

POSITION DESCRIPTION OFFICIAL



Job Title	Youth Mental Health Consultation Liaison Clinician	Classification	AHP3	Position Number	[insert no.]
LHN	Barossa Hills Fleurieu Local Health Network Inc	Term	Ongoing	Position Created	April 2014
Area	Rural and Remote Mental Health Service (RRMHS) Youth Mental Health Consultation Liaison Service	FT	[Last Updated	25.06.2024
Criminal History Clearance Requirements:					
<input checked="" type="checkbox"/> NPC – Unsupervised Contact with Vulnerable Groups <input checked="" type="checkbox"/> DHS Working with Children Check (WWCC) <input type="checkbox"/> NDIS Worker Screening					
Immunisation Risk Category:					
<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)					

Broad Purpose of the Position

[The Youth Mental Health Consultation Liaison Clinician is an experienced and highly competent clinician who delivers quality services and / or provides clinical / professional leadership to allied health professionals working in [insert name of LHN / rural and remote areas of South Australia]. Responsible for contributing to improvements in the quality, safety and community needs-driven distribution of services [across Barossa Hills Fleurieu Local Health Network Inc or within the Local Health Networks], the Youth Mental Health Consultation Liaison Clinician works with allied health staff, managers and other stakeholders on model of care and workforce development initiatives.

The Youth Mental Health Consultation Liaison Clinician will provide clinical, educational and professional youth services in a range of Community Mental Health Teams (CMHTs). The Youth Mental Health Consultation Liaison Clinician works in partnership with a range of stakeholders from regional SA and metropolitan based services, and supports the development of Youth Mental Health (MH) clinicians in regional CMHTs to provide an integrated mental health response.]

Qualifications

Must hold a recognised qualification within the recognised Allied Health Profession of Social Work, Occupational Therapy or Psychology, and be eligible for practicing membership of the relevant Professional Association. For those professions requiring Registration all requirements to obtain and maintain current registration must be fulfilled. For self regulated professions it is desirable to participate in the professional associations' accredited continuing professional development program.]

Handling of Official Information

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential. SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Cultural Statement

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Barossa Hills Fleurieu Local Health Network Inc welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. This LHN is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture

<p>Special Conditions</p> <ul style="list-style-type: none"> ▪ A current driver's license is essential, as is a willingness to drive on country roads and travel in light air craft as required. Intra state travel will be required; interstate travel may be required. ▪ Flexibility and some out of hours work may be required. ▪ It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory National Police Certificate (NPC). ▪ Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Department of Human Services (DHS) Screening Unit. ▪ Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of unsupervised contact with vulnerable groups. ▪ Prescribed positions under the Disability Services Act 1993 must obtain a satisfactory Disability Services Employment Screening through the Department of Human Services (DHS) Screening Unit. ▪ NPCs and DHS Disability Services Employment Screenings must be renewed every 3 years thereafter from date of issue. ▪ WWCCs must be renewed every 5 years thereafter from date of issue. ▪ Will be required to comply with the requirements of the Barossa Hills Fleurieu Local Health Network Inc Procedure for Credentialling Allied Health and Scientific Health Professionals ▪ [May be required to maintain a clinical caseload or clinical supervision responsibilities, the proportion of which could be subject to change, commensurate with other management / project / education / research responsibilities] ▪ Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met. 	<p>Key Relationships</p> <ul style="list-style-type: none"> ▪ Reports to Coordinator Youth Mental Health Consultation Liaison Service ▪ Expected to negotiate own formal clinical supervision arrangement, in accordance with the <i>LHN's Allied Health Clinical Support Framework</i> ▪ [Ensures clinical supervision is accessible to all allied health professionals [<i>specify profession</i>] working in Barossa Hills Fleurieu Local Health Network Inc / Rural Region, including through the provision of clinical supervision to some / specify.] ▪ Works within a multi-disciplinary team framework, in collaboration with other health professionals, service providers and the community ▪ Maintains cooperative and productive working relationships, including with the relevant Professional Association(s). ▪ Works closely with the Principal Allied Health Advisor and other allied health leaders and stakeholders within the LHN and South Australia.] ▪ May be required to temporarily fulfill a higher position, appropriate to the skills and capacity of the incumbent
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Key Result Areas	Generic Requirements	Specific or Local Requirements
<p>1. Technical Skills and Application</p>	<p>1.1 Apply specialist professional expertise (including as a <i>Rural Generalist</i> or within a specific discipline specialty) in the provision of complex clinical and / or consultancy services across Barossa Hills Fleurieu Local Health Network Inc and / or within the relevant professional networks.</p> <p>1.2 Operate with professional independence, clinical competence and highly developed reflective-practice skills, drawing on professional direction in the application of new or sophisticated techniques.</p>	<ul style="list-style-type: none"> ○ Demonstrate MH clinical expertise by providing evidence of their expertise by providing leadership in an area of practice within Youth Mental Health. ▪ The YMH CLC is responsible for: ○ Providing clinical support and service to the CMHTs located in country South Australia (SA); ○ Providing clinical support to consumers through direct consumer care and care coordination;

