

POSITION DESCRIPTION

Mental Health Clinician, Alternative to Emergency Department (AED) Service - Lismore

Our CORE values
Collaboration Openness Respect Empowerment



Organisation	NSW Health
Local Health District / Agency	Northern NSW Local Health District
Position Classification	Clinical Nurse Specialist Gde 2 ,Psychologist, Social Worker Lvl 3
State Award	Health and Community Employees Psychologists (State) Award NSW Health Service Health Professionals (State) Award Public Health System Nurses & Midwives (State) Award
Category	Mental Health, Drug & Alcohol Mental Health Clinician
Vaccination Category	Category A
ANZSCO Code	251999 Health Diagnostic and Promotion Professionals nec
Website	www.nnswlhd.health.nsw.gov.au/

PRIMARY PURPOSE

The Alternatives to Emergency Department (AED) Service aims to reduce deaths by suicide and suicide attempts by providing rapid, appropriate and compassionate care to people at risk of suicide in an alternative non-clinical environment. Facilitated by clinicians and peer workers and is accessible out of usual business hours. People may self-present, be redirected by the Emergency Department or other Health departments, brought in by ambulance or police services or referred by local stakeholders such as GPs, community managed organisations or crisis response services.

The AED Service is primarily a non-clinical model though is supported by a clinician as it is recognised people may attend seeking clinical support. Support is person-centred and recovery orientated.

The clinician will provide non-clinical services to people accessing the AED, as well as clinical services when requested or agreed to by the client.

ESSENTIAL REQUIREMENTS

Relevant qualification in Bachelor of Occupational Therapy registered with AHPRA or relevant qualification in Social Work with eligibility for membership to Australian Association of Social Workers. To be appointed as a Level 3 Health professional evidence must be provided of three years' clinical experience and demonstrated experience of extensive specialist knowledge or a high level of broad generalist knowledge within the discipline as defined by the award definitions of a level 3 practitioner.

OR

Registered with AHPRA and full registration with the Psychology Board of Australia

OR

Registered Nurse with the Nursing and Midwifery Board of Australia with post registration qualifications relevant to the position, with a minimum of at least 3 years full time equivalent experience in the management of clients with mental health conditions.

POSITION DESCRIPTION

Mental Health Clinician, Alternative to Emergency Department (AED) Service - Lismore

Valid unrestricted drivers licence for use in NSW/Australia.

Valid NSW Employee Working with Children Check.

Responsibilities under WHS - Non-Supervisor;

You must take all reasonable care for yourself and others and comply with any reasonable instruction, policies and procedures relating to work health, safety and wellbeing.

KEY ACCOUNTABILITIES

Provide clinical assessment and therapeutic services to those wishing to access them, either at the service or by referring to relevant mental health services support people's efforts towards recovery.

Provide compassionate care to people experiencing suicidality, working with them in a trauma informed, person-centred and recovery orientated way to achieve stabilisation, safety planning, distress management and to promote hope.

Work collaboratively with the team's peer workers to consider and meet people's support needs.

Work collaboratively with, or alongside, community managed organisations and private practitioners as well as LHD services to ensure people experiencing suicidality are linked to relevant support services, and that these services are provided in an integrated and coherent way.

Work collaboratively with families and support networks of people experiencing suicidality wherever possible to ensure they are appropriately engaged, consulted, informed, educated and supported.

Consult with Aboriginal leaders, people with lived experience, services and professionals to ensure care is provided in a culturally safe and accessible way for Aboriginal people experiencing suicidality, and their families and communities.

Work with crisis services including help lines, local community managed organisations, and groups or services associated with high suicide risk including departure from custody, homelessness, financial distress, domestic and family violence, sexual assault, youth, Aboriginal, men's, LGBTIQ, legal aid and alcohol and other drugs services to ensure there is local awareness of the Alternatives to Emergency Department Service.

Manage your own wellbeing, including the identification of strategies for staying well, whilst working in this innovative team to ensure continued effective service delivery.

Engage in quality improvement activities and service evaluation as appropriate to achieve continuous high quality service provision.

Engage in ongoing professional development, including attending monthly peer supervision, participating in state-wide suicide prevention communities of practice, undertaking all mandatory training, and maintaining knowledge of relevant policy, procedures and regulatory documents to promote and facilitate a best practice service.

Work out of hours and/or weekends to maintain service and provide an optimal service to clients in need.

KEY CHALLENGES

- Negotiating a complex service landscape regarding suicidality, including the challenges of being part of a newly established, though temporary service.

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- Priority setting within limited time frames.
- Managing the impact of the work on self.

