

# POSITION DESCRIPTION **TEMPLATE**

<b>POSITION TITLE</b>	Senior Mental Health Clinician- Nurturing Connections
<b>STAFFLINK POSITION NO.</b>	TBC new position
<b>COST CENTRE</b>	260695
<b>CLASSIFICATION</b>	Multidisciplinary Health professional L4 (OT/SW) /CNC1/ Clinical Psychologist
<b>AWARD</b>	NSW Health Services Health Professionals (State) award, Public Health Systems Nurses and Midwives (State) Award Health and Community Employees Psychologists (State) award
<b>REGISTRATION/LICENCE REQUIREMENTS</b>	Registration with AHPRA (OT/Nursing/Psychologist)
<b>VACCINATION CATEGORY</b>	Category A
<b>PRE-EMPLOYMENT SCREENING CHECKS</b>	Working With Children and National Criminal Record Check
<b>RESPONSIBLE TO</b>	Perinatal and Infant Mental Health Coordinator/SAFESTART CL
<b>RESPONSIBLE FOR</b>	Nil
<b>PRIMARY PURPOSE OF THE ROLE</b>	<p>The Nurturing Connections: Caregiver-Child Relationship Service aims to improve outcomes for children and families through evidence-based assessment and intervention for caregivers and their infants and young children. The team will work with caregivers who are pregnant or caring for a child up to age 4. The focus of intervention is on improving responsive caregiver-child relationships and the quality of family relationships; increasing strength, skills and competencies of caregivers and their children and improving caregiver capacity to manage mental health and psychosocial stressors.</p> <p>The Senior Mental Health Clinician position will work within a multidisciplinary team to support parents/caregivers experiencing complex, moderate to severe mental health challenges and other parental stressors (e.g. substance use, DV, trauma, etc) where there are impacts on the parent/caregiver’s ability to establish an early attachment relationship with their infant/child (0-4 years).</p> <p>The clinician will use high levels of clinical expertise and extensive specialised knowledge to support families engaged in the service.</p> <p>They will plan, coordinate, and implement high quality mental health care one-on-one with parents/caregivers/children, as well as support and work with whole families, facilitate therapeutic group programs.</p> <p>This role will include consulting across the NSLHD (mental health, maternity, child and family health services, drug and alcohol) and with</p>

	<p>other Government and Non-Government agencies and work in partnership with other services to best support the families accessing the service.</p> <p>The role can also include provision of supervision, leadership of quality improvement initiatives, leadership in evaluation and reporting on services, development of service improvements, development of education tools and the teaching of other health care colleagues, and students on clinical placement.</p>
<p><b>KEY ACCOUNTABILITIES</b> <i>(Maximum of 8)</i></p>	<p>Key Accountabilities cannot exceed 3200 characters total</p> <p><b>Clinical Service Provision</b></p> <ul style="list-style-type: none"> <li>• Assess, plan, organise, deliver, evaluate the provision of high-quality mental health care for families, parents/caregivers, children 0 – 5 years in accordance with professional requirements, local policy and clinical practices, to achieve optimal health outcomes.</li> <li>• Ensure provision of care which is collaborative, strengths based, and family focussed and addresses mental health and psychosocial factors. Assessment and intervention will utilise knowledge and understanding of attachment theory; trauma informed care; infant development; the impact of mental health problems on parenting; parent-infant relationship and culturally sensitive practice.</li> <li>• Demonstrate advanced clinical reasoning and exercise independent professional judgement skills to enhance the service's ability to manage complex consumers and families.</li> <li>• Communicate effectively in a culturally sensitive manner.</li> <li>• Plan/prioritise own and team work to effectively meet consumer care and service objectives.</li> <li>• Advocate for consumers and families; establish and maintain effective communication to ensure high quality care.</li> <li>• Comprehensive clinical documentation and data collection.</li> </ul> <p><b>Consultation/collaboration and clinical leadership</b></p> <ul style="list-style-type: none"> <li>• Provide in-depth specialist advice/support to professionals within the multi-disciplinary team and act in a consultative role across the site/service and across the LHD to ensure delivery of appropriate &amp; high-quality care.</li> <li>• Act as a consultant, role model, mentor, clinical supervisor, and resource to other staff using evidence-based practice</li> <li>• Contribute to the development, management, and evaluation of clinical processes for families and support the integration of NC services within the LHD.</li> </ul> <p>Undertakes liaison with relevant internal and external stakeholders to encourage cooperation in the provision of services for patients and to reach patient goals.</p> <p><b>Service development and evaluation</b></p>