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	<p>1.3 Apply detailed knowledge of the LHN's strategic directions, health unit operations, service delivery and workforce issues, and very high level professional skills to achieve responsibilities of a complex and varied nature.</p> <p>1.4 Provide advice to management on professional service development, practice and redesign, in response to demand and client needs.</p>	<ul style="list-style-type: none"> ○ The provision of sound leadership of the Youth Mental Health Service and the Youth MH clinicians; ○ Organising and supporting the tele-psychiatry referral pathways to ensure appropriate triage and booking of assessments and reviews occurs for young people; ○ Demonstrating support for the clinical work and expertise within the Youth Mental Health Service and facilitating the orientating and training of Youth MH clinicians including mentoring; ○ Enabling and developing speciality areas within the Youth Mental Health Service and the sharing of knowledge and skills in a variety of models of intervention and therapeutic tools; ○ Contributing to the identification, establishment and implementation of clinical protocols which supports the Youth Mental Health Service provision of services in accordance with the Model of Service, Operational Guidelines and the Regional LHNs Mental Health Model of Care; ○ Contributing to needs analysis, establishment of appropriate region priorities, and redesign of care and treatment practices in line with Regional LHNs Mental Health Model of Care; ○ Demonstrating initiative, the ability to work without direct supervision, prioritise responsibilities and achieve outcomes within negotiated timeframes; ○ Fostering a workplace environment that develops staff potential; and ▪ Creating and maintaining partnerships with local services leading to an integrated approach to provision of youth mental health care.
<p>2. Personal and Professional Development</p>	<p>.1 Work under limited direction, accepting professional responsibility for a high standard of complex, specialised or strategically significant work, including providing advice to Management / Executive on the effective allocation of resources in the delivery of services across Barossa Hills Fleurieu Local Health Network Inc.</p> <p>.2 Display a commitment to continuous personal and professional development by:</p> <p>a. Attending all mandatory training and actively pursuing other development as required to maintain currency of clinical knowledge</p>	<ul style="list-style-type: none"> ○ Provide leadership and support to the Youth Mental Health Service and multidisciplinary team within the Multi-Disciplinary Team Framework. ○ Providing support, advice and direction to the Youth MH clinicians and MH teams. ○ Contribute to clinical education of staff.

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	<ul style="list-style-type: none"> b. Actively developing the professional skills and competencies in others, by contributing to or facilitation education and training activities and acting as a mentor and / or clinical supervisor to less experienced staff. c. Utilising the support of mentors and peers, and fostering strong relationships with Universities, Professional Associations and other key stakeholders. d. Actively participating in the Professional Development and Review (PDR) process, including developing and pursuing a personal / professional development plan in consultation with your line manager; and facilitating this process for staff under your supervision. <p>.3 Facilitate the development of knowledge of effective practice by encouraging and supporting research, evaluation of services, and information sharing between professionals across the LHN, through relevant Networks and other forums.</p>	<ul style="list-style-type: none"> o Work in partnership with Team Leaders to identify education and training needs within the teams in line with annual PDR and requirements of the positions. o Demonstrate ability to manage change, introduce new concepts and ideas and motivate others. ▪ Demonstrate high aptitude in critical analysis, devising and implementing innovative solutions and evaluating the outcomes.
<ul style="list-style-type: none"> ▪ Client / Customer Service 	<ul style="list-style-type: none"> .1 Treat all clients with respect, identifying and pursuing opportunities to work in partnership with stakeholders to improve the quality of Barossa Hills Fleurieu Local Health Network Inc services. .2 Promote cultural safety by valuing and promoting the cultural needs of local communities and providing advice on service or system-level changes required at the Barossa Hills Fleurieu Local Health Network Inc level to meet these needs. .3 As a clinical / professional leader, contribute to improvement the patient-journey driven distribution of services and ensuring client-centred practice and community engagement principles are embedded into the planning, delivery and evaluation of services. 	<p>Ensure services provided by the Youth Mental Health Service are:</p> <ul style="list-style-type: none"> ▪ Consistent with the National Framework for Social and Emotional Well Being for Aboriginal and Torres Strait Islander people; ▪ Appropriate for young people from culturally and linguistically diverse backgrounds; ▪ Upholding the right for young people to actively participate in their own mental health care, treatment and decision making; ▪ Developed using evidenced based standards which ensure effective and efficient service delivery; and ▪ Ensuring the needs of Aboriginal young people, families and communities are considered in service development and that consultation and collaborative partnerships occur within the Youth Mental Health Service and Aboriginal health workers across regional LHNs. <ul style="list-style-type: none"> ▪ Through consultation and liaison with young people and their families:

