to protecting patient and staff privacy and confidentiality, as it is an important aspect of our commitment to providing high quality services. In accordance to both the Health Records Act and the Information Privacy Act, information should only be used and disclosed for the primary purpose of its collection. Each employee has a responsibility to adhere to SHDH's Privacy and Confidentiality Policy, as it is a condition of employment. Any breach of the rules of privacy and/or confidentiality relating to health service business, patients or medical records will result in disciplinary action.
Mandatory Training:	All employees must be aware of and complete designated mandatory training within the required time frame.
Safety:	RESPONSIBILITIES: It is the responsibility of every staff member to: <ul style="list-style-type: none"> • Take reasonable care for your safety and the safety of others while at work. • Report accidents, incidents and potential hazards as soon as reasonably practicable to your supervisor and record on VHIMS reporting system. • Advise your supervisor if you have an injury or illness that may affect your ability to perform the inherent requirements of your position. • Be familiar with emergency and evacuation procedures as detailed in the Emergency Procedures Manual. • Complete all Mandatory training requirements as identified and directed. • Comply with the Occupational Health and Safety Act and all SHDH O.H. & S. online Policies and Procedures.
Review:	Completion of Performance Guidance and Development Plan on a yearly basis.
Date Written	May 2016
Reviewed:	
Managers Name:	
Managers Signature:	
Employees Name:	
Employees Signature:	

Rural Health Professionals Programme

The Rural Health Professionals Programme (RHPP) is a program funded by the Australian Government's Department of Health to support the recruitment and retention of allied health and nursing professionals to primary care settings in rural, regional and remote Australia. The RHPP, delivered by rural health workforce agencies, provides free recruitment support to rural employers and relocation and retention support packages to eligible candidates recruited to vacant positions in RA2-5 locations.

To be eligible candidates must move from a lower RA location to a higher RA location i.e. RA1 to RA2. To check on RA classifications go to www.doctorconnect.gov.au and search the ASGC RA map. Recent graduates (within the last 12 months) irrespective of place of study are eligible.

Which professions are eligible for the RHPP (relevant to headspace)?

- Nursing
- Occupational Therapy
- Social Work
- Psychology and other mental health professions
- Aboriginal and Torres Strait Islander Health Workers
- Dietetics, nutrition

For other eligible professions check the RHPP guidelines - the link is below.

The eligible candidates must be recruited to a vacant position that:

- is at least 51% in a primary health care setting
- is 0.4 FTE
- offers a minimum contract of 12 months duration

What support does the RHPP provide?

Recruited candidates may be eligible for:

- Rental assistance and/or housing assistance for up to 3 months following relocation
- Removal and relocation costs
- Visa and migration costs
- Professional development costs
- Financial support for accreditation and registration process
- Fuel costs for outreach services
- Orientation into workplace and the community

Employer

- Free advertising of vacant positions
- Recruitment support

Who should you contact for more information about the RHPP?

Please contact your local state/territory rural workforce agency: their details are overleaf. It's important that you contact your local rural workforce agency on commencement of recruitment to register the vacancy and discuss eligibility. The agency needs to be involved in the recruitment process for a candidate to be eligible for the RHPP.

RHPP Guidelines?

Go to the Rural Health Workforce Australia Rural Health Professional Programme webpage at <http://www.rhwa.org.au/rhpp> to access a copy of the RHW RHPP Candidate and Employer Guidelines.

Any other questions?

For general enquiries please contact Penelope Watson, Workforce Development Consultant, Service Improvement, **headspace** National Office on 03 9278 0238 or via email pwatson@headspace.org.au.