	<ul style="list-style-type: none"> <li>• Participate in strategic and operational planning of service provision planning, including development of/compliance with policies, procedures, and clinical practice related to the NC Service.</li> <li>• Participate in the reporting and evaluation of the service.</li> <li>• Use technology to improve performance and effectiveness, support the implementation of new systems and technologies.</li> </ul> <p><b>Clinical improvement and research</b></p> <ul style="list-style-type: none"> <li>• Identify opportunities for improvement in service delivery, develop and participate in collaborative research and quality improvement initiatives to enhance care for identified families.</li> <li>• Demonstrate a strong interest in knowledge and promote evidence-based practice relevant to the service.</li> <li>• Participate in internal and external evaluation processes</li> </ul> <p><b>Education</b></p> <ul style="list-style-type: none"> <li>• Designing, planning, delivery and evaluation of targeted education for consumers, families and professionals.</li> <li>• Provide education, clinical supervision, professional development, and support related to the specialist practice area to health professionals, support staff and students.</li> </ul> <p><b>Quality and Safety</b></p> <ul style="list-style-type: none"> <li>• Role model and promote a culture and practices that reflect the organisational values and promote safety and wellbeing for staff and consumers, through demonstrated behaviours and interactions with stakeholders.</li> <li>• Maintain responsibility for personal/professional development including in risk, safety and quality and participate in evidence-based education and performance appraisals to continuously improve the level of service provided to consumers.</li> <li>• Take reasonable care that actions do not adversely affect the health and safety of others, comply with reasonable instructions, policies/procedures relating to health and safety in the workplace.</li> </ul>
<p><b>KEY CHALLENGES</b> <i>(Maximum of 3)</i></p>	<p>Establishing a new role and program initiative including work to establish respectful, collaborative, and positive relations with Mental Health services and other perinatal and child focussed services, consumers, families/ carers and other key stakeholders. Ensuring continuing professional development of self, and education of NC team and wider services</p>

	<p>Managing a busy workload with limited resources, competing demands and high-volume workload, including working across a range of physical locations requiring the ability to prioritise and organise tasks to ensure optimal outcomes. Working with a specialist client group requiring high level clinical judgement, theoretical knowledge and decisions based on current evidence while recognising the competing demands of adult and infant/child. Determining and recommending appropriate courses of action and interventions for parents with a prevention and early intervention focus for both the parent and infant while negotiating intra and inter-agency differences for the best consumer outcomes</p>	
	<p>Working with adults and infants/children (0-5 years) experiencing physical, psychological, and emotional distress Maintaining professional boundaries and personal wellbeing while responding appropriately to consumer expectations.</p>	
<p><b>KEY INTERNAL RELATIONSHIPS</b> <i>(Maximum of 3)</i></p>	<p>WHO</p>	<p>WHY</p>
	<p>Perinatal and Infant Mental Health Coordinator CYMHS Nurse Manager 4</p>	<p>Line manager for the team Nursing Professional leadership</p>
	<p>Mental Health Inpatient and Community Teams, including PIMHS</p>	<p>Collaboration for care of consumers and families</p>
	<p>LHD, Maternity, neonatal and Women's Health Network, Child Youth and Family Services and paediatric Services</p>	<p>Collaboration for care of consumers and families</p>

<b>KEY EXTERNAL RELATIONSHIPS</b> <i>(Maximum of 2)</i>	WHO	WHY
	Non-Government Organisation Partners	Collaborative care for consumers and families.
	Department of Communities and Justice	Collaborative care for consumers and families. Ensure child wellbeing and safety.
<b>SELECTION CRITERIA</b> <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.	
	Tertiary qualification in a clinical health field, such as Psychology, Social Work, Nursing, and Occupational Therapy. The Clinical Psychologist will be fully registered and hold a master's degree or higher; the Registered Nurse 5 years full time equivalent post registration experience, with at least 3 years full time equivalent experience in the specialty field. In addition, the employee must have approved postgraduate nursing/midwifery qualifications relevant to the field in which he/she is appointed, or such other qualifications or experience deemed appropriate, and the Allied Health Professional will hold a relevant Bachelor's degree and registration with a minimum extensive experience at Level 2.	
	Approved post registration tertiary qualification relevant to adult mental health, perinatal and infant mental health or extensive post graduate clinical experience in mental health, and previous experience in working with families of with infants/children where parents are experiencing severe and complex mental health and psychosocial vulnerabilities. Demonstrated knowledge of the impact of mental health problems and mental illness on parent infant/child relationships and infant/child development.	
	Excellent negotiation, decision making and advocacy skills including the ability to interact constructively and collaboratively with a diverse range of stakeholders, throughout all organisational levels. Demonstrated experience in providing advice to managers on clinical service development, practice change and service redesign.	
	Demonstrated ability to provide high level clinical advice, and consultation within and external to the organisation and experience in development of education tools or programs to support others in providing service excellence.	
	Highly competent computer skills utilising varied software programs and information systems with proven ability to utilise research / quality improvement strategies and service evaluation processes to effect changes in clinical practice.	
	Proven excellent written, oral, and interpersonal skills including the ability to consult and liaise effectively with a diverse range of people and work within a multidisciplinary team. applying advanced reasoning skills and independent professional judgement when dealing with situations of a novel, complex or critical nature	

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

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