



Role Description

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| Job Ad Reference | H24CHQ576966 | Classification | HP4 |
| Role title | Senior Health Practitioner -Genz Initiative and Clinical Care Coordinator (Occupational Therapy/Psychology/Social Work/Speech Pathology) | Salary | \$124,435 - \$133,901 per annum |
| Status | Permanent, Full Time | Closing date | Monday 22 July 2024 |
| Unit/Branch | Acute Response Team, Child and Youth Mental Health Service (CYMHS) | | |
| Division/ Hospital and Health Service | Queensland Children's Hospital, Children's Health Queensland Hospital and Health Service | Contact Name | Sharyn Bloomfield Team Leader ART CYMHS |
| Location | Brisbane | Contact Number | 07 3068 2550 |

About Children's Health Queensland Hospital and Health Service

Children's Health Queensland Hospital and Health Service (CHQ HHS) is a recognised leader in paediatric healthcare, teaching and research. With a dedicated team of more than 4,500 people, our point of difference is in the way we provide care to children, young people and their families every day. This is through our steadfast commitment to providing patient- and family-centred care at every level of our service and our continuous drive for service and operational excellence.

Our Vision

Leading life-changing care for children and young people – for a healthier tomorrow.

Our Purpose

To offer the best: safe, expert, accessible child- and family-centred care for children and young people.

Our Values

Respect – teamwork, listening, support - *We listen to others*

Integrity – trust, honesty, accountability - *We do the right thing*

Care – compassion, safety, excellence - *We look after each other*

Imagination – creativity, innovation, research - *We dream big*

For further information please visit the [CHQ HHS](#) website.

About Child & Youth Mental Health Service

The Integrated Child and Youth Mental Health Service (CYMHS) provides complex secondary and tertiary level health care. CYMHS offers specialised mental health services for families with children and young people (birth to 18 years) who experience severe and complex mental health problems, and where their needs cannot be met by other services. CYMHS provides a comprehensive, recovery-orientated mental healthcare service that aims to improve the mental health and wellbeing of children and young people and their carer networks. Recovery principles are embedded into service delivery, culture and practice, providing consumers and their families, in collaboration with other services, access and referral to a range of programs that will support and sustain recovery. CYMHS combines hospital and community-based facilities to provide free consultation, assessment and treatment of children and young people experiencing serious mental health disorders and problems with their carer network.

Unit Profile

Young people, their families and carers are at the heart of all we do. We are committed to delivering evidence based care in different and innovative ways.

As a campus, we focus on integrated, seamless delivery of care, where the whole campus wraps around each young person and there's no wrong door for accessing care. Our role is to help them on their recovery journey, and work collaboratively.

We also take a 'whole of journey' view of young people, and understand their experience within CHQ starts well before we meet them. We partner with our colleagues across CHQ and work together to provide the best care, including knowing when to draw on each other's expertise. Our role is to advocate for the diverse social, emotional and physical wellbeing of all young people, including addressing discrimination of all types and driving the de-stigmatisation of mental health.

Ultimately, we want mental health to be an integral part of healthcare — and an important part of the experience of all CHQ young people. Our staff are a critical ingredient to this story, and we support and empower them to deliver quality care as they themselves flourish.

The Generation Zero Suicide Initiative and Clinical Care Co-Ordinator position will sit within the **Acute Response Team (ART)**. The ART team operates 7 days a week, 24 hours a day to provide timely and responsive support in the management of acute mental health presentations or concerns. Clinicians in the team provide face to face mental health assessments in the *Queensland Children's Hospital and Prince Charles Hospital Emergency Departments*, after hours mental health consultation and assessment for young people with acute mental health concerns admitted to non-mental health units of the hospital, crisis phone service for young people and their families/carers in the CHQ catchment and follow up phone support for consumers of CHQ catchment, following presentation to an Emergency Department and who are currently consumers of CYMHS community.