Rural Health Professionals Programme – Rural Workforce Agency Contact Details

Agency	State	Name	Position	Website	Phone
NSW Rural Doctors Network	NSW	Emer O'Callaghan	RHPP Manager eocallaghan@nswrdn.com.au	http://www.nswrdn.com.au/site/index.cfm?display=283162	02 4924 8000
Northern Territory PHN	NT	Niamh O'Doherty	Senior Project Officer Recruitment, Nursing and Allied Health recruitment@ntphn.org.au	http://www.ntphn.org.au/working-nt/nursing-and-allied-health-professionals	08 7912 5505
Health Workforce Queensland	QLD	Louise Bambury	Recruitment Consultant lbambury@healthworkforce.com.au	http://www.healthworkforce.com.au/WorkinQueensland/AlliedHealth/AdvertiseYourVacancy.aspx	07 3105 7875
Rural Doctors Workforce Agency SA	SA	Leann Harbridge	Manager, Allied Health and Nursing leann.harbridge@ruraldoc.com.au	https://www.ruraldoc.com.au/support	08 8234 8277 or 0416 001 633
Health RecruitmentPLUS Tas	Tas	Sophie Affleck	nahp@healthrecruitmentplus.com.au	http://www.healthrecruitmentplus.com.au/looking-for-work/nurses-or-allied-health-professionals/	03 6334 2355
RWAV (Vic)	Vic	Craig Wood	Recruitment Program Officer craigw@rwav.com.au	https://www.rwav.com.au/workforce-support/schemes/rural-health-professionals-program/	03 9349 7800
Rural Health West	WA	Hannah Cauchi	Recruitment Consultant, Nursing and Allied Health hannah.cauchi@rhw.com.au	http://www.ruralhealthwest.com.au/nurses-dentists-allied-health/rural-health-professionals-program	08 6389 4500

Police and Working with Children Checks

Satisfactory Police Checks, and in some areas, Working with Children Checks are mandatory at the point of employment.

If you have a current Police Check and/or Working with Children Check, please show the check identifying numbers and the date of issue: _____

Upon engagement, you will be required to provide the necessary information to complete a Check. Please note that it is a condition of employment that you maintain a current satisfactory Police Check and, if required, Working with Children Check.

Pre-existing Health and Injury Declaration

Swan Hill District Health (SHDH) is committed to achieving a safe working environment for all employees. As part of this, it is our objective to ensure potential employees are not required to work in duties that they are not able to perform safely. As part of the application process for employment with SHDH, we request you to disclose any pre-existing injury or disease which may be adversely affected by the performance of the inherent requirements of the position you have applied for – as described in the Position Description for the position.

Pursuant to S.41 (1) and (2) of the *Workplace Injury Rehabilitation and Compensation Act 2013*, you are required to disclose to SHDH any pre-existing injury or disease that you have suffered of which you are aware, and could reasonably be expected to foresee, could be affected by the nature of this proposed employment.

Failure to make a disclosure, or the making of a false or misleading disclosure, would disentitle you to compensation pursuant to the *Workplace Injury Rehabilitation and Compensation Act 2013* should you suffer any reoccurrence, aggravation, acceleration, excerebration or deterioration of your pre-existing injury or disease arising out of, or in the course of, or due to the nature of with SHDH. SHDH will rely upon any failure to disclose in accordance with the provisions of the *Workplace Injury Rehabilitation and Compensation Act 2013* as grounds for denying compensation in accordance with S.41 (1) and (2).

Should any alteration, change or rearrangement be necessary to enable you to carry out the inherent requirements of the position, we also request that you disclose these requirements. SHDH is an equal opportunity employer and will arrange any reasonable adjustment to enable a person with a disability to perform the inherent requirements of the position and therefore compete equally with other applicants for this position. Please disclose in the place below any pre-existing injury or diseases that you suffer from, or have suffered from, which could be affected by the nature of your proposed employment with Swan Hill District Health.

Disclosure advice:- (to be completed by the applicant)

I confirm that I have read and understood the contents of the above information and state that I have disclosed all relevant information in relation to my health and physical ability to carry out the inherent requirements of this position.

Signature of applicant: _____ Date:/...../.....

NOTE: If providing this form electronically, you accept that the information is true and correct by the action of submitting the form. You will be requested to sign the printed version at your interview if you are selected.

Enquiries:

Email address: hrmanager@shdh.org.au

Phone: 03 50339315

Postal Address: PO Box 483 SWAN HILL VIC 3585