

Trim No: D21/2801

31 March 2021



Health
Western NSW
Local Health District

Mr Gerard Hayes
The Secretary
Health Services Union
Locked Bag 3
Australia Square NSW 1215

Dear Mr Hayes

Re: Occupational Therapist - Older Person Mental Health Service (OPMHS), Orange MHDA

I refer to the position of Occupational Therapist at OPMHS at Orange Mental Health, Drug & Alcohol Services (MHDA) and advise that this position is currently vacant due to staff resignation. As a result of the vacancy and unsuccessful advertisement for recruitment, a review of the position was conducted.

The review has identified the role can be carried out by a generic clinician and the duties would include:

- Comprehensive Mental Health Assessment of Consumers
- Risk evaluation
- Care planning
- Case review and Management

The Award classification is currently NSW Health Service Professionals (State) Award and the Western NSW Local Health District (LHD) is seeking to have this position multi-graded, with the Award classification being Health and Community Employee's Psychologists (State) Award, NSW Health Service Professionals (State) Award or Public Health System Nurses ' and Midwives' (State) Award. A copy of the position description is attached for your information.

The position of Occupational Therapist Older Persons Mental Health Service (OPMHS), within the Orange Community Mental Health, Drug & Alcohol Team has been vacant since July 2019. It has been advertised on five (5) occasions with no suitable applicants identified from any of these rounds of advertising.

The OPMHS currently work with older people and their families across the LHD. By opening this position up to the broader Allied Health professions, we believe it will be more successfully filled with a suitable and adequately skilled clinician.

Prior to implementing any changes to the Award classification, the LHD looks forward to discussing this matter with the Health Services Union.

Should you have any queries please contact Ms Kristen Szulik, A/Hub Manager, MHDA Orange & Regions on 6369 8795.

Yours sincerely

Jason Crisp
Director Integrated Mental Health, Drug &
Alcohol Services

Western NSW Local Health District
ABN 50 629 556 404

Att. Position Description – WNSWLHD Mental Health Clinician

Director Integrated Mental Health, Drug & Alcohol Services
Mental Health & Drug & Alcohol Services
Bloomfield Hospital Campus
Forest Road Orange NSW 2800
PO Box 6008 Orange NSW 2800
Tel (02) 6369 8874 Fax (02) 6369 2357

POSITION DESCRIPTION

WNSWLHD - Mental Health Clinician

What we can expect from each other

As employees of NSW Health there is no higher responsibility than to provide a high quality and caring environment for our patients, clients and co-workers. It only takes one person to make a difference, either positive or negative. When we choose to work within the Western NSW Local Health District, we are choosing to commit to and be accountable for demonstrating the CORE Values and behaviours of **Collaboration**, **Openness**, **Respect** and **Empowerment**.

Organisation	NSW Health
Local Health District / Agency	Western NSW Local Health District
Position Classification	Clinical Psychologist, Counsellor Lvl 1, Counsellor Lvl 2, Occupational Therapist Lvl 1, Occupational Therapist Lvl 2, Psychologist, Registered Midwife, Registered Nurse, Snr Psychologist, Social Worker Lvl 1, Social Worker Lvl 2, Speech Pathologist Lvl 1, Speech Pathologist Lvl 2, Welfare Off Lvl 1, Welfare Off Lvl 2
State Award	Health and Community Employees Psychologists (State) Award NSW Health Service Health Professionals (State) Award Public Health System Nurses & Midwives (State) Award
Category	Mental Health, Drug & Alcohol Mental Health Clinician
Website	https://wnswlhd.health.nsw.gov.au

PRIMARY PURPOSE

The Mental Health Clinician is part of a multidisciplinary team responsible for coordinating the recovery of people with a mental illness or disorder, providing expert clinical services in collaboration with consumers, carers and other care providers, using an integrated and person centred approach.

KEY ACCOUNTABILITIES

- Provide professional clinical services demonstrating sound clinical reasoning, effective problem-solving skills and quality management of clinical situations to improve the health and wellbeing of people in the Western NSW Local Health District.
- Collaborate with community staff, hospital staff and other health care and community support organisations to develop and coordinate the implementation of integrated care management plans for consumers requiring mental health interventions that focus on the goals and needs of the consumer and their carers.
- Actively participate in clinical supervision and complete associated activities as negotiated with supervisor, in order to develop and maintain professional skills and deliver high quality mental health care.
- Participate in quality improvement activities and workplace education to contribute to improved services for consumers and their carers.
- Accurate collation and timely completion of health care information in the relevant health care records systems to ensure necessary information is available to meet legal requirements and guide ongoing care planning.

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- Practice in accordance with any relevant standards of practice; and observe any discipline or professionally relevant codes of conduct and ethics, to promote delivery of high quality care and maintain consumer and public trust in Mental Health, Drug & Alcohol services and the organisation.
- Ensure the service effectively collaborates with other local service providers and utilises a variety of service delivery options/ technology to ensure client access, including home visits, visiting clinicians, outreach services and tele-health appointments.
- Develop and demonstrate cultural competence and respect for diversity, working to improve the health outcomes of Aboriginal people.