The **Generation Zero Suicide (GenZ) Initiative** was established in 2018 and has since co-designed and integrated a suicide prevention strategy within CHQ CYMHS. Since its inception the GenZ Initiative has designed and implemented evidence-based, system-wide supports within CHQ HHS and has provided state-wide leadership to hospital and health services (HHSs) across Queensland in child and youth suicide prevention since 2020. The GenZ Initiative utilises a co-design action participatory framework to ground the implementation of the Zero Suicide in Healthcare. This approach within CYMHS settings including establishing a clinical pathway of care, comprehensive procedures, workforce training and specifically designed consumer resources for supporting young people and their families who experience a suicidal crisis. This role further aims to provide practical psycho-social support to people experiencing a suicidal crisis or who have attempted suicide. The position will sit within the Acute Response Team to support the clinical pathways and provide clinical leadership providing an after-care service for young people experiencing a suicidal crisis within the CHQ HHS.

Health Equity

In line with the Children's Health Queensland Aboriginal and Torres Strait Islander Health Equity Strategy 2022-2025, CYMHS honours the aligned approach of health equity and supports the key priority areas:

Key Priority 1: Actively eliminate racial discrimination and institutional racism

Key Priority 2: Increase equitable access of healthcare for Aboriginal and Torres Strait Islander peoples

Key Priority 3: Influence the social, cultural and economic determinants of health

Key Priority 4: Deliver sustainable, culturally safe and responsive healthcare services

Key Priority 5: Work with Aboriginal and Torres Strait Islander people to design, deliver, monitor and review health services.

Key Priority 6: Strengthening the Aboriginal and Torres Strait Islander workforce

It is expected that all CHQ staff, including the incumbent of this role contribute to this Health Equity agenda and meet the intent of supporting the key priorities that specifically meet the needs of Aboriginal and Torres Strait Islander people.

Your Opportunity

The position of Senior Health Practitioner – GenZ Initiative and Clinical Care Coordinator position will:

- Work with one or more mental health clinicians to embed the original GenZ Initiative and Mental Health Clinical Care Co-Ordination into clinical business as usual processes across the broader CHQ CYMHS system.
- Deliver high level professional clinical mental health services as a member of a multi-disciplinary team to optimise psycho-social outcomes for children and young people with severe and complex mental health problems and disorders, and their families and carers.
- Deliver a combination of clinical and non-clinical responsibilities and functions. The overall aim is to reduce the risk of suicide (re)attempts following a previous attempt or suicidal crisis.
- Support the work unit through education and coordination of referrals and care delivery of eligible mental health consumers between the health service and the non-government service provider across campus based and community settings to ensure the interface between the two services supports seamless patient flow.
- Work in partnership with other GenZ Initiative clinicians within the CYMHS continuum of care, to develop and embed a coherent model of the GenZ Initiative into clinical business as usual processes.

Your Role and Responsibilities

You will fulfil the accountabilities of this role in accordance with the CHQ HHS core values and as outlined below:

GenZ Initiative:

- Coordinate the CHQ CYMHS GenZ Initiative which implements the Zero Suicide Framework in Healthcare. This includes planning of suicide prevention, intervention and postvention strategies, coordination of committee and meetings, implementation of key actions and strategies including the delivery of education, data reviews and ensuring ongoing evaluation of strategies within the Quality Improvement cycle.
- Apply clinical knowledge to the implementation of suicide prevention and intervention strategies, with an ability to adapt evidence-based techniques, methods and approaches based on valid and reliable evidence.
- Support the development, delivery and ongoing evaluation of education and training initiatives related to the Zero Suicide Framework, including research and evidence-based practice across multiple professions, services and facilities within CYMHS.

- Actively engage in continuing professional development and clinical supervision to develop clinical practice knowledge and expertise and to maintain relevant credentialing and professional governance requirements.
- Contribute to a positive 'just culture' within and beyond CHQ CYMHS that encourages and recognises high performance, builds leadership capabilities, and supports staff to maximise their health and wellbeing.

Clinical Care Co-Ordination

- Support CHQ CYMHS through education and coordination of referrals and care delivery of eligible mental health consumers between the health service and the non-government service provider across campus based and community settings to ensure the interface between the two services supports seamless patient flow.