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		<ul style="list-style-type: none"> ▪ Identify priority needs and develop services in accordance with the Regional LHNs MH Model of Care; ▪ Ensure input into service planning delivery from the Barossa Hills Fleurieu LHN MH Experts by Experience; ▪ Advocate for the needs of the young person and their family as appropriate; and ▪ Promote community awareness as to the core business of Youth Mental Health Service and ensure services are recovery orientated and young people centred.
<ul style="list-style-type: none"> ▪ Administration and Documentation 	<ol style="list-style-type: none"> .1 Comply with organisational requirements for the accurate and timely completion of documentation and statistics. .2 Proactively question existing practices and use of Barossa Hills Fleurieu Local Health Network Inc resources, and support clinicians to pursue appropriate alternatives where necessary .3 Prepare comprehensive, high-level reports and / or presentations to assist management and executive decision making .4 Appropriately identify, use and apply relevant policies, procedures, reporting and documentation systems. .5 Competently utilise the Microsoft Office suite of software, Email and Internet in fulfilling the requirements of the role .6 May be required to initiate and manage programs and / or projects which may include management of a multi-professional project team. 	<ul style="list-style-type: none"> ▪ Develop appropriate clinical and administrative resources to inform clinical practice and services within the Youth Mental Health Service. ▪ Ensure the use of statistical information for future planning and evaluation of the Youth Mental Health Service. ▪ Ensure compliance with relevant law and SA Government and Department for Health and Wellbeing policies. ▪ Ensure that information and data base systems are used effectively and appropriately by ensuring all staff undertake training. ▪ Contribute to the development of key policies, planning and decision making processes for the Youth Mental Health Service. ▪ Ensure the provision of a healthy, safe and equitable working environment by adhering to the principles and standards of Occupational Health and Safety and Equal Employment Opportunity Legislation.
<ul style="list-style-type: none"> ▪ Teamwork and Communication 	<ol style="list-style-type: none"> .1 Contribute to Barossa Hills Fleurieu Local Health Network Inc-level strategic workforce planning and service development, to ensure services are effective, efficient, equitably distributed (according to need) and based on evidence. .2 Promote intra-disciplinary collaboration between clinicians across the LHN and the development of inter-professional and across-sector partnerships to improve the quality, safety and integration of services. .3 Apply high level interpersonal skills which engender the trust, cooperation and commitment of others to work together to achieve change. 	<p>Promote cooperation, team work and involvement by:</p> <ul style="list-style-type: none"> ▪ Encouraging and supporting inter-disciplinary and multi-disciplinary professional practices; ▪ Demonstrating respect, courtesy and care by valuing all members of the mental health teams for their unique skills;

