

# Position Description

<b>Position Title:</b>	Senior Clinician, Allied Services and Wellbeing	<b>Division:</b>	Quality, Innovation and Safeguards
<b>Position Reports to:</b>	Director, Allied Services and Wellbeing Allied Services and Wellbeing Manager	<b>Direct Reports:</b>	Practice Leadership role
<b>Classification</b>	Yooralla Allied Services Agreement 2016	<b>Band</b>	Grade 3
<b>Approved by:</b>	Rod Carracher	<b>Date approved</b>	March 2020

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## Primary Position Objective:

- The Allied Services and Wellbeing division provides high quality, evidence based supports and services across the lifespan for people with disability. Specialist skill sets within the organization include Communication and Assistive Technology, Specialist Children’s Supports, Positive Behaviour Support, Disability Nurse Consultancy and working with people with high and complex needs to achieve their goals. The Senior Clinician, Allied Services and Wellbeing is responsible for supporting our customers and practitioners with strong practice leadership across the organization. The position will hold a strong understanding of working in a human rights practice framework, transdisciplinary models of support and have excellent and proven clinical skills in their area of practice. The role will provide functions that use evidence based practice to ensure customer involvement including shared risk decision making, contribution to research and development in line with the strategic plan of the organization, the development of and contribution to policy and practice frameworks to inform the work of practitioners, supporting clinical risk management as required, contribution to workforce planning, staff education and training in areas of specialist knowledge, practice supervision and practice effectiveness including clinical audit to enhance the services we deliver and the development of systems to report customer based goals and outcomes based on their referral needs. This position carries portfolios of specialist practice including managing their own clinical case load in area of practice, a supporting role in organizational clinical governance and contributes to the capacity building of our staff to deliver services that are strengths-based, person and family-centred and in line with evidence-based practice.
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## Organisational Overview

Yooralla is a not-for-profit organisation offering high quality support services for people with disability. Established in 1918, Yooralla offers a wide range of services to people with a disability. Yooralla employs over 2000 employees who provide services to people with disability across Victoria.

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# Position Description

## Vision

A world where people with disability are equal citizens

## Mission

To provide quality, sustainable and flexible services that uphold human rights and create opportunities, empowering individuals to live the life they choose

## Values

**Customer Focused** in our service, creative in our solutions  
**Courageous** in speaking up, determined in facing challenges  
**Authentic** in our relationships, honest in our conduct  
**Accountable** in our work, responsible for our actions  
**Respectful** of choices, embracing of diversity  
**Passionate** about our work, driven by our vision

## Organisational Accountabilities (applicable to all employees)

### Positive Working Relationships

- Demonstrated ability to work as part of, and contribute to, a person centred team.
- Facilitate good working relationships with the community, customers, their families, and carers, and all departments in Yooralla through clear communication and a willingness to work towards positive outcomes.
- Demonstrated ability to initiate and maintain contacts with a broad range of people and community

### Customer Safeguards and Wellbeing

Safeguard and promote the rights and wellbeing of every individual so they are recognised, respected, protected and fulfilled.  
 In providing quality services, Yooralla staff must comply with

- the Disability Service Standards
- Victorian Charter of Human Rights and Responsibilities Act 2006
- the Principles and Objectives of the Disability Act 2006
- the United Nations Convention of the Rights of Persons with Disabilities 2006

### Occupational Health and Safety

Comply with the requirements of Victorian Occupational Health and Safety (OHS) Act 2004 and related OHS procedures and Safe Operating Procedures developed by Yooralla, including:

- Work in a manner that considers the health and safety of self and others
- Report to work fit for duty and not negatively affected by alcohol, drugs, medication or other substances
- Ensure that all work areas are

### Quality Assurance and Continuous Improvement

- Attend meetings, workshops, conferences and training as required.
- Become familiar with and follow Yooralla's policies, procedures and management instructions.
- Be open to new ways of doing things that enhance the quality of life of people with disabilities; respond to challenges with innovative ideas and solutions.

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organisations to facilitate customers' access to services, appropriate communication with fellow workers, families and other people involved with the service and in the life of the customer.

- the Child Safety Standards

## Cultural and Linguistic Diversity

Undertake all interactions with customers and co-workers in a culturally sensitive manner.

maintained in a safe condition

- Complete site induction
- Identify, report and record all safety hazards, incidents and injuries
- Participate in OHS training programs
- Participate in OHS consultation and communication meetings
- Wear and maintain personal protective equipment and clothing correctly

- Strive for and promote a continuous quality improvement culture in the quality system and work practices, and offer strategic advice to improve customer relations.