Clinical Practice:

- Deliver high level clinical services in accordance with the discipline specific Code of Ethics and the National Practice Standards for the Mental Health Workforce. This includes:
 - Provision of high level independent clinical services including assessment, treatment and case management to children and young people with severe and complex mental health problems, and their carer networks, beyond routine day to day presentations
 - Demonstrate clinical leadership in advocacy for the mental health needs of service consumers and their carers and relevant agencies within the mental health team.
- Demonstrate high level knowledge and skills in a practice area of child and youth mental health.
- Apply independent professional judgement, based on valid and reliable evidence, to a complex caseload to continuously contribute to the development of best practice mental health services within the child and youth mental health team.
- Contribute to the development of clinical practice procedures and protocols, for both the discipline and the multi-disciplinary team, that support the continuum of care

Communication / Team Participation

- Provide high level mental health advice and reports, and work collaboratively with team members to provide multi-disciplinary assessment and intervention for service consumers.
- Provide high level mental health knowledge and skills for team training and continuing professional development activities to contribute to the quality and safety of the service.
- Lead the discipline's contribution, within the service unit, to develop, implement and evaluate clinical activities to continually improve the care of young people with severe and complex mental health problems.

Leadership / Work Unit Management

- Provide practice supervision, training and support to staff as well as training and supervision to students as delegated by the Discipline Director.
- Lead quality activities and/or research to improve or contribute to the evidence base and strategies for continuously improving mental health practice.
- Actively participate in a working environment supporting quality human resources management practices including employment equity, anti-discrimination, work, health and safety, and ethical behaviour.
- Develop a positive culture within Child and Youth Mental Health Service which encourages and recognises high performance, builds leadership capabilities and supports staff to maximise their health and wellbeing.

Position Reports To

The Senior Health Practitioner – GenZ Initiative:

- Reports to the Team Leader, Acute Response Team CYMHS.
- Reports to the relevant CYMHS Clinical Consultant or Discipline Lead for professional issues.

Staffing and Budgetary Responsibilities

- Nil requirements

Qualifications/Professional Registration/Other Requirements

Psychologist

- The successful applicant must hold a post graduate degree in psychology and must hold current unconditional general registration with the Psychology Board of Australia (PsyBA). An Australian Psychology Accreditation Council – accredited post graduate qualification in Clinical Psychology to Masters level or higher is preferred. Practice endorsement as a clinical psychologist with either the Psychology Board or the APS is highly desirable. PsyBA registration as an endorsed supervisor is highly desirable.

Occupational Therapy

- Mandatory possession of a tertiary degree (or equivalent) qualification in Occupational Therapy as recognised by the Occupational Therapy Council (Australia & New Zealand) Ltd (OTC) is required in addition to general registration with the Australian Health Professional Regulation Agency (AHPRA).

Social Work

- It is a mandatory requirement for all Social Work positions that the candidate is eligible for membership of the Australian Association of Social Workers (AASW). Eligibility is dependent on the candidate having completed a University level Social Work degree accredited by the AASW and that the candidate does not have any other outstanding professional competency or ethical issues, or complaints known to the AASW which may preclude membership to the association.
- The successful applicant must maintain their continuing professional development at a level that would at least meet the accreditation standards of the AASW.
- Overseas qualified Social Work candidates require a "certification of eligibility" letter from the AASW to confirm their eligibility for membership of AASW. Overseas qualified applicants should include such evidence with their application to be considered for short listing in the selection process.
- AASW Credentialing as a Mental Health Social Worker would be highly desirable.
- Prior to commencing employment Social Workers are required to have been issued with a positive "Working With Children Blue Card" notice from the Queensland Government.

Speech Pathology

- Speech Pathologists must have a tertiary degree (or equivalent) qualification in Speech Pathology as recognised by Speech Pathology Australia and are required to have membership or proof of eligibility for practising membership of Speech Pathology Australia.
- Prior to commencing employment Speech Pathologists are required to have been issued with a positive "Working With Children Blue Card" notice from the Queensland Government.