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	<p>.4 Communicate and negotiate effectively, both verbally and in writing, at all levels within the LHN and with external agencies.</p> <p>.5 Provide clinical leadership in the application of the LHN's strategic directions, values and priorities within the relevant discipline and / or specialty area(s).</p>	<ul style="list-style-type: none"> ▪ Being aware of own communication style and behaviours, and modifying these to achieve positive outcomes and professional relationships; ▪ Providing honest and sensitive feedback, whilst being receptive to and encouraging constructive feedback; and ▪ Ensuring effective communication across all partnerships to ensure positive working relationships and open communication. ▪ Work in collaboration with regional primary mental healthcare providers and metropolitan based mental health services by: ▪ Developing strategies and systems to facilitate good communication and working relationships with both metropolitan and regional mental health services, general practitioners, young people and families and other relevant key stake holders; ▪ Participating in regular forums involving Team Leaders from across all regional LHN MH services; and ▪ The development of clinical pathways with key stakeholders in regards to the admission, transport and transfer of care planning for young people.
<ul style="list-style-type: none"> ▪ Continuous Improvement 	<p>.1 Play a leadership role in the ongoing evaluation and continuous improvement of Barossa Hills Fleurieu Local Health Network Inc services, including an emphasis on workforce development, risk management, clinical supervision and support.</p> <p>.2 Be flexible, adaptable and innovative in a changing workplace, critically examining safety and quality issues, practices and systems, and developing practical and creative solutions</p> <p>.3 Where appropriate, contribute to the investigation of client complaints and preparation of Ministerial Briefings related to the scope of the role, with a view to informing systematic improvements to services at a the LHN level.</p> <p>.4 Contribute to service development through profession-specific, multi-professional and trans-professional research and evaluation, applying high level self-reflective practice skills, assessing and reviewing the standards of work of other professional officers, and producing recommendations to assist Management / Executive decision making.</p> <p>.5 Complying with the Code of Ethics for Public Sector Employees.</p>	<ul style="list-style-type: none"> ▪ Regularly review the effectiveness of the Youth Mental Health Service operations and the expected service outcomes. ▪ Undertake analysis of situations and identify the needs of the service, the needs of the community and develop organisational objectives to meet these needs. ▪ Ensure the provision of a healthy, safe and equitable working environment by adhering to the principles and standards of Occupational Health and Safety and Equal Employment Opportunity Legislation. ▪ Provide regular feedback to Barossa Hills Fleurieu LHN MH Executive via the Coordinator Youth Mental Health Consultation Liaison Service.

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Approved by Authorised Officer / /	Accepted by Incumbent / /
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APPLICANT GUIDELINES

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Job Title	Youth Mental Health Consultation Liaison Clinician	Classification	AHP3
LHN	Barossa Hills Fleurieu Local Health Network Inc	Term	Ongoing
Area	Rural and Remote Mental Health Services	FTE	[

To apply for the position, you will need to provide:

- (1) A current Curriculum Vitae (CV), outlining your relevant qualifications, work experience and contact details of 3 professional referees
- (2) A cover letter, including:
 - Title of the position and vacancy reference number (from advertisement)
 - Outline of your reasons for applying for the position
 - Brief summary of your ability to fulfil the role:
 - Please address each of the 6 Key Result Areas (KRA) separately, using dot points. Refer to the table below for some suggestions of the type of information you may choose to include.
 - You do not need to address the selection criteria individually in your written application. They may be used to assess your suitability for the role during the merit-based selection process.
 - Keep it brief – no more than 2 pages

Please forward your application by the due date, as per the details outlined in the job advertisement.

Key Result Area	Selection Criteria <i>(suggestions of information to include in your application)</i>
1. Technical Skills and Application	a) Your professional qualifications, professional association membership and registration status (if relevant) – refer to page 1 for minimum qualification requirements b) Extensive professional experience, across a broad range of clinical practice areas: <ul style="list-style-type: none"> • Outline scope and nature of previous professional practice experiences, including rural / remote experience and youth mental health experience. • Previous leadership experience in a Multi-Disciplinary Team, consultation liaison model of service provision, service development, research and evaluation. • Experience in a senior clinical role including providing advice, clinical supervision and clinical education to less experienced professional staff and students. • Project management skills and experience. • Examples of how you have applied primary health care principles to the development and reorientation of services. c) Examples of other skills, knowledge or experiences that demonstrate your suitability for the role, such as: <ul style="list-style-type: none"> • Creativity, resourcefulness, flexibility, adaptability, problem solving skills. • Demonstrate ability to manage community raised feedback. • Demonstrate ability to manage staffing resources, conflict in the work place.
2. Personal & professional development	a) Outline previous initiatives that demonstrate your commitment to reflective practice, and proactive development of self and others (eg: additional post-graduate qualifications). b) Detail your leadership and management style and experience, including examples of problem solving through difficult situations.
3. Client / Customer Service	a) Detailed knowledge of and commitment to SA Health / Barossa Hills Fleurieu Local Health Network Inc values, strategic directions & priorities. b) Extensive experience & skills in community engagement, client/family-centred practice and cultural competency – and examples of how you have supported others to develop and apply these skills.
4. Administration & Documentation	a) Highlight relevant skills, experience, and training – including those related to data management, budget management, competent use of technology, post-graduate/professional development qualifications.
5. Teamwork and Communication	a) Outline your communication and teamwork skills, with examples that demonstrate your ability to lead an effective team of diverse membership. b) Previous contribution to service planning and development at local, cluster, regional or state level
6. Continuous Improvement	a) Examples of how you have contributed previously to quality improvement, evaluation and/or research of relevance to your profession and professional leadership.

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