

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Allied Health Professional
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/Fixed Term, Full Time/Part Time/Casual
Location:	South, North, North West
Reports to:	Relevant Team Leader / Nurse Unit Manager
Effective Date:	July 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 Working with Children Registration (where applicable as determined by individual position requirements)</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:	<p>Minimum of 2 years post graduate experience in an area relevant to the role</p> <p>Postgraduate qualification or working towards a postgraduate qualification relevant to the role</p>

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 high quality mental health services in accordance with the Mental Health Services Strategic Plan, 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 recovery focussed services to clients of the Child and Adolescent, Adult Community, Inpatient and Extended Treatment and Older Persons Mental Health Service based on best practice principles and within a recovery framework. Service delivery is within a collaborative and multidisciplinary framework, that includes those with lived experiences.
- Provide a specialist assessment and consumer lead treatment service to clients of Child and Adolescent, Adult Community, Inpatient and Extended Treatment and Older Persons Mental Health Service and their families or carers.
- Promote community awareness in relation to mental health and develop and enhance relationships with other mental health service providers. Act as a consultant to other agencies with regard to the support and management of clients with mental health needs.

Duties:

1. Ensure the delivery of a comprehensive clinical service through relevant assessment, recovery focused case management and other recovery or trauma informed services, including specialised therapies for clients and their families or carers.
2. Provision of evidence-based assessment and treatment interventions for clients with major and complex mental health problems, that are in line with the Tasmanian Governments Rethink Initiative and the National Safety and Quality Health Service Standards. Working in accordance with the development and implementation of specialised treatment programs.
3. Actively participate as a member of a multidisciplinary team including the provision of support and consultation to other team members as required.
4. Preparation of specialised reports as required.
5. Consultation and liaison with the providers of mental health services broader health system including GP's, other Agencies and families and carers to optimise service effectiveness and efficiency and continuity of care.
6. 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.
7. Undertake continuing professional development including participation in formal clinical supervision and peer review.
8. Supervision of students and less experienced Mental Health Services clinical staff as required.
9. Undertake the responsibilities of an Authorised Officer under the Mental Health Act.
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 works with broad administrative and overall clinical direction from the relevant Team Leader or Nurse Unit Manager, with clinical and professional accountability to the Allied Health Director, Discipline Senior or delegate, professional supervision provided or approved by the Head of Discipline or delegate. The occupant of this role is responsible for:

- Developing individual awareness of all policies, procedures and legislation affecting the duties of the 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.
- Championing 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, exercising 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.
- Complying 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. A minimum of two years post graduate 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 with 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 the ability 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. Well-developed 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.
7. An 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.
8. Demonstrated understanding of, and personal commitment to, the principles of clinical supervision.

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](#).