KEY RELATIONSHIPS

Who	Why
Line Manager	Receive direction, broad supervision, development opportunities and feedback in relation the duties of this role and communicate achievements and challenges
AED Team Members, Other Towards Zero Suicides in Care personnel, Community Mental Health and Alcohol and other Drugs Services Clinicians, Peer Workers and Managers	Work collaboratively with colleagues to build constructive honest relationships, develop effective referral pathways and provide mutual support in the pursuit of excellence.
The Community Managed sector and private practitioners.	Develop and sustain collaborative relationships with Community Managed Organisations and local health and wellbeing services to ensure the service is well promoted and accessible, and to maximise links with appropriate community supports.
Family/Carers/Support Networks	Establish and sustain constructive connections with family and other carer support networks.

SELECTION CRITERIA

1. Relevant qualification in Bachelor of Occupational Therapy registered with AHPRA or relevant qualification in Social Work with eligibility for membership to Australian Association of Social Workers; OR Registered with AHPRA and full registration with the Psychology Board of Australia; OR Registered Nurse registered with the Nursing and Midwifery Board of Australia with a post graduate qualification and with a minimum of at least 3 years full time equivalent experience in the clinical specialty (mental health).
2. Proven clinical experience in working with people experiencing suicidality and their families/ key support people, with demonstrated ability to work therapeutically and navigate complex clinical and psycho-social situations.
3. Demonstrated applied knowledge of clinical practice that is collaborative, holistic and respectful in relation to Aboriginal people experiencing suicidality, and their families.
4. Applied understanding of the principles of person-centred care, trauma-informed care and recovery in the context of suicidality.
5. Demonstrated understanding of the value of providing a non-clinical service to people experiencing suicidality, including the use of peer workers and other non-clinical approaches.
6. Excellent applied communication skills in a wide range of settings including verbal and written, and competence in computer skills.
7. Demonstrated ability to work collaboratively across disciplines, with the mental health, alcohol and other drugs, and community managed sectors, with peer workers and with lived experience consultants, understanding the value of peer work and applying attributes such as courage, integrity, optimism and humour.

POSITION DESCRIPTION

Mental Health Clinician, Alternative to Emergency Department (AED) Service - Lismore

8. Valid unrestricted drivers licence for use in NSW/Australia and willingness to travel in the course of employment and willingness and capacity to work out of hours and on weekends.

OTHER REQUIREMENTS

Professional Behaviour and Communication

All employees are required to achieve, uphold and model a high standard of professional behaviour and communication.

- Any conduct on your part, whether during or outside business hours, which has the capacity to affect or damage the professional reputation of NSW Health, or your ability to uphold that reputation or image, could lead to disciplinary action, including dismissal
- Appropriate professional behaviour incorporates all levels of interpersonal behaviour, including formal and informal communication with colleagues, patients and carers

All employees are responsible for:

- Complying with all current NSW Health and NNSWLHD policies, including the NSW Health Code of Conduct
- Complying with profession-specific Code of Ethics/Code of Professional Conduct and Scope of Practice

Workplace Culture

Your workplace behaviours and practices are expected to:

- Proactively contribute to a positive, productive and safe workplace culture
- Adhere to the CORE values of Collaboration, Openness, Respect and Empowerment identified in the NSW Health Workplace Culture Framework

Privacy

All employees are expected to comply with personal information protection principles and health privacy principles as per the NSW Health Privacy Manual for Health Information, NSW Health and NNSWLHD privacy policies and procedures, and relevant legislation:

- Privacy and Personal Information Protection Act 1998 (NSW)
- Health Records and Information Privacy Act 2002 (NSW)

Performance

All employees will:

- Have a performance agreement with their manager, linking individual performance objectives and role requirements to corporate objectives
- Participate in an annual performance appraisal
- Be responsible, with the support of their managers, for proactively developing their own performance to meet expectations and achieve objectives
- Actively contribute to their performance management by having open and honest conversations with

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Mental Health Clinician, Alternative to Emergency Department (AED) Service - Lismore

managers and colleagues and providing and receiving constructive feedback

Quality Improvement

NNSWLHD complies with the National Safety and Quality Health Service Standards. All employees are expected to:

- Be aware of and comply with their responsibilities under the Standards
- Actively participate in quality improvement initiatives within their teams
- Participate in organisation-wide quality improvement activities as required

Workplace Health & Safety

All employees have responsibilities under the Workplace Health & Safety Act of 2011. Signing this Position Description confirms you understand the responsibilities relevant to your role.

Risk Management

All employees are expected to notify into the incident management system any incidents and patient complaints which occur in your own area (both clinical and corporate incidents).

All employees will:

- Identify and manage risks in your own area, and report risks to your manager which are beyond your capacity or authority to manage