

Role description

Cairns and Hinterland Hospital and Health Service

Role details

Job ad reference	CAH344148	Classification	HP3
Role title	Indigenous Mental Health Complex Care Coordinator (Psychologist/Social Worker/Occupational Therapist)	Contact name	Tara Douglas
Status (temp/perm)	Permanent Full Time	Contact number	07 4226 3857
Unit/Branch	Mental Health and Alcohol, Tobacco and Other Drugs Services	Closing date	Tuesday, 26 May 2020
Directorate/ Hospital and Health Service	Cairns Acute and Community Services Cairns and Hinterland Hospital and Health Service	Salary commencing from	\$65,894 per annum <i>(plus superannuation and leave loading benefits)</i>
Location	Cairns		

Queensland Health's vision

By 2026 Queenslanders will be among the healthiest people in the world.

Our vision

Excellence in healthcare, wellbeing, research and education in Far North Queensland.

Our purpose

We work together, with our community, providing healthcare services to improve health and wellbeing in Far North Queensland.

More information on the strategic direction of Cairns and Hinterland Hospital and Health Service visit: <https://qheps.health.qld.gov.au/cairns/strategic-plan-2018-2022>

Please visit our website for additional information about Cairns and Hinterland Hospital and Health Service www.health.qld.gov.au/cairns_hinterland



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Our values

The staff and patients at Cairns and Hinterland Hospital and Health Service have helped develop a set of shared values that guide our behaviours and decision making in our workplaces. These values underpin our daily work, the strategies of our Health Service and help deliver Queensland Health's vision.



COMPASSION

At CHHHS, we demonstrate that we care about the challenges facing our patients and colleagues by taking time to walk in their shoes. Compassion is delivered with a warm hello, a smile, by genuinely listening and following through on concerns.



ACCOUNTABILITY

At CHHHS, we value accountability at all levels as it builds trust in our organisation, our people and our services. When we live up to our responsibilities, we earn respect from the people and communities we have made a commitment to.



RESPECT

At CHHHS, we value a respectful approach to our work and care as it builds strong relationships and trust. We encourage you to treat others as you'd like to be treated.



INTEGRITY

At CHHHS, we rely on our integrity to guide us when the choice isn't an easy one to make. It ensures we are making decisions that are transparent, truthful and for the greater good of our patients, colleagues and communities.

Your employer— Cairns and Hinterland Hospital and Health Service

- The Cairns and Hinterland Hospital and Health Service strives to provide excellence in health care, wellbeing, research and education in Far North Queensland.
- The Health Service is the primary provider of health services to residents of the Cairns, Tablelands and Cassowary Coast regions with a population of over 250,000 people, as well as providing specialist services to the Torres Strait and Cape York region. Cairns Hospital is the primary referral hospital for Far North Queensland.
- We provide an extensive range of health services at more than 30 regional, rural and remote facilities across a geographical area of 142,900 square kilometres.
- The Health Service is 95 percent self-sufficient with only a small number of high-level acute services being provided in Townsville and Brisbane.
- Our staff are a part of the community we serve, and we strongly believe that health outcomes are enhanced by involving our community in the planning and evaluation of local health services.

Your opportunity

The position will be responsible for the development and implementation of a collaborative Aboriginal and Torres Strait Islander complex care Model of Service, that will aim to facilitate improved health outcomes for Aboriginal and Torres Strait Islander consumers of the Inpatient Mental Health Service of the Cairns and Hinterland Hospital and Health Service.

