

POSITION DESCRIPTION

Position:	Forensic Clinical Specialist
Classification	NP51, AJ11, AJ57 and PM1
Directorate	Mental Health and Wellbeing Services
Division:	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2020-2024
Reports to:	Director of Acute Interventions Services.
Clinically Accountable to	Director of Clinical Services



MILDURA BASE PUBLIC HOSPITAL

Mildura Base Public Hospital (MBPH) was established as a new entity in September 2020. From day one, MBPH has aspired to provide exceptional patient care and be a leading healthcare provider in the north west of Victoria, known for its high level of professionalism, quality care and community engagement and positive and aligned workplace culture.

MBPH employs over 1200 staff and has 172 beds and provides a range of acute services in emergency, maternity, intensive care, rehabilitation, community services, psychiatric in and out patient care, palliative care, renal dialysis and chemotherapy service to the people of North West Victoria. The hospital also provides medical imaging and pathology services.

VISION

Mildura Base Public Hospital – providing exceptional care.

PURPOSE

To improve health outcomes for our tri-state communities by creating partnerships, leading culture and building our team to deliver sustainable services.

VALUES

All employees of the Mildura Base Public Hospital are required to uphold the HEART values of our organisation. For information on our **HEART** values and the expectations to uphold the values, please refer to **page 5** of this document.

INCLUSION

At MBPH, we firmly believe that fostering diversity, equity, and inclusion is essential to the success of our health service, our employees, our patients, and the wider community. We wholeheartedly embrace diversity and highly value the diverse experiences of individuals from all ethnicities, faiths, ages, disabilities, cultures, languages, gender identities, sexes, and sexual orientations.

We extend a warm welcome to lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) individuals, inviting them to be a part of our inclusive health service.

Aligned with our HEART Values, we are dedicated to further enhancing accessibility and promoting inclusive practices across all aspects of our workplace.

STRATEGIC OBJECTIVES



POSITION SUMMARY

The Forensic Clinical Specialist Program (FCSP) works to improve the expertise and capacity of the clinical mental health workforce to optimally assess and treat consumers with dual vulnerabilities of serious mental illness and risk of offending. Key objectives of the FCS role include:

- Improve leadership and workforce capability of the adult mental health system, resulting in greater and more effective engagement with and treatment of high-risk consumers.
- Improve coordination and referral pathways between specialist mental health care, correctional services, and prisons.
- Develop stronger and sustainable collaborative practice between key stakeholders including MBPH Mental Health, local community services, Forensicate, the justice system (corrections, courts, Police), Justice Health and prison based mental health services.
- Enhance local oversight and coordination of consumers identified as high risk to others, including consumers on Non-Custodial Supervision Orders (NCSO) as per the Crimes & Mental Impairment (Unfitness to be tried) Act 1997 and Supervision Orders (SO) as per the Serious Offenders Act 2018.

The Forensic Clinical Specialist provides leadership and practice oversight that facilitates the ongoing development of clinical practice and initiates and utilises findings of research in the understanding of the intersection between mental health, violence and offending services.

The Forensic Clinical Specialist contributes to the development and delivery of speciality related learning and workforce development programs as part of the specialist and consultation service

All staff at Mildura Base Public Hospital should have, or aspire to the personal qualities, knowledge and skills as described in the Mildura Base Public Hospital Staff Capabilities Statement. Refer to link at top of page.

As a mental health professional at Mildura Base Public Hospital you may be required to work within different sites or departments if require

KEY RESPONSIBILITIES AND DUTIES

FCS build capacity by working across four domains:

Clinical Consultancy:

- Provide high quality primary and secondary consultation in the form of specialist risk assessment and the development of management plans, in collaboration with the treating team of AMHWS consumers.
- Provide support, advice, and secondary consultation to identified services (MHCSS, Corrections, etc.) for consumers with problem behaviours who are at risk of involvement with the criminal justice system.
- Provide expert advice and support to improve communication and continuity of care for consumers transitioning through the justice, correctional and mental health systems.
- Provide oversight and advice for treating teams working with NCSO and SO consumers.

Education and Training:

- Utilise informal and formal training opportunities to build capacity of the mental health workforce. This includes developing and facilitating presentations to AMHWS colleagues.
- Demonstrate a commitment to personal growth and professional development by undertaking orientation, training, and involvement in state-wide activities coordinated by Forensicare.

