

Position Description

Position Title:	Early Psychosis Clinician
Reports to:	Manager - Child and Adolescent Mental Health Service
Department:	Child and Adolescent Mental Health
Directorate:	Mental Health
Cost centre:	H0461
Code & classification:	Registered Psychiatric Nurse Grade 4 (NP75-NP77), Social Worker Grade 3 (YC46-YC49), Occupational Therapist Grade 3 (YB24-YB27), Psychologist Grade 3 (PL1-PL4)
Employment conditions:	Victorian Public Mental Health Services Enterprise Agreement 2020 – 2024 and its successors; and Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021-2025 and its successors and GV Health Policies and Procedures (and as varied from time to time)

GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

POSITION SUMMARY

CAMHS Early Psychosis clinicians work with young people 12 to 25 who are experiencing emerging psychotic symptoms, a first episode psychosis or relapsing from a first episode psychosis. They also provide assessment and intervention for adolescents accessing the CAMHS service for mental health assessment and intervention.

CAMHS Early Psychosis clinicians are skilled clinicians who provide specialised assessment and case management of young people experiencing a mental illness, particularly a first episode of psychosis. The role also involves the provision of community education and secondary consultations with CAMHS partner agencies. CAMHS Early Psychosis clinicians work closely with young people referred to the service to develop strategies that engage, treat and support young people with a mental health illness, as well as providing education and resources to family, friends, and their networks.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

- Support seamless access and service entry for local youth, families, education and Primary Care referrers with an aim of minimising trauma to young people and their families
- Engage young people and their carers through outreach home visiting.
- Provision of senior clinical leadership within the CAMHS program in relation to young people experiencing psychotic illnesses.
- Development and maintenance of service partnerships with key youth health and wellbeing agencies.

- Provision of a range of interventions (including, intensive case management, psycho education, cognitive behaviour therapy, and group work) relating to early identification and treatment of young people aged 12-25 years, experiencing mental health issues and working with their families
- To undertake comprehensive biopsychosocial assessment, including ongoing risk assessment
- Working in partnership with both consumers and significant others to develop Recovery Plans
- Implementation of Risk Management Plans in a way that is appropriate to the perceived risk, while maintaining the consumer's dignity and rights
- Provision of education, consultation and liaison services to consumers and families, mental health, education, youth and primary care workers on the early identification, assessment and timely, phase specific treatment of young people experiencing mental health issues
- Participation in regular clinical review, individual and peer supervision processes
- Provide a high quality service to internal customers and consumers that reflects best practice and adds value to GV Health
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas

KEY SELECTION CRITERIA

Formal Qualification(s) and Required Registration(s):

- Current registration with the Australian Health Practitioner Regulation Agency as a Registered Nurse, Occupational Therapist or Psychologist
- All Psychologists must have:
 - Minimum 5 years professional experience as a Psychologist Grade 2 (or equivalent) - Endorsement to practice as Clinical Psychologists, Forensic Psychologists or Clinical Neuropsychologists
- All Social Workers must have:
 - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers
- All Occupational Therapists must have:
 - Eligibility for registration with the Occupational Therapy Board of Australia and an approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.)
- Social Workers must be: eligible for membership of the Australian Association of Social Workers (AASW)

Essential:

- At least 5 years of experience working in community mental health
- The ability to undertake comprehensive Biopsychosocial assessments and to formulate and implement (in consultation with consumers and carers) Treatment & Recovery Plans, and Risk Management Plans.
- Experience and expertise in the provision evidence based interventions for young people presenting with a first episode psychosis.
- Sound understanding of the issues, including developmental issues, and the impact of substance use, facing young people.
- Ability to develop effective working relationships with youth services, Schools, Child Protection service, Youth Justice, GP's, Primary Health Care Services, and Mental Health Services.
- Expertise in the provision of primary and secondary consultation services.
- Comprehensive working knowledge of the Mental Health Act 2014 (Vic) and other relevant legislation.
- Experience in the provision of supervision of students and less experienced clinicians.

Desirable:

- Experience working with children and adolescents

KEY PERFORMANCE INDICATORS

Your performance will be measured through your successful:

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- Promoting and enabling of efficient teamwork and service provision both within the department and/or organisation and with other service providers;
- Ability to contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
- Provision of case management and clinical care to a defined caseload of young people presenting with first episode psychosis
- Collection and entry of contact hours
- Registration is maintained and working within scope of practice
- Attendance and active participation at meetings as required
- 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
- Active participation in the Performance and Development review process

AT GV HEALTH ALL STAFF ARE REQUIRED TO

- Demonstration of GV Health values and behaviours, being a role model for living the values, Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
- Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
- Development and maintaining of collaborative relationships with all other teams and professionals;
- This role may from time to time deal with distress, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. GV Health staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment;
- Maintain a safe working environment for yourself, your colleagues and members of the public;
- Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
- Contribute to organisational quality and safety initiatives;
- Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
- Complete the mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
- Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
- Seek internal customer or consumer feedback and respond accordingly to identify areas of needs;
- Comply with requirement of National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
- Comply with the principles of patient and family centred care;
- Not smoke or vape on GV Health premises;
- Comply with immunisation requirements as per the Department of Health Victoria;

- Comply with all applicable to position pre-employment checks, which may include but is not limited to; police checks, working with children’s check (WWCC), National Disability Insurance Scheme (NDIS), Aged Care screening requirements.

ACCEPTANCE:

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that The GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

Mental Health	Early Psychosis Clinician
Reviewed by:	Manger Child and Adolescent Mental Health
Issue Date:	February 2025

ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

OUR STRATEGIC PLAN

The **Goulburn Valley Health Strategic Plan 2024-2026** provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

FOR MORE INFORMATION

Application tips: [Application Tips - GV Health](#)

GV Health: <https://www.gvhealth.org.au/about/>

Child Safety and Wellbeing: [Child Safety and Wellbeing - GV Health](#)

Living in Goulburn Valley: [Goulburn | Regional Living Victoria](#)

GV Community Connector: [Community Connector Program for Businesses](#)