Your role

- Fulfil the responsibilities of this role in accordance with CHHHS values as outlined above.
- Follow defined service quality standards, occupational health and work policies and procedures relating to the work being undertaken in order to ensure high quality, safe services and workplaces.
- Implement and monitor the organisation's quality standards, work health and safety policies, procedures and programs and provide clinical governance in the relevant work area.
- Responsible for the development of an Aboriginal and Torres Strait Islander MOS for continued care of Aboriginal and Torres Strait Islander consumers with complex care needs of the Inpatient Mental Health Service.
- Implement sustainable strategies for key performance indicators (KPIs) for 7 day follow-up and the 28 day readmission rates for Aboriginal and Torres Strait Islander consumers with complex care needs of the Inpatient Mental Health Service.
- Develop collaborative recovery-oriented strategies to support Aboriginal and Torres Strait Islander consumers with complex care needs of the Inpatient Mental Health Service on Transfer of Care into the community.
- Develop and monitor an approved implementation plan that includes referral pathways with key internal and external stakeholders.
- Work collaboratively with internal key stakeholders including the Coordinator Indigenous Mental Health and ATODS, the CHHHS Mental Health Nurse Navigator positions, Mental Health Data Officer and the CHHHS Aboriginal and Torres Strait Islander MH&ATODS Workforce to develop the MOS.
- Engage with Aboriginal and Torres Strait Islander external agencies/services including but not limited to the Torres and Cape HHS, the Townsville HHS, the Aboriginal and Torres Strait Islander Medical Services in Cairns and Apunipima Cape York Health Council to develop the MOS.
- Develop working partnerships with of the Cairns and Hinterland Mental Health and ATOD Service and non-government and government agencies that contribute to improved outcomes for consumers, providing consultation and advice, enhanced co-operation and utilising effective community engagement skills.
- Contribute effectively as a team member to the development of evidence-based clinical policy and practice, service development, information management, data collection and dissemination, quality improvement activities, research and evaluation projects and the maintaining of appropriate records related to service delivery, performance and outcome measurements.
- Develop professional practice knowledge and expertise through active learning within the team and by engaging in professional development activities.
- Provide education and supervision pertaining to routine tasks for students and less experienced staff with the support of senior clinical staff.
- The position directly reports to the MHATODS Indigenous Cluster Coordinator and will report professionally to the Director Allied Health Mental Health and ATODS.
- Undertake professional development activities, professional supervision and work practice supervision.

Mandatory qualifications/Professional registration/Other requirements

This role is designated as Indigenous Identified. Under s.25 of the *Anti-Discrimination Act 1991 (Qld)*, it is a genuine occupational requirement for the incumbent to be an Aboriginal and/or Torres Strait Islander person. To allow the panel to confirm that you are eligible to be considered for this Indigenous Identified role, the panel may either:

accept your written assertion that you are of Aboriginal and/or Torres Strait Islander descent; or obtain from you, as part of your formal application, documentary evidence attesting to your Aboriginal and/or Torres Strait Islander descent. Full details and a Statutory Declaration is available here: <https://www.forgov.qld.gov.au/documents/guideline/evidence-attribute-aboriginal-andor-torres-strait-islander-identified-roles>

- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association. Certified copies of the required information must be provided to the appropriate supervisor/ manager if you are the preferred candidate for employment.
- **For Psychologists:** Mandatory tertiary degree in Psychology and must be registered with AHPRA, or if a new graduate, must be eligible for provisional registration with the Psychology Board of Australia and/or AHPRA, with an approved Supervision Plan by AHPRA prior to commencement of employment. **For Social Workers:** Mandatory tertiary degree in Social Work and eligibility for membership to the Australian Association of Social Workers is required. Eligibility is dependent on the candidate having completed a University level Social Work degree accredited by the AASW and the candidate does not have other outstanding professional competency or ethical issues or complaints known to the AASW which may preclude membership to the association. Appointment to the position requires proof of qualification.
 - Overseas qualified Social Work candidates require a “certification of eligibility” letter from the AASW to confirm their eligibility for membership to the AASW. Overseas qualified applicants should include such evidence with their application to be considered for short listing in the selection process.
- **For Occupational Therapists:** Mandatory tertiary degree in Occupational Therapy and current registration / eligibility for current full registration with AHPRA is required.
- Knowledge of current national and state mental health care, including the Mental Health Act 2016 and National Standards for Mental Health Services 1996, would be an advantage.
- Eligible practitioners will be required to achieve and maintain Authorised Mental Health Practitioner status, and undertake roles and functions in accordance with the Mental Health Act 2016.
- Potential applicants are advised that the Commission for Children and Young People and Child Guardian Act 2000 requires Queensland Health to seek a ‘working with children check’; from the Commission for Children and Young People and Child Guardian prior to appointment to this position.
- It is a condition of employment for the employee in this role to be, and remain, vaccinated against or non-susceptible to the following Vaccine Preventable Diseases (VPDs) during their employment: **Measles, Mumps, Rubella (MMR), Varicella (chicken pox) and Pertussis (whooping cough)**. *Existing staff engaged prior to 1 July 2016 (and have not had a break in service) are not subject to this new condition of employment unless they are moving from one Hospital and Health Service to another Hospital and Health Service within Queensland. Existing staff that have previously submitted this evidence since 1 July 2016 will not be required to resubmit.*

It is a condition of employment for the employee in this role to be vaccinated against or not susceptible to **Hepatitis B**. Proof of vaccination or non-susceptibility is a condition of employment for all staff (new and existing) who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps.