Service Development:

- Lead policy development to meet the program objectives (i.e., improving pathways and processes for the target cohort and improving risk identification and risk management)
- Support the functioning of the Complex Care and Emergency Service Liaison Meetings and provide expert advice when clinically indicated
- Develop, lead and contribute to quality improvement, evaluation, research and knowledge translation projects.

Partnerships and Networking:

- Develop effective working relationships with key internal and external stakeholders including Police, Corrections, community services, MHCSS and Forensicare programs.
- Represent Mildura Base Public Hospital Mental Health & Wellbeing at internal and external meetings and forums.

GENERAL RESPONSIBILITIES

Employees are required to comply with the **Victorian Government's Code of Conduct**. All staff must ensure they comply with **policies, procedures** and standard ways of work practices when carrying out their work.

Employees are responsible to take reasonable care of their own **health and safety** and the safety of others, to cooperate with the group's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. All staff must adhere to the policies and procedures as set out in the hospital's **infection control** manuals.

All information concerning Mildura Base Public Hospital, its patients, clients, residents and staff should remain strictly **confidential**. Any unauthorised disclosure of such information may result in disciplinary action. As a Mildura Base Public Hospital employee, you have a responsibility to participate in and commit to ongoing **quality improvement** activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Any breach in compliance to any of the above general responsibilities may result in disciplinary action.

KEY SELECTION CRITERIA

Qualifications / Certificates

- Currently registered as a Registered Nurse (Division 1), Occupational Therapist or Psychologist with the Australian Health Professionals Regulation Agency – AHPRA or currently eligible for membership with Australian Association of Social Workers.

Specialist Expertise

- A minimum of 10 years post basic experience in either a mental health, correctional or similarly relevant field of work.
- Demonstrated knowledge and or experience in forensic mental health.
- Commitment to improving mental health care for consumers with dual vulnerabilities of serious mental illness and risk of offending.
- Extensive experience in risk assessment, risk management and working with consumers with serious mental illness and complex needs.
- Highly developed interpersonal skills, including diplomacy, problem solving and conflict resolution.
- Demonstrated high level of knowledge and skill in mental health clinical interventions
- Demonstrated clinical leadership within mental health with proven ability to mentor and develop the mental health workforce within a coaching and capability framework
- Demonstrated evidence of integration of theoretical knowledge and clinical skills, critical thinking and analysis in their daily practice as a mental health clinician.
- Demonstrated expert level clinical expertise to initiate and lead evidence-based practice in the care delivery to consumers with complex mental health needs.
- Demonstrated commitment to the recovery approach in mental health treatment and support, with a focus on working collaboratively with consumers and carers.
- A demonstrated ability to educate staff in formal and informal settings

- A comprehensive understanding and working knowledge of the Mental Health and Wellbeing Act 2022, Crimes & Mental Impairment (Unfitness to be tried) Act 1997, the Serious Offenders Act 2018 and other relevant legislation.
- Commitment to and proven ability in, working collaboratively and effectively with multiple stakeholders.
- Ability to work well autonomously and as part of a multidisciplinary team.

Desirable:

- 5 years' experience in mental health clinical settings post registration or qualification.
- Training in Structured Professional Judgement (SPJ) tools and or an understanding of the approach to risk assessment in forensic mental health.
- Demonstrated leadership experience within mental health services.
- Postgraduate qualifications in forensic mental health, areas of leadership, training, or project management.
- Demonstrated experience in service development and quality improvement activities

Personal Qualities, Knowledge and Skills

- Demonstrated high level effective communication and interpersonal skills.
- Demonstrated effective time management skills and ability to prioritise competing workloads within a complex environment.
- Demonstrated high level computer literacy
- Understanding of relevant legal acts/regulations, accreditation framework and commitment to Quality Improvement principle

MANDATORY REQUIREMENTS

National Police Record Check

A current and satisfactory National Police Record Check must be presented to the Division of People and Culture by all new staff prior to commencement at Mildura Base Public Hospital.

Working with Children Check:

Mildura Base Public Hospital has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Mildura Base Public Hospital. As such you must maintain a valid working with children check. In addition, you will be required to assist Mildura Base Public Hospital in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Immunisation Requirements

As part of your employment conditions, you will be asked to provide documented evidence of healthcare worker immunisation or immunity to communicable vaccine-preventable diseases prior to commencing employment with MBPH. If you do not provide satisfactory evidence that you have the required immunisation and you have commenced employment, consideration will be given to your ongoing employment and termination may result.