KEY CHALLENGES

- Developing and effectively utilising networks with a range of community support services and agencies across a vast geographical area.
- Maintaining personal resilience and mental wellbeing while working with emotionally challenging situations.

KEY RELATIONSHIPS

Who	Why
The Multidisciplinary MHDA team.	Work collaboratively and contribute to positive workplace culture and team cohesion.
Line management and senior clinical staff.	Understand expectations of performance and contribute to development and maintenance of systems and processes.
Local service providers.	Develop and maintain working relationships to promote integration of care planning and service provision.

SELECTION CRITERIA

1. Relevant Tertiary qualifications as per clinical discipline as deemed appropriate by the employer and relevant Award with full AHPRA registration or eligibility for membership in relevant professional body if required.
2. The ability to effectively manage clinical issues, think critically and solve problems.
3. Knowledge of contemporary MHDA practice relevant to the service/ program/ specialty, rural/remote service provision and practical application of relevant MHDA legislation and policy.
4. Sound communication and interpersonal skills including the ability to document accurately, write clearly and succinctly, consult effectively with others, and develop collaborative partnerships with a range of stakeholders.
5. Competency in the use of information and communication technology, including standard office software, for email, internet searches, analysis of clinical data, and clinical documentation.
6. The ability to collaborate and work effectively and sensitively with a diverse range of clients, including remote communities and Aboriginal people.
7. Ability to work as part of a multidisciplinary team.

OTHER REQUIREMENTS

The role and its responsibilities are to be carried out in a manner that is consistent with all relevant delegations, policies and procedures, at both the WNSW LHD and NSW Health levels. Consistent with this, all employees are:

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1. Expected to model the NSW Health values and ensure all workplace conduct aligns with these values and the NSW Health Code of Conduct.
2. Required to identify, assess, eliminate/control and monitor hazards and risks within the workplace, to the extent of delegated authority for the role, as per Work Health Safety policy/procedure.
3. Expected to provide safe, high quality healthcare and services, identify and manage clinical risk as applicable to the role, and participate in continuous improvement in line with WNSW LHD's strong commitment to quality and safety.

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CAPABILITIES FOR THE ROLE

The NSW Public Sector Capability Framework applies to all NSW public sector employees. The Capability Framework is available via the [Public Service Commission website](#).

Capability Summary

Below is the full list of capabilities and the level required for this role. The capabilities in bold are the focus capabilities for this role. Refer to the next section for further information about the focus capabilities.

NSW Public Sector Capability Framework

Capability Group	Capability Name	Level
	Display Resilience and Courage	Intermediate
	Act with Integrity	Intermediate
	Manage Self	Intermediate
	Value Diversity	Intermediate
	Communicate Effectively	Intermediate
	Commit to Customer Service	Intermediate
	Work Collaboratively	Intermediate
	Influence and Negotiate	Intermediate
	Deliver Results	Intermediate
	Plan and Prioritise	Foundational
	Think and Solve Problems	Foundational
	Demonstrate Accountability	Foundational
	Finance	Foundational
	Technology	Foundational
	Procurement and Contract Management	Foundational
	Project Management	Foundational

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NSW Public Sector Capability Framework

Group and Capability	Level	Behavioural Indicators
Personal Attributes Display Resilience and Courage	Intermediate	<ul style="list-style-type: none"> • Be flexible and adaptable and respond quickly when situations change • Offer own opinion and raise challenging issues • Listen when ideas are challenged and respond in a reasonable way • Work through challenges • Stay calm and focused in the face of challenging situations
Relationships Communicate Effectively	Intermediate	<ul style="list-style-type: none"> • Focus on key points and speak in 'Plain English' • Clearly explain and present ideas and arguments • Listen to others when they are speaking and ask appropriate, respectful questions • Monitor own and others' non-verbal cues and adapt where necessary • Prepare written material that is well structured and easy to follow by the intended audience • Communicate routine technical information clearly
Relationships Work Collaboratively	Intermediate	<ul style="list-style-type: none"> • Build a supportive and co-operative team environment • Share information and learning across teams • Acknowledge outcomes which were achieved by effective collaboration • Engage other teams/units to share information and solve issues and problems jointly • Support others in challenging situations
Results Demonstrate Accountability	Foundational	<ul style="list-style-type: none"> • Take responsibility for own actions • Be aware of delegations and act within authority levels • Be aware of team goals and their impact on work tasks • Follow safe work practices and take reasonable care of own and others health and safety • Escalate issues when these are identified
Business Enablers Technology	Foundational	<ul style="list-style-type: none"> • Display familiarity and confidence in the use of core office software applications or other technology used in role • Understand the use of computers, telecommunications, audio-visual equipment or other technologies used by the organisation • Understand information, communication and document control policies and systems, and security protocols • Comply with policies on acceptable use of technology

