

POSITION DESCRIPTION

POSITION TITLE	Team Leader – Youth Response Team (YRT) and Safe Haven
STAFFLINK POSITION NO.	TBA
COST CENTRE	278509
CLASSIFICATION	Clinical Psychologist Nurse Unit Manager 1 Occupational Therapist Level 4 Social Worker Level 4 Diversional Therapist Level 4
AWARD	Health and Community Employees Psychologist (State) Award NSW Health Services Health Professionals (State) Award Public Health System Nurses and Midwives (State) Award
REGISTRATION/LICENCE REQUIREMENTS	<ul style="list-style-type: none"> - For Social Work, -qualifications recognised for eligibility for membership with the Australian Association of Social Workers. - For Psychology, registered as a Psychologist with General Registration with AHPRA. - For Nursing – registration with AHPRA. - For Diversional Therapy, qualifications recognised by the Diversional Therapy Association of Australian National Council. - For Occupational Therapy current general registration to practice as an Occupational Therapist AHPRA.
VACCINATION CATEGORY	Category A
PRE-EMPLOYMENT SCREENING CHECKS	Working With Children and National Criminal Record Check
RESPONSIBLE TO	CYMHS Service Manager
RESPONSIBLE FOR	Youth Response Team and Safe Haven
PRIMARY PURPOSE OF THE ROLE	<p>MHDA Declaration Each person's unique journey of recovery will be supported by mental health drug and alcohol services in a way that fosters hope, purpose and resilience.</p> <p>MHDA Statement of Intention The intention of the NSLHD MHDA is to provide recovery-oriented, trauma informed services that are guided by evidence based practices and collaboration.</p> <p>The Team Leader, in collaboration with the CYMHS Service Manager, will provide expert clinical and operational leadership, supervision and oversight to the Youth Response Team (YRT) and Safe Haven to ensure delivery of high quality evidence based specialist mental health</p>

	<p>interventions to young people in psychological distress and/or suicidal crisis and their families and carers.</p> <p>Providing a rapid crisis response to young people (12-17years) in suicidal distress within the community, aiming to create a safe space in their home environment and help facilitate contact with services who can provide further and ongoing support.</p> <p>Clinicians will be working autonomously with minimal clinical direct supervision. They will be utilising extensive specialist knowledge on clinical care of a suicidal person with a focus on young people, providing independent judgement, solving problems and managing complex cases. After hours and weekend work including assisting in the day to day operation of the Youth Response Team at Macquarie Hospital and Mona Vale and the Safe Havens at North Ryde and Brookvale on a rostered basis</p> <p>Clinicians will provide recovery-oriented and trauma-informed clinical care for young people who are in suicidal crisis. Support may include crisis response, psychosocial support, safety planning, recovery/wellness planning, advocacy, and collaborative identification of community supports, risk assessment, care planning, referral to appropriate care settings, liaison with signatories to the Memorandum of Understanding under the NSW Mental Health Act (2007).</p> <p>Clinicians will deliver support that aligns with the principles of step up/step down care. This includes making referrals to a range of community-based services for ongoing support if required (step down), or escalating concerns over consumer wellbeing to other acute or emergency services (step up).</p> <p>The clinicians will work in collaboration with the Towards Zero Suicide working group for the ongoing co-design, phased development and evaluation of the model of care and support best clinical practice.</p> <p>The Team Leader will be required to exercise independent clinical judgement, initiative and problem solving skills to provide senior clinical support to the multi-disciplinary clinicians within the team.</p> <p>The Team Leader will take a care coordination load within YRT, carrying a reduced clinical load to accommodate leadership and management duties.</p>
<p>KEY ACCOUNTABILITIES <i>(Maximum of 8)</i></p>	<p>Service Delivery Provide clinical leadership and coordination of the YRT.</p>