Drivers Licence

A current Victorian driver's licence is required for this position

All Mildura Base Public Hospital sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Mildura Base Public Hospital's discretion and activities may be added, removed or amended at any time.

ACKNOWLEDGEMENT BY EMPLOYEE

I acknowledge having received and read the content of this position description (including but not limited to aspects of the role contained within) and understand the requirements of the position.

Employee Name: _____

Employee Signature: _____

Date: _____



Happy

WE ARE POSITIVE

As an organisation

We aspire to be happy in all our dealings with people. Everyday we strive to be the best version of ourselves, and we seek to continuously improve our organisation, ourselves and each other through personal and professional growth. We believe that happy people do their best work. We know that joy in our journey is invaluable to a sustainable and lasting success.

Individually

- Use positive language in interactions with staff, patients and community
- Honour the work we do and choose candour, respect and kindness everyday
- Focus on the positive aspects of a situation, what is going well and what can be learned
- Share in moments of joy
- Welcome others to MBPH
- Bring an energy to work that is infectious to others
- Provide growth opportunities and effective feedback to staff to ensure they are supported to achieve their best



Empathetic

WE ARE CARING

As an organisation

We put our patients first, and we listen and deal with their needs. We are compassionate people who make MBPH a place for healing, growth and success for patients, their families and our staff.

Individually

- Make time to actively listen and understand one another
- Walk in others' shoes
- Consider an individual person's needs when making decisions and recommendations
- Treat others how I would like to be treated
- Recognise and support one another
- Make decisions based on patient's needs and in consultation with others involved in care



Accountable

WE ARE COMMITTED

As an organisation

We take ownership of the actions and decisions made. We do the right thing in all our interactions. We reward based on great outcomes, and we are transparent in both our successes and failures. We use good judgement and everyday we make our patients' journey better.

Individually

- Be courageous in challenging the process to get a better result
- Ensure the project is clear on roles, responsibilities and timeframes
- Be engaged throughout
- Keep a 'whole of life' picture
- Comply with Code of Conduct; company policies and procedures; industry standards and legislation
- Be responsible for monitoring the right way to do things.



Respectful

WE ARE OPEN TO OTHERS

As an organisation

We build effective relationships and emphasise the importance of diversity and inclusion in our workplace. We recognise and value the views and the experiences our staff and patients bring to our organisation.

Individually

- Show pride in our roles and our workplace
- Recognise and understanding the influence of a person's situation, background and beliefs and how they can be shown due respect
- Include all backgrounds – gender/ age/sex/abilities/race/religion/sexual orientation/culture
- Be aware of assumptions and biases when making decisions
- Take care of and sustain our workplace, equipment and environment
- Embrace awareness for other perspectives and experiences



Team-based

WE ARE ONE TEAM

As an organisation

We do our best work when we collaborate within and across teams. Everyday we strive to be our best selves. We know that individual differences can strengthen teams and we trust and respect each others' contribution. We make sure we have the right people in the right jobs with the right tools, resources and equipment. And we know, no single person is bigger than the team.

Individually

- Acknowledge contributions of team members
- Seek to understand the bigger picture, collaborate with others openly and honestly
- Lend a hand, always
- Encourage connections with relevant internal and external stakeholders to meet patients' needs
- Collaborate and share knowledge within and across teams
- Connect with exceptional industry leaders to build capabilities
- Recognise and foster talents in others

LANGUAGE WE USE

- | | |
|-------------------------------------|---|
| "I choose..." | "Can we explore that more so I can understand it better?" |
| "I care..." | "We will...us...we can..." |
| "I prefer..." | |
| "I will..." | |
| "I can..." | |
| "Is there a better way to do this?" | |

LANGUAGE WE DON'T USE

- | | |
|--------------------------------------|---|
| "I have to..." | "Things have always been done this way" |
| "I must ..." | "Them and us" |
| "If only..." | |
| "Ah well, that is because of XYZ..." | |
| "Our processes do not let us do it" | |

THINGS WE DON'T DO

- Negativity, sledging, rumours or gossip
- Unprofessional, inconsistent or showing lack pride in our work
- See only problems, block progress
- Wait for others to do the work
- Do nothing
- Find fault, see obstacles
- Victim mentality
- Lack of understanding for others' needs
- Emphasis on status, hierarchy, egos
- Ignore, disregard and show lack of appreciation for a person's situation, background and experience when making decisions and reacting to situations
- We will not waste others' time or keep people waiting
- Dismiss the efforts of others to achieve an outcome