## Decision Making Authority:

Please refer to the delegation schedule available on the Yooralla Intranet <http://intranet.yooralla.com.au>

## Position Specific Responsibilities

### Key Result Area

**Customer Involvement, Clinical Risk Management and Systems**

### Key tasks

- Manage their clinical case load in their area of identified practice using person/ family centred practice frameworks and evidence informed assessment and interventions.
- Demonstrate positive working relationships with customers/participants, their families, all divisions of Yooralla and the broader sector that enhance quality outcomes for people with a disability.
- Deliver high standards of performance and customer satisfaction that helps to promote the service
- Provide advice and develop/identify practice frameworks that ensure the involvement at each decision making point for customers/participants, families and significant others as applicable
- Participate on committees as informed by organizational strategic planning, both internal and external, to support the organization and to represent the needs of people

### Indicative Time

70% including 60% clinical caseload

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	<p>with a disability and practitioners providing services</p> <ul style="list-style-type: none"> <li>• Provide an ongoing analytical approach to service delivery to achieve sustainable and viable services that facilitate the social, educational and economic participation of children, young people and adults with a disability</li> <li>• Assist in the management of specialist responses to organizational clinical risk including participating in internal referrals for assistance with vacancy management, intake, specialist supports planning/staff training, capacity building for identified clinical risks and clinical input to incident reports and responses to overseeing regulatory bodies such as WorkSafe Victoria, Disability Services Commissioner, DHHS, DET and other bodies as relevant.</li> <li>• Oversees / delegates clinical portfolio to the review and development of policies that align with the organizational values and mission</li> </ul>	
<p><b>Research and Development Policy and Practice Frameworks</b></p>	<ul style="list-style-type: none"> <li>• Hold and delegate as appropriate key organisational portfolio responsibilities</li> <li>• Ensure that clinical case load is managed in line with policy and agreed frameworks, contribute specialist knowledge to research and development as required and in line with research agenda.</li> <li>• Demonstrate networks are in place both within Yooralla and in the community with key partners, services and organisations that lead to measurable outcomes for people with a disability</li> <li>• Participate on a range of key working groups within Yooralla and/or the sector including supporting the Yooralla Research Agenda.</li> </ul>	<p>5%</p>
<p><b>Workforce Planning, Staff Education and Training</b></p>	<ul style="list-style-type: none"> <li>• To support the recruitment and selection of staff in partnership with Allied Services and Wellbeing Managers to ensure skill identification, succession planning and targeted recruitment of specialist staff</li> <li>• Provide as required professional development opportunities for the Allied Services and Wellbeing team that supports reflective practice and learning, identify areas of priority for development within the team and establish a team with core and specialist skill sets that are based on key growth areas, evidence based program provision, organizational risk management and individual, family and group based service delivery</li> <li>• Support managers by providing information and advice upon request, to ensure registration board and licensing requirements for staff are met, staff are recruited in line with these practices and fully informed of their requirement to maintain these obligations</li> </ul>	<p>10%</p>

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	and that continuous professional development is tracked and evidenced	
<b>Practice Supervision, Practice Effectiveness and Clinical Audit</b>	<ul style="list-style-type: none"> <li>Demonstrate practice effectiveness through direct clinical work and as requested via line management, provide practice/ clinical supervision to ensure person directed, outcome focused and cost effective allied service and wellbeing supports across the lifespan to people with a disability, through effective utilization of multidisciplinary/transdisciplinary teams and individual service provision</li> <li>Coordinating and supporting pre-entry allied health , nursing and psychology student placements and liaison with Universities</li> </ul>	15%

## Selection Criteria

### Mandatory Requirements

- Current National Police Record Check
- International Police Check (if required)
- Current driver's licence to drive in Australia
- Current Working with Children Check
- Applicants should be mindful that travel is an expectation of the position
- Not listed on Disability Worker Exclusion Scheme register

### Qualifications

- A relevant Tertiary qualification in a relevant field (mandatory)
- Post Graduate qualification in a relevant area (desirable)

### Professional Experience

- An employee who will normally have at least seven years post graduate experience, possessing extensive knowledge in one or more specific branches of the profession, with a proven record in teaching, mentoring and/or research, and working in an area that requires high levels of specialised knowledge and performance. Parameters for this position would include some of the following: consultative role, lecturing in their clinical speciality, teaching undergraduate and/or post graduate students and providing education to staff from other disciplines. The areas of practice that will be looked most favourably on include our core demographics of Communication and Assistive Technology, Specialist Children’s Supports, Positive Behaviour Support, Disability Nurse Consultancy and working with people with high and complex needs and the people in their lives to

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	<p>achieve their goals.</p> <ul style="list-style-type: none"><li>• Exceptional communication, negotiation, influencing and advocacy skills with proven experience in change management and an ability to work with and through others</li></ul>
<b>Key Knowledge Areas</b>	<ul style="list-style-type: none"><li>• Demonstrated clinical capability and analytical skills with experience in identifying key clinical risks and evidence of delivery of significant practice improvement initiatives</li><li>• Proven ability and experience in successfully managing relationships with key internal and external stakeholders including broader engagement with allied health/ nursing/education sector</li><li>• Demonstrated ability to understand sector-wide issues in this area and to inform practice regarding clinical service</li><li>• delivery models and associated practice frameworks</li></ul>
<b>Personal Skills and Attributes</b>	<ul style="list-style-type: none"><li>• Excellent interpersonal skills, including verbal and written communication skills and ability to lead and engage people, motivate them and build their capability</li><li>• Strong stakeholder relationship management skills and a strong customer focus</li><li>• Analytical and problem-solving capability with an ability to effect organisational change to successfully deliver improved customer outcomes</li><li>• Commitment to Yooralla's values, mission and strategic direction</li></ul>