

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Multisystemic Therapy Supervisor
Position Number:	527228, 527230, 527231
Classification:	Allied Health Professional Level 4
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Community, Mental Health and Wellbeing - Statewide Mental Health Services
Position Type:	Permanent, Full Time
Location:	South, North, North West
Reports to:	Team Leader - Child and Adolescent Mental Health Services
Effective Date:	April 2022
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Psychology Board of Australia, or Degree in Social Work giving eligibility for membership of the Australian Association of Social Workers. Current Tasmanian Working with Children Registration. Current Driver's Licence.</p> <p><i>Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
Desirable Requirements:	<p>Post graduate qualifications in Clinical, Counselling, Forensic, Educational or Developmental Psychology, or Post graduate qualifications in Social Work with significant experience in therapeutic settings.</p>

Broad, expert knowledge of adolescent mental health issues including cognitive and behavioural therapy and family system treatment.

Clinical experience and expertise related to child and adolescent mental health or Child Development.

Knowledge of contemporary juvenile and criminal justice issues.

Experience implementing evidence-based programs.

Position Features:

Highly mobile, non-clinic based, with flexible hours of operation

Participation in an oncall roster is a requirement

Some intrastate travel is required

NB. The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Background:

The Child and Adolescent Mental Health Service (CAMHS) delivers Multisystemic Therapy (MST) as a program within the Youth Forensic Mental Health Stream.

MST is an intensive family and community-based therapeutic program focused on supporting young people aged 12-17 years who have severe challenging behaviours, including offending. MST emphasises promoting behavioural change in the young person's natural environment and addressing the multiple known causes of serious antisocial behaviour. The work of MST happens across all the key settings impacting a young person, including family, peers, school and community, to effect lasting change.

MST aims to empower parents and carers with the skills and resources needed to independently address the difficulties arising from raising teenagers and to empower young people to cope with the family, peer, school, and community problems they encounter.

The MST Program requires Practitioners to work flexible hours in innovative ways, in non-clinic settings, to remove barriers to consumer engagement.

Primary Purpose:

The MST Supervisor will:

- Supervise and manage (clinically and administratively) a small team of MST Practitioners providing intensive in-home interventions to young people with severe and challenging behaviours and their families, based on the MST model.
- Oversee and provide specialist support to complex cases and carry a small caseload if necessary to support program needs.
- Engage key participants to ensure cooperation throughout MST treatment consistent with strategies, objectives and values of the Child and Adolescent Mental Health Services (CAMHS).
- Provide services to clients on a need's basis, working flexible hours across 7 days and through participation in a 24-hour on-call roster.
- Ensure the MST team works as a cohesive unit within a family sensitive philosophy that is inclusive, understanding and respectful of both the consumer and their families.

Duties:

1. Manage the planning, implementation, coordination and administration of MST interventions to families engaged in the MST Program as well as all quality assurance mechanisms of the MST model
2. Provide weekly clinical group and administrative supervision to the MST team (comprising up to four MST Practitioners) to ensure adherence to the MST model and build Practitioner competency.
3. Provide specialist advice and peer support in cases requiring advanced specialist practice, in accordance with discipline specific skills and abilities.
4. Provide occasional direct case work as required to meet family and service needs.
5. Provide services to consumers on a needs basis including out of hours and through participation in an on-call roster, in accordance with approved policies and procedures.
6. Ensure Practitioners engage primary caregiver and other key participants in active change orientated treatment by identifying and overcoming barriers to engagement.
7. Conduct individual supervision as required to develop MST Practitioner competency and to remove individual barriers to effective implementation of MST treatment.
8. Participate in the selection and induction of MST Practitioners.
9. Ensure appropriate documentation of clinical interventions to allow for peer and supervisory collaboration and input.
10. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives and related training.
11. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Key Accountabilities and Responsibilities:

The MST Supervisor works under the day-to-day general direction and guidance of the Team Leader - CAMHS and the Child and Adolescent Psychiatrist.

The MST Supervisor will collaborate actively with the contracted external MST Consultant in the high quality implementation of MST and license requirements, and to ensure continued development of own clinical skills and knowledge of relevant research.

Professional supervision will also be provided or approved by the Team Leader - CAMHS, as appropriate.

The MST Supervisor is accountable, in conjunction with the Team Leader - CAMHS and Child and Adolescent Psychiatrist for:

- Achieving consumer outcomes within the MST Program.
- Ensuring the standards of consumer care within the MST Team are in accordance with clinical standards; evidence-based practice and relevant legislation including Work, Health and Safety (WH&S), Privacy, Anti-Discrimination, Mental Health Act, Guardianship & Administration Act, Tasmanian Family Violence Act and Children, Young Persons and Their Families Act.
- Ensuring the provision of interventions by the MST team adhere to MST principles and MST analytic process.

- Managing physical, financial and human resources of the MST Team effectively, to ensure program objectives are met.
- Ensuring quality improvement processes are in place and are acted upon, resulting in constant evaluation and improvement in the standards of consumer care.

The MST Supervisor is personally responsible for:

- Working collaboratively to support a learning organisation encouraging and supporting staff to develop further knowledge and skills to enhance the individual and the practice area.
- Providing clear direction to the MST Practitioners so that they understand their responsibilities and duties.
- Acting as a role model to the MST Team and CAMHS staff generally by actively coaching/mentoring/developing team members.
- Developing collaborative relationships with stakeholders and ensuring mechanisms are in place to support consumer advocacy.
- Actively participating in personal and professional development activities.
- Contributing to the expansion of knowledge and ideas in the relevant field by supporting and participating in research and translating evidence into practice, including through the Centre for Mental Health Service Innovation.
- Where applicable, exercising delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Complying at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty
 - e. serious traffic offences
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Demonstrated ability to function with a high degree of competence and initiative, under general to limited direction, in a variety of roles such as supervisor, consultant, teacher, researcher/evaluator, and agent of change in a multidisciplinary team environment.
2. Demonstrated proficiency in mental health assessment, therapy and interview techniques with young people demonstrating challenging behaviours, and their families.
3. Thorough knowledge of research, evidence-based theory and clinical practice applicable to conduct disorders and their causes.
4. Demonstrated ability to liaise effectively with other health professionals and external agencies both on individual patient-management matters, and on general service issues.
5. Excellent interpersonal, verbal, written communication and problem solving skills and demonstrated capability to persevere to achieve goals even in the face of obstacles.
6. Demonstrated commitment to develop and participate in ongoing quality assurance activities and research.
7. Demonstrated understanding of relevant legislation and professional practice standards including Workplace and Safety Legislation, Workplace Diversity Guidelines, and Discipline Codes of Ethics and Professional Practice.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).