Position Description

Position Title:	Clinician - Cognitive Dementia and Memory Service (CDAMS)
Reports to:	Operations Manager - HIP Specialist Clinics
Department:	Cognitive Dementia and Memory Service (CDAM)
Directorate:	Clinical Operations
Cost centre:	F0452
Code & classification:	Social Worker Grade 2, Years 1 – 4 (SC21 – SC24), Occupational Therapist Grade 2, Years 1 – 4 (VF6 – VF9), Registered Nurse, Grade 3B (ZJ1 – ZJ2)
Employment conditions:	Allied Health professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2025, Nurses and Midwives Enterprise Agreement 2024-2028, and its successes; 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

The CDAMS Clinician will work as an active member of a multidisciplinary team which is inclusive of a clinical coordinator (nursing), social work, medical specialist and neuropsychologist.

The CDAMS clinician is responsible for providing their clinical and discipline specific expertise to CDAMS clients and to the multidisciplinary team. Specifically, the CDAMS clinician will assess, plan, recommend and apply current, individualised and evidence-based interventions and supports for clients of the program who are experiencing memory loss. In line with the CDAMS model intervention will be time limited focusing on assisting clients and carers with management strategies as well as linking with appropriate services and supports with an aim to enhance overall quality of life.

The CDAMS Clinician will have a strong focus on continuous improvement, and the ongoing evaluation of the quality and outcomes of any intervention.

The Cognitive Dementia and Memory Service (CDAMS) is a specialist multidisciplinary diagnostic, referral and educational service for people experiencing memory loss, or changes to their thinking (cognition) and those who care for them. CDAMS provides home or clinic based multidisciplinary assessments for expert clinical diagnosis, and links to appropriate services; however, the service does not provide ongoing treatment or case management. The multidisciplinary team in CDAMS currently comprises of a Clinical Nurse Coordinator, Neuropsychologist, Social Worker/OT and Medical Specialist.

CDAMS is a specialty clinic within the Health Independence Program: Subacute Ambulatory Care Services (SACS) stream.

SACS programs are person-focused and operate within an integrated service delivery model utilising interdisciplinary team-based care with an emphasis on flexible service delivery. They aim to facilitate improved health outcomes and enable a better client journey across the care continuum. SACS includes Community Rehabilitation Centre (CRC), Geriatric Evaluation and Management in the Home (GEMITH), Victorian Paediatric Rehabilitation Program (VPRS), and the specialist clinics: CDAMS, Chronic Pain Clinic, Continence, Falls and Balance. The role will also liaise with community-based services to ensure a smooth transition and discharge process for clients moving from inpatient to community settings. The specialty clinics provide specialised assessment & recommendations for management within a model of care which operates within the Victorian Subacute Service Capability Framework (2009).

The position supports GV Health's clinical governance framework in the quality and safety domains of clinical effectiveness, risk management, effective workforce and consumer participation, ensuring optimal outcomes for patients, their carers and community.

RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to

This position is supported by the Clinical Nurse Coordinator and the Operations Manager of the HIP Specialist Clinics in the area of leadership, management and quality improvement. The CDAMS clinician will apply current evidence-based practice in assisting both clients who are experiencing memory loss and their carers.

The role includes but is not limited to;

- Clinic and home-based clinical assessments as required to identify client and family needs
- Provision of client and carer support, education, counselling and advocacy.
- Assessment of clients' mental health including mental state and clinical risk.
- Promote an interdisciplinary team environment which is professionally supportive of team members.
- Ensuring clients and carers are referred on to appropriate services to support clients in the community where possible
- 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 area

KEY SELECTION CRITERIA

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

- An approved tertiary qualification and relevant professional registration/membership as either social work, occupational therapy or registered nurse

Essential:

- Sound knowledge of