

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Allied Health Professional - Y-HiTH
Position Number:	Generic
Classification:	Allied Health Professional Level 3
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Community, Mental Health & Wellbeing – Statewide Mental Health Services
Position Type:	Fixed-Term, Full Time/Part Time
Location:	North-West
Reports to:	Team Leader, Extended Child & Adolescent Mental Health Services
Effective Date:	June 2023
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 Driver's Licence</p> <p>Current 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:	Post graduate experience in a clinical area directly applicable to youth mental health, acute care, inpatient and community setting

Training in relevant and appropriate therapeutic interventions such as Dialectical Behaviour Therapy (DBT) or Acceptance and Commitment Therapy (ACT)

Position Features: Hospital in the Home (HiTH) services are highly mobile outreach teams providing treatment in the consumer's home

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 youth mental health service (16-25 years of age) delivering high quality mental health care and, in accordance with Mental Health Service principles, National Mental Health Standards, Agency policy, legal requirements and relevant professional competencies, the Allied Health Professional will:

- Undertake the delivery of quality care with young people and their families/significant others to the Youth Mental Health Hospital in the Home (Y-HiTH), based on best practice principles, person centred, recovery orientated and trauma informed care, within a collaborative and multidisciplinary framework.
- Provide intensive home-based care to young people and their families/significant others, which includes therapeutic engagement, monitoring and review of mental state and response to treatment, brief interventions and psychoeducation using a range of developmentally suitable therapeutic approaches.
- Provide specialist biopsychosocial assessments and treatment services, with a focus on therapeutic engagement, and working with community supports available to the young person and their family/significant others.
- Acts as a consultant to other agencies, regarding the assessment and management of individuals with mental health disorders.

Duties:

1. Function as an active member of the multidisciplinary team (MDT) providing the delivery of intensive home-based care. This includes biopsychosocial assessments, therapeutic engagement, monitoring of mental state and response to treatments, participating in collaborative care planning with the young person and their family/significant others.
2. Provide evidence-based, trauma informed assessment, specialist therapies and treatment interventions for young people with major and complex mental health problems, including the development and implementation of these within the young person's home and in collaboration with the family/significant others.
3. Contributes to the effective functioning of the multidisciplinary youth mental health team through participation in clinical reviews and other relevant team meetings.
4. Prepare specialised reports as required.
5. Undertake consultation and liaison with the broader health system including Inpatient, Emergency Department, Statewide Mental Health Services, General Practitioners, community organisations, families/significant others to optimise treatment outcomes and continuity of care.
6. Complete all required clinical documentation, including biopsychosocial assessments, risk assessment, transfer of care, relevant clinical correspondence and clinical data collection, within specified timeframes, predominantly via electronic records systems.

7. Actively participate in quality and safety processes at the team level, including incident reporting and evaluation, approved research, internal audits and policy and procedure review.
8. Undertake continuing professional development including participation in formal clinical supervision and peer review.
9. Supervise students and less experienced clinical staff as required.
10. Undertake the responsibilities of an *Authorised Officer* under the Mental Health Act 2013.
11. 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.
12. 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:

Under the direction of the Team Leader, the Allied Health Professional will:

- Be operationally and clinically accountable to the Team Leader and Consultant Psychiatrist
- Be individually accountable for the provision of specialised clinical services and a professional standard of care
- Be responsible for maintaining one's own professional development and for supporting the professional development of others
- Be responsible for developing individual awareness of all policies, procedures and legislation affecting the duties of this position. This includes 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
 - e. serious traffic offences
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Demonstrated clinical knowledge and understanding of youth mental health in relation inpatient and community service areas including the ability to provide appropriate assessment of mental health conditions.
2. Demonstrated expertise in the theoretical and practical application of a range of therapeutic interventions relevant to youth mental health services, with the ability to acquire further expertise into the future.
3. 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.
4. Well-developed written and verbal communication skills, including the capacity to function effectively in a multidisciplinary team environment, and the ability to use computer based medical records.
5. Demonstrated commitment to develop and participate in ongoing quality assurance activities, research, clinical supervision and student education.
6. Demonstrated understanding of relevant legislation and professional practice standards including Work Health and Safety Legislation, Workplace Diversity Guidelines, the Mental Health Act 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 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](#).