All Disciplines

- Further qualifications/training in Attachment and Complex Trauma is highly desirable
- A 'C' Class Driver's license is required.
- Queensland Health has a pre-engagement screening policy that is another step towards protecting patients, employees and the wider community.

- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - measles, mumps, rubella (MMR)
 - varicella (chicken pox)
 - pertussis (whooping cough)
 - hepatitis B
 - tuberculosis
- Prior to any offer of employment being made, you will need to provide evidence of vaccination or proof that you are not susceptible to these vaccine preventable diseases.
- The Workforce attraction incentive scheme may apply to this position, please refer to the guidelines for further information <https://www.healthycareers.health.qld.gov.au/attraction-incentives>.

How will you be assessed?

You will be assessed on your ability to demonstrate the following key attributes against our [values](#). Within the context of the '**Your Role and Responsibilities**' described above, the ideal applicant will be able to demonstrate the following:

- Demonstrated high level of knowledge, expertise and skill in the provision of clinical services for complex at-risk presentations in a child and youth mental health service including for young people with suicide risk and substance use concerns.
- Demonstrated ability to provide clinical services in a specialist area of practice (suicide risk assessment, crisis response and treatment) with a high degree of independence and capacity to adapt or modify practice to meet complex and emerging consumer and carer needs.
- Demonstrated high level of organisational, communication, problem-solving and interpersonal skills and the ability to apply these to contribute to innovation and change within the service unit and to both internal and external stakeholders regarding workforce development, research and evidence-based practice.
- Demonstrated ability to initiate, monitor and evaluate service unit initiatives and provide clinical supervision and advice to unit and service managers within a specialised area (suicide risk assessment, crisis response and treatment).
- Demonstrated ability to lead and participate in the development, implementation and evaluation of education and training, research and evidence-based practice activities.
- Demonstrated ability to provide active leadership across multiple teams within the CYMHS to meet organisational goals including the application of change management principles and processes.

Your Application

Please provide the following information for the Selection Panel to assess your suitability:

1. **A written response of no more than 2 pages** addressing your ability to meet the requirements of the role listed under 'How will you be assessed?' and within the context of 'Your role and responsibilities'.
2. **Your current CV or resume**, including two referees who can attest to your performance and conduct in the workplace. 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. By providing the names and contact details of your referees you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your resume and contact the selection panel chair to discuss.
3. **Application form** (only required if not applying online).

Additional Information for Applicants

- For details regarding salary information, leave entitlements, flexible working arrangements and other benefits please refer to the attached Applicant Information and Guide or visit the [Queensland Health website](#).
- All relevant health professionals (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Department of Child Safety, Seniors and Disability Services.
- Pre-employment screening, including criminal history and disciplinary 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.
- Employees who are permanently appointed to CHQ HHS may be required to undertake a period of probation appropriate to the appointment.
- Applicants will be required to give a statement of their employment as a lobbyist within one month of taking up the appointment. Details are available at the [Public Service Commission Lobbyist Disclosure Policy](#)
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role. Details are available in [Section 571 of the Workers' Compensation and Rehabilitation Act 2003](#).
- Hepatitis B vaccination or proof that you are not susceptible to hepatitis B is a condition of employment for all staff that will have direct contact with patients of who in the course of their work may be exposed to bodily fluids/blood or contaminated sharps.
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
 - measles, mumps, rubella (MMR)
 - varicella (chicken pox)
 - pertussis (whooping cough)
 - hepatitis B
 - tuberculosis