- It is strongly recommended that you complete the **VPD Evidence Form** and prepare your documents prior to meeting with the selection panel; however you will only be required to supply the evidence if you are the preferred applicant. If you are the preferred applicant, your application for employment will not be successful unless you comply with this Queensland Health policy. Further information and Evidence Forms can be found at <https://www.health.qld.gov.au/employment/work-for-us/dept-of-health/pre-employment/vaccinations/providing-evidence>

How you will be assessed?

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under 'Your role', the ideal applicant will be someone who can demonstrate the following:

- Demonstrated understanding and knowledge of mental health assessments, evidence based interventions and management of complex care needs of Aboriginal and Torres Strait Islander consumers and their families within multidisciplinary teams.
- Demonstrated ability to develop, implement and monitor strategic policies relevant to Aboriginal and Torres Strait Islander consumers of mental health services.
- Demonstrated consultation, verbal and written communication skills, negotiation and interpersonal skills with a range of key internal and external key stakeholders.
- Demonstrated knowledge of quality improvement processes and activities and ability to apply validated research to improve mental health outcomes for Aboriginal and Torres Strait Islander consumers with complex care needs of the Inpatient Mental Health Service.

Your application

Please provide the following information to the panel to assess your suitability:

- Your current CV or resume, including the names and contact details of two referees. Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years, and it is preferable to include your current/immediate/past supervisor.
- A short statement (maximum 1-2 pages) on how your experience, abilities and knowledge would enable you to achieve the key responsibilities and meet the key attributes.

How to apply

- Queensland Health encourages applicants to apply on-line for our vacancies through www.smartjobs.qld.gov.au
- To do this, access the 'apply online' facility on the SmartJobs and careers website.
- Online applications have special requirements:
- You need to create a 'My SmartJob' account before submitting your online application. Details are available through the Queensland Government Smartjobs and Careers website at www.smartjobs.qld.gov.au;
- You can 'save and submit later', allowing you to organise your attachments for submission at a later time, but before the closing date of applications;
- By applying online you can track your application through the process, maintain your personal details through registration and withdraw your application if required.
- Do not attach photographs, certificates, references or other large graphics to your application.

- Any documents attached to SmartJobs should be in Microsoft Word, or .jpg, .gif, .bmp, .png, .rtf, .txt, .doc or docx. Do not upload zipped files, pdf documents created through Microsoft Word 2007, tagged pdfs or protected documents.
- Late applications cannot be submitted via the SmartJobs website, so please allow enough time before the closing date to submit your application. If approval has been granted by the Selection Panel for a late application to be considered, please contact the Recruitment Services team to arrange this.
- If you experience any technical difficulties when accessing www.smartjobs.qld.gov.au please contact 13 QGOV (13 74 68).
- Hand delivered applications will not be accepted.
- All calls relating to the status of your application once the job has closed should be directed to the contact officer on the role description.
- If you require any other assistance, please contact Recruitment Services on 07 4226 3700.

Additional information

- Applications will remain current for 12 months.
- Future vacancies of a temporary, full-time and part-time nature may also be filled through this recruitment process.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a blue card, unless otherwise exempt.
- Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment.
- All Queensland Health staff, who in the course of their duties formulate a reasonable suspicion that a child has suffered, is suffering, or is at unacceptable risk of suffering significant harm in their home/community environment and may not have a parent able and willing to protect the child from harm. have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.
- Some roles within Queensland Health are designated as 'Vaccination Preventable Disease (VPD) risk roles'. A VPD risk role is a role in which the incumbent may be exposed to the risk of acquisition and/or transmission of a VPD. If you are applying for a role that has been designated as a VPD risk role you must be able to provide evidence that you either have been vaccinated against the VPD's listed in the role description; or you are not susceptible to the VPD's listed in the role description.

