

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Nurse Specialist - Multisystemic Therapy Practitioner
Position Number:	Generic
Classification:	Registered Nurse Grade 5
Award/Agreement:	Nurses and Midwives (Tasmanian State Service) Award
Group/Section:	Community, Mental Health & 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:	May 2023
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Registered with the Nursing & Midwifery Board of Australia as a Registered Nurse and possess specialist tertiary graduate or post graduate mental health/psychiatric nursing qualifications; or completed, prior to the transfer of nurse education to the tertiary sector, an accredited hospital based program that leads to registration as a psychiatric nurse by the relevant nurse regulatory authority within Australia, New Zealand, Canada or the United Kingdom</p> <p>Current Tasmanian Working with Children Registration</p> <p>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: Postgraduate qualification in Nursing or related field or working towards a postgraduate qualification in a related discipline.

Experience in therapeutic approaches consistent with MST including cognitive and behavioural therapy, family system treatment and ecological approaches including cognitive and behavioural therapy, family system treatment and ecological approaches.

Experience/expertise in child and adolescent mental health and/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 on-call 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 Practitioner works as part of a small team to deliver and embed the MST program in Tasmania, in strict accordance with the MST model. The MST Practitioner:

- Manage a small caseload and provide in-home and out-of-home therapy to young people with mental health concerns and challenging behaviours, and their families.
- Identify and engage key participants in the young person's family, community and wider system to determine systemic risks and strengths to develop systemic intervention plans.
- Negotiate therapeutic goals and mobilise systemic resources to assist in meeting these goals.

- Utilise skills in behaviour management, cognitive behaviour therapy and family/care giver therapy to achieve realistic and clinically appropriate therapeutic goals.

Duties:

1. Deliver clinical services, including assessments, problem conceptualisation, planning and treatment, to a small caseload of young people with complex needs, working primarily through their families and caregivers.
2. Adhere to the MST intervention model, establishing intensive client contact and intervention with individuals and families and working with relevant personnel from other services or agencies.
3. Conduct assessments of young people and the systems that impact them, including family, peers, school and community, to identify risks and strengths and develop therapeutic interventions.
4. Identify barriers to pro-social activities and engage family/caregivers and other key participants in change-oriented treatment to resolve or reduce these barriers and achieve lasting behavioural change.
5. Provide individual, family/care-giver and community interventions through the flexible use of a range of evidence-based psychotherapeutic strategies on a needs basis, working flexible hours, in accordance with approved policies.
6. Build and maintain relationships with other CAMHS clinicians' community stakeholders (i.e., Child Safety Services, Youth Justice, schools, and NGOs etc.) to ensure cooperation among service providers.
7. Collaborate with all relevant systems relating to the young person (e.g., family, peers, school and community) and key participants within each system to ensure their buy-in and cooperation throughout MST treatment.
8. Participate in the collection and collation of data to track program and de-identified consumer activity as part of the requirements of the MST model.
9. Provide quality information, advice, reports and services to the licenced MST Network Provider, Life Without Barriers (LWB).
10. Maintain clear and concise documentation of treatment interventions to promote peer and supervisory review and feedback, and to demonstrate compliance with MST Principles and the MST Analytic Process.
11. Ensure that client management systems are up to date with all relevant client and service information.
12. 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.
13. 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 Practitioner works under the day-to-day general direction and guidance of the Team Leader – CAMHS and MST Supervisor.

Professional supervision will be provided or approved by the MST Supervisor.

The MST Practitioner will also receive support from 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.

The MST Practitioner is accountable, in conjunction with the Team Leader – CAMHS and MST Supervisor, for:

- Achieving consumer outcomes within the MST Program.

- Providing consumer care that is 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 quality improvement processes are in place and are acted upon, resulting in constant evaluation and improvement in the standards of consumer care.

The MST Practitioner is professionally responsible for:

- Working collaboratively to support a learning organisation, encouraging and supporting team members to develop further knowledge and skills to enhance the individual and the practice area.
- 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.
- 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 experience in, or knowledge of, family/care giver systems theory and interventions along with behavioural and cognitive behavioural therapies and their application to working with young people and their families demonstrating multiple and complex challenges.
2. Demonstrated experience in planning and delivering evidence-based interventions with individuals, families or systems.
3. Ability to continuously engage caregivers, family members, supports and community service staff in change-oriented treatment for young people and/or their families.
4. Proven ability to conduct systemic assessments including demonstrated problem solving and analytical skills particularly in relation to developing hypotheses to explain the referred client behaviour.
5. Ability to effectively participate in peer supervision and receive constructive feedback on a weekly basis.
6. Demonstrated ability to effectively time manage caseload and documentation requirements and to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.
7. Demonstrated commitment to develop and participate in ongoing quality assurance activities and research.
8. 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 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](#).