

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Clinical Lead (Youth Health)
Position Number:	524991
Classification:	Allied Health Professional Level 4
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Hospitals South - Cancer, Chronic Disease, Sub-Acute Care and Community Services (CCDSAC&CS)
Position Type:	Permanent, Full Time
Location:	South
Reports to:	Manager - Youth Health Service (South)
Effective Date:	April 2022
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	Registered with the Occupational Therapy Board of Australia; or Degree in Social Work giving eligibility for membership of the Australian Association of Social Workers; or Registered with the Psychology Board of Australia Current Working with Children Registration <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>
Desirable Requirements:	Current Driver's Licence

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 providing high quality health and wellbeing services to young people, and in accordance with Agency policies, legal requirements and relevant professional competencies, the Clinical lead:

- Provides clinical leadership and operational support in the delivery of quality services to young people, including those with complex and multiple needs and provide expert advice about the clinical care and management of Youth Health Service clients.
- Provides professional supervision to Youth Health Service staff and general support to less experienced staff and students.
- Assists the Youth Health Services Manager in managing human and physical resources.

Duties:

1. Provide high level clinical leadership and specialist expert advice to members of the Youth Health team. This includes clinical decision-making regarding referrals, care coordination, interventions and risk management.
2. Lead the management of client referrals, intake and allocations and discharge and support staff and visiting services to provide effective and safe services for young people, particularly in cases where there is increased complexity.
3. Actively contribute to the leadership and management of a multidisciplinary Youth Health Service including assisting with the management of specified human and physical resources, which may include staff from visiting services.
4. Provide oversight of day-to-day service operations including workflow and case allocation.
5. Provide authoritative advice to the Manager regarding clinical issues including policy, risks and the management of risk and provide expert advice in matters relating to adolescent health to a range of stakeholders.
6. Provide professional supervision and clinical guidance to the multidisciplinary team at Youth Health Service and visiting services.
7. Lead and coordinate clinical projects that aim to improve the delivery of clinical services and quality improvement activities by researching, developing and where appropriate recommending and implementing new processes that will enhance the delivery of services. Develop partnerships and engage stakeholders as part of the development to ensure alignment with the Youth Health Service model of care.
8. Manage own performance and maintain the highest possible standards of continuing professional development in accordance with requirements of the workplace and that of the relevant discipline.
9. 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.
10. 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 broad policy control, with overall direction from the Manager - Youth Health Service (South), the incumbent is:

- Accountable for the provision of all clinical services and professional standard of care.
- Collaborates with the Manager, ensuring high standards of care within Youth Health Service.
- Works without supervision and exercising considerable initiative and professional judgement with autonomy in matters relating to both the clinical and day to day coordination of the Service.
- Responsible for maintaining own professional development and for supporting the professional development of others.
- Responsible for providing professional supervision to staff within the Youth Health Service.
- 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
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

1. Advanced clinical practice skills and specialist knowledge of adolescent development, mental health, and youth specific service delivery and a minimum of two years post-graduate employment in an area directly related to youth health or mental health.
2. Demonstrated experience in a senior/leadership role within a multidisciplinary team including the provision of professional supervision and support to other staff as required.
3. Extensive experience in providing oversight of clinical services to young people and the ability to manage client presentations where there is a high degree of complexity and the ability to provide expert guidance and support to other staff.
4. Proven high level interpersonal skills including oral and written communication, negotiation, conflict resolution and decision making, and the ability to develop and maintain partnerships with key stakeholders.
5. Proven ability to work effectively within a small multidisciplinary team, including the ability to cooperate and work well with others, respect the needs and ideas of others, provide support and assistance to team members, and share information.
6. Demonstrated experience and commitment to service improvement, and extensive experience in developing and implementing systems that ensure services are effective, evidence based and accessible.
7. Proven ability to contribute to quality and safety processes actively and effectively at the individual service level.

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](#).