You will be asked by the recruiting manager to supply this evidence if you are the preferred candidate for the role. Any job offer would be subject to the supply of evidence related to VPD in addition to other required employment screening. The majority of our frontline clinical roles require at a minimum vaccination against measles, mumps, rubella, varicella (chicken pox), pertussis (whooping cough) and Hepatitis B. The following tools will assist if you are required to provide evidence of VPD vaccination:

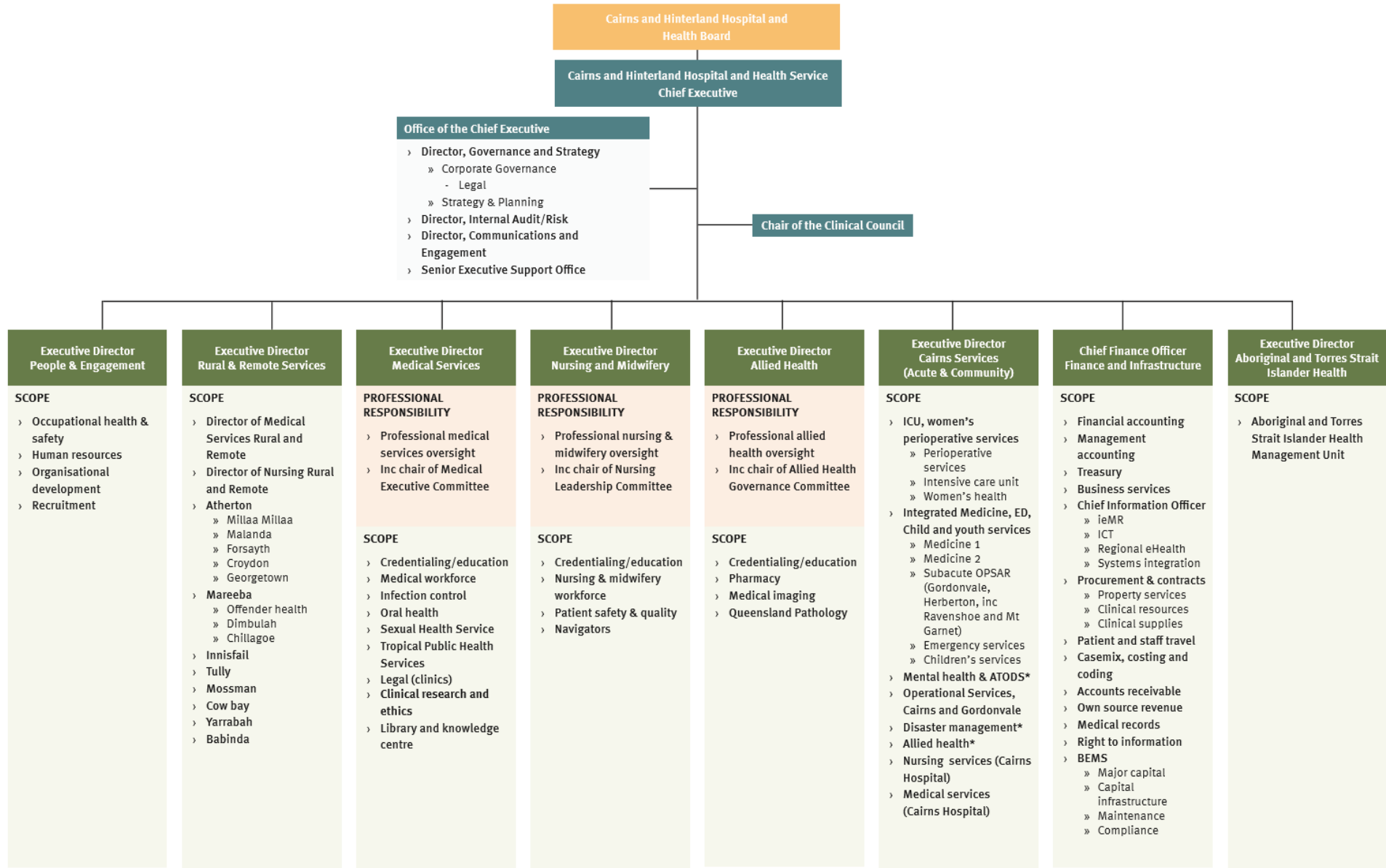
- VPD Evidence guide
- VPD evidence form – Doctor
- VPD evidence form – Self

Please head to our [Vaccinations Homepage](#) for more information on how to provide your evidence.

- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at <https://www.qld.gov.au/gov/system/files/documents/lobbyist-disclosure-policy.pdf?v=1454302064>

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- We are committed to building inclusive cultures in the Queensland public sector that respect and promote human rights and diversity.

Organisational Chart



* HHS Wide