	<p>Provide one off home visits or follow-up support calls as an alternative to the emergency department for allocated clients according to best practice and evidence within an agreed framework.</p> <p>Liaise, inform, consult and discuss relevant clinical matters with members of the multidisciplinary team and other agencies for the effective treatment of consumers.</p> <p>Develop partnerships and promote continuum of care across health and welfare services to ensure the best possible treatment and appropriate follow-up.</p> <p>Provide specialist Mental Health opinion and advice for clients, families, referrers and other clinicians.</p> <p>Be a positive role model for staff, setting and maintaining high professional, clinical and ethical standards</p> <p>Work in conjunction with the CYMHS Service Manager in service planning and strategic direction within CYMHS.</p> <p>Provide ongoing comprehensive analysis of current practice and the impact of new directions for the Service.</p>
	<p>Leadership</p> <p>As a role model and expert clinician, provide clinical leadership, support and supervision to mental health staff in consultation with Staff Specialists, CYMHS Clinical Director and CYMHS Service Manager.</p> <p>Lead the development, monitoring and ongoing review of clinical governance activities within the service to ensure the safe delivery of quality care.</p> <p>Coordinate all aspects of clinical activity including allocation of workload, regular clinical meetings, and peer reviews to ensure clinical practice is maintained at a high professional level.</p> <p>Actively support the orientation of new staff regarding clinical practices and documentation and supervise other clinicians within agreed framework</p> <p>Participate in relevant local, LHD and State working parties or meetings where indicated.</p> <p>Ensuring effective utilisation of human and other clinical resources in line with service delivery priorities.</p> <p>Participate in the development and implementation of NSLHD MHDA policies and procedures.</p> <p>Convene and participate actively in recruitment panels.</p> <p>Conduct annual Performance Reviews for the improvement and development of employees.</p>
	<p>Quality Improvement/Research/Education</p> <p>Adapt, apply and disseminate related scientific research staff members as relevant.</p> <p>Initiate and participate in original research projects in collaboration with NSLHD MHDA.</p> <p>Participate in, support and develop activities to improve the quality and efficiency of service delivery and enhance consumer outcomes.</p>

	Identify clinical education needs for the team and take responsibility for its delivery and actively participate in the teaching, training and research activities of the service.	
	General Duties/Responsibilities Maintain high standards of clinical documentation and data pertaining to care delivery. Comply with all NSLHD and NSW Health policies and procedures. Implement the principles of Multiculturalism by ensuring services within area of responsibility are accessible and culturally appropriate to consumers. Ensure timely rostering for staff in compliance with industrial requirements.	
KEY CHALLENGES <i>(Maximum of 3)</i>	Provision of clinical leadership to a multidisciplinary team within a complex corporate structure	
	Supporting the YRT services at separate locations of North Ryde (Macquarie Hospital) and Mona Vale (Community Health Centre), primarily after hours.	
KEY INTERNAL RELATIONSHIPS <i>(Maximum of 3)</i>	WHO	WHY
	CYMHS Service Manager	Line manager
	YRT, CYMHS Service Manager, clinical and administrative staff within NSLHD CYMHS.	To provide collaborative and client centred care, to report on any issues, WHS concerns or tasks.
	CYMHS Service Director and CYMHS Clinical Director	To report any issues and tasks
KEY EXTERNAL RELATIONSHIPS <i>(Maximum of 3)</i>	WHO	WHY
	General Practitioners and other health service providers.	To share information and to provide coordinated care for young people with psychosis.
	Education providers, headspace, local youth workers, NGOs and Community Services.	To share information and to provide coordinated care for young people with psychosis.
SELECTION CRITERIA <i>(Minimum of 3 maximum of 8)</i>	Consistently demonstrates behaviours that reinforce the CORE Values of our organisation; Collaboration, Openness, Respect and Empowerment. Demonstrates these behaviours with all stakeholders; colleagues, direct reports, as well as our patients and consumers, and those that care for them.	

	<p>Relevant qualifications and /or registration in Social Work, Occupational Therapy, Diversional Therapy or Nursing or Clinical Psychology with current AHPRA registration.</p> <ul style="list-style-type: none"> - For Social Work, Qualification of a Degree in Social Work from an accredited course providing eligibility for membership of the Australian Association of Social Workers (AASW) (overseas qualifications must supply the AASW Overseas Assessment number) A demonstrated understanding of the current AASW Practice Standards as they relate to the position. - For Psychology, a master's degree or higher in Clinical Psychology from an APAC Accredited University and registration with AHPRA. - For Nursing – registration with AHPRA and significant experience OR post graduate management qualification. - For Diversional Therapy, a health science or applied science bachelor's degree in leisure, recreation or diversional therapy recognised by the Diversional Therapy Association of Australian National Council. - For Occupational Therapy must hold current general registration to practice as an Occupational Therapist with the Occupational Therapy Board of Australia (AHPRA). <p>Current unrestricted NSW drivers' licence</p> <p>Demonstrated ability to provide clinical leadership, service coordination and support to a multi-disciplinary team</p> <p>Demonstrated knowledge, skills and experience in brief crisis outreach support and youth mental health clinical services.</p> <p>Demonstrated skills and experience in working collaboratively and effectively within a multi-disciplinary team including consultation-liaison skills</p> <p>Excellent verbal and written communication skills including negotiation, advocacy and interpersonal skills</p> <p>Demonstrated knowledge of ACHS/ Mental Health Accreditation standards and processes</p> <p>Demonstrated skills and experience in planning, implementation and evaluation of clinical services or programs.</p>
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JOB DEMANDS CHECKLIST

The purpose of this checklist is to manage the risk associated with the position in relation to the occupant. It may be used to provide information about the position to a Health Professional required to perform a pre-employment medical assessment. Identification of possible risk can also assist with the development of a training plan for the occupant to ensure the risks are minimised.

