

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Allied Health Professional - Acute Care Team (Mental Health)
Position Number:	Generic
Classification:	Allied Health Professional Level 3
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/Part Time
Location:	South
Reports to:	Manager / Nursing Director - Acute Care Stream Community Mental Health Services
Effective Date:	May 2021
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Satisfactory completion of an approved allied health professional tertiary qualification/program of study and registered with the relevant National Board or, in the case of self-regulated allied health professions, full membership/eligible for membership with the relevant professional association</p> <p>Current Tasmanian Working with Children Registration</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:	Established professional relationships with service providers external to SMHS

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.

Primary Purpose:

As part of a multidisciplinary team delivering person centred, recovery orientated and trauma informed care, in accordance with National Standards for Mental Health Services, Agency policies and procedures, legal requirements and relevant professional competencies, the Allied Health Professional - Acute Care Team (Mental Health) will:

- Undertake the delivery of quality care to consumers, their families, and carers of the Acute Care Team (ACT) service, based on best practice principles including recovery oriented practice, the Triangle of Care Framework and Trauma Informed Care, within a collaborative and multidisciplinary environment.
- Provide assertive community based mental health care to consumers of the service through active therapeutic engagement, monitoring and review of mental state and response to treatments and ongoing psychotherapeutic work using a range of modalities and techniques including service and family and carer liaison and collaboration.
- Provide specialist assessment and treatment services to consumers of the ACT, including triage and assessments, safety planning and contributing specialist skills and experience to treatment and transfer of care and discharge planning, in the consumer's home and/or the community.
- Promote community awareness in relation to mental health and act as a consultant to other services regarding the support and care of consumers with mental health needs in the community setting.

Duties:

1. Provide discipline specific clinical expertise, support and clinical care to the team, consumers, their families and carers and other services throughout the broader community.
2. Provide treatment recommendations and specialist advice to the multidisciplinary team, other health professionals and community managed organisations, as required, and assist with clinical decision making and the planning, implementation, and evaluation of care to facilitate a person centred and recovery oriented approach.
3. Provide evidence-based, trauma informed assessment, specialist therapies and treatment interventions for consumers with acute and complex mental health problems, including the development and implementation of these interventions within the consumer's home, in collaboration with the multidisciplinary team, the consumers families and carers and other service providers.
4. Provide brief targeted interventions, support, and psychoeducation, as appropriate, to consumers and their families and carers and other service providers in the identification of their strengths and needs, formulation of goals and the development and implementation of care.
5. Facilitate access to a range of appropriate community and inpatient services as required to ensure people receive the right support in the right place and at the right time, including providing comprehensive handovers and coordinating quality and safe transfer/discharge processes.
6. Undertake the role of a Mental Health Officer in accordance with relevant provisions of the *Mental Health Act 2013*.
7. Complete all required clinical documentation, including initial assessments, risk assessment, transfer of care, relevant clinical correspondence, and clinical data collection, within specified timeframes, predominantly via electronic records systems.

8. Ensure ongoing assessment and evaluation of the role and associated guidelines, clinical pathways, protocols, and policies, incorporating evidenced based practice and other regulatory bodies or key stakeholders.
9. Supervise students and less experienced Mental Health Services clinical staff as required.
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, safeguarding practices for vulnerable people, 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 Allied Health Professional - Acute Care Team (Mental Health) is responsible to the Manager / Nursing Director for clinical service delivery and receives professional support and guidance from the relevant discipline leads as required. The occupant will:

- Works in partnership with the Manager / Nursing Director to contribute to a strong professional and ethical environment by providing leadership and assisting with the planning and management of staff, resources, and quality improvement.
- Be accountable for the provision of specialised clinical services and a professional standard of care and is responsible for the efficient and effective assessment of individuals presenting with a variety of mental health problems and comorbidity issues, including adolescents and older persons. Assessments will include mental status examinations, risk assessments and basic alcohol and drug screening, formulation, and an immediate management plan.
- Function as a single clinician working within established decision-making and operational frameworks that may require interpretation to provide effective care in both the community and inpatient settings.
- Maintain productive relationships with internal and external stakeholders, meeting difficult and sometimes conflicting objectives or competing priorities and undertakes conflict resolution through negotiation and mediation to resolve escalated issues.
- Be responsible for own practice within professional guidelines and for intervention in instances of unsafe, illegal, unethical, or unprofessional conduct.
- Be responsible for developing individual awareness of all policies, procedures and legislation affecting the duties of this position, including statements of consumer rights and responsibilities adopted by the Service, and a general awareness of legislation, including Work Health and Safety, Equal Employment Opportunity and Anti-Discrimination.
- Champion a child safe culture that upholds the National Principles for Child Safe Organisations. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- Where applicable, exercise 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.

- Comply 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
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. A minimum of two years postgraduate employment in a clinical area directly applicable to the Child and Adolescent, Adult Community, Inpatient and Extended Treatment and Older Persons Mental Health Service area.
2. Demonstrated clinical knowledge and understanding of mental health in relation to the Child and Adolescent, Adult Community, Inpatient and Extended Treatment and Older Persons Mental Health Service area including the ability to provide appropriate assessment of mental health problems.
3. Demonstrated expertise in the theoretical and practical application of a range of therapeutic interventions relevant to the Child and Adolescent, Adult Community and Older Persons Mental Health Service area, with a demonstrated commitment to acquire further expertise into the future.
4. Experience and demonstrated knowledge and skills in relation to liaison and consultation with other services and agencies in the context of optimising effective and efficient service provision, advice and training and continuity of care.
5. High level written and verbal communication skills, including the capacity to effectively function in a multidisciplinary environment.
6. Demonstrated commitment to develop and participate in ongoing quality assurance activities, research, and student education, including understanding of, and personal commitment to, the principles of clinical supervision.
7. Knowledge and understanding of relevant legislation and professional practice standards including Work Health and Safety Legislation, Workplace Diversity Guidelines, the Mental Health Act and Discipline related 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 of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

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 | Tasmanian Department of Health](#).