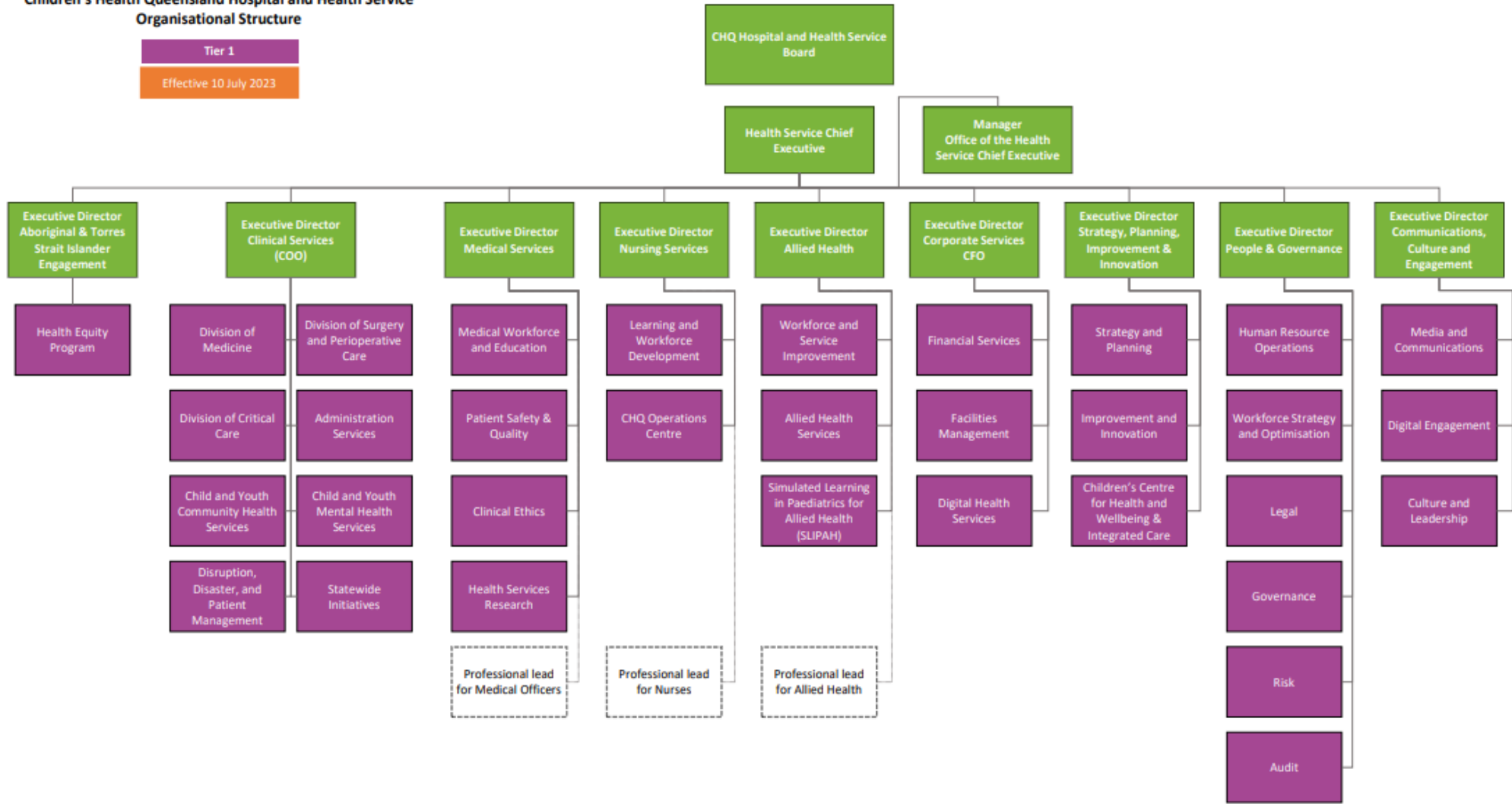
NOTE that subsequent evidence must be provided of future vaccination in respect of pertussis (whooping cough) as recommended in *The Australian Immunisation Handbook*.

- Travel may be a requirement.
- Applications will remain current for 12 months and may be considered for other vacancies which may include an alternative employment basis (temporary, full time, part time).

**Children's Health Queensland Hospital and Health Service
Organisational Structure**

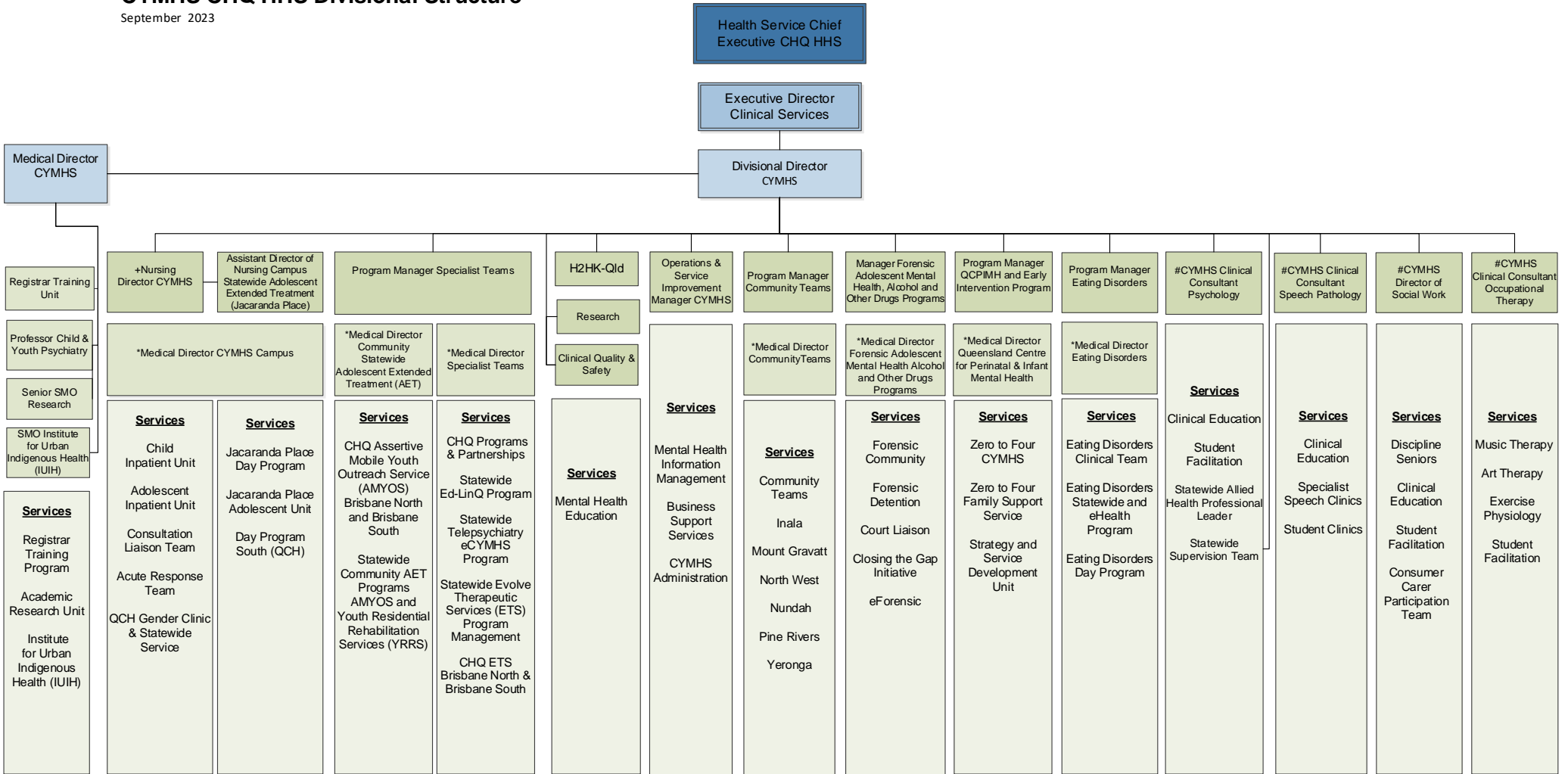
Tier 1

Effective 10 July 2023



CYMHS CHQ HHS Divisional Structure

September 2023



* Reports directly to Medical Director CYMHS
 # Professional Lead for disciplines across CYMHS
 + Professionally reports to ED Nursing