Each position should be assessed at the site as to the incumbent's (or future incumbent's) OHS responsibilities specific to the position. This form is to be completed in consultation with the manager/supervisor of the position being recruited for.

Infrequent: intermittent activity exists for a short time on a very infrequent basis
 Occasional: activity exists up to 1/3 of the time when performing the job
 Frequent: activity exists between 1/3 and 2/3 of the time when performing the job
 Constant: activity exists for more than 2/3 or the time when performing the job
 Repetitive: activity involved repetitive movements
 Not Applicable: activity is not required to perform the job

Physical Demands	Frequency
Sitting - remaining in a seated position to perform tasks	Frequent
Standing - remaining standing without moving about to perform tasks	Infrequent
Walking - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Occasional
Running - Floor type: even / uneven / slippery, indoors / outdoors, slopes	Infrequent
Bend/Lean Forward from Waist - Forward bending from the waist to perform tasks	Infrequent
Trunk Twisting - Turning from the waist while sitting or standing to perform tasks	Infrequent
Kneeling - remaining in a kneeling posture to perform tasks	Infrequent
Squatting / Crouching - Adopting a squatting or crouching posture to perform tasks	Infrequent
Leg / Foot Movement - Use of leg and / or foot to operate machinery	Infrequent
Climbing (stairs/ladders) - Ascend / descend stairs, ladders, steps	Occasional
Lifting / Carrying - Light lifting & carrying: 0 - 9 kg	Occasional
Lifting / Carrying - Moderate lifting & carrying: 10 - 15 kg	Infrequent
Lifting / Carrying - Heavy lifting & carrying: 16kg & above	Not applicable
Reaching - Arms fully extended forward or raised above shoulder	Infrequent
Pushing / Pulling / Restraining - Using force to hold / restrain or move objects toward or away from the body	Infrequent
Head / Neck Postures - Holding head in a position other than neutral (facing forward)	Occasional
Hand & Arm Movements - Repetitive movements of hands and arms	Occasional
Grasping / Fine Manipulation - Gripping, holding, clasping with fingers or hands	Occasional
Work At Heights - Using ladders, footstools, scaffolding, or other objects to perform work	Not applicable
Driving - Operating any motor powered vehicle	Occasional

Sensory Demands	Frequency
Sight - Use of sight is an integral part of work performance e.g. Viewing of X-Rays, computer screens	Frequent
Hearing - Use of hearing is an integral part of work performance e.g. Telephone enquiries	Frequent
Smell - Use of smell is an integral part of work performance e.g. Working with chemicals	Infrequent
Taste - Use of taste is an integral part of work performance e.g. Food preparation	Infrequent
Touch - Use of touch is an integral part of work performance	Infrequent
Psychosocial Demands	Frequency
Distressed People - e.g. Emergency or grief situations	Frequent
Aggressive & Uncooperative People - e.g. drug / alcohol, dementia, mental illness	Occasional
Unpredictable People – eg dementia, mental illness, head injuries	Occasional
Restraining - involvement in physical containment of patients / clients	Infrequent
Exposure to Distressing Situations - e.g. Child abuse, viewing dead / mutilated bodies	Occasional
Environmental Demands	Frequency
Dust - Exposure to atmospheric dust	Infrequent
Gases - Working with explosive or flammable gases requiring precautionary measures	Not applicable
Fumes - Exposure to noxious or toxic fumes	Not applicable
Liquids - Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE	Infrequent
Hazardous substances - e.g. Dry chemicals, glues	Infrequent
Noise - Environmental / background noise necessitates people raise their voice to be heard	Occasional
Inadequate Lighting - Risk of trips, falls or eyestrain	Infrequent
Sunlight - Risk of sunburn exists from spending more than 10 minutes per day in sunlight	Infrequent
Extreme Temperatures - Environmental temperatures are less than 15C or more than 35C	Infrequent
Confined Spaces - areas where only one egress (escape route) exists	Infrequent
Slippery or Uneven Surfaces - Greasy or wet floor surfaces, ramps, uneven ground	Infrequent
Inadequate Housekeeping - Obstructions to walkways and work areas cause trips and falls	Infrequent
Working At Heights - Ladders / stepladders / scaffolding are required to perform tasks	Not applicable
Biological Hazards - e.g. exposure to body fluids, bacteria, infectious diseases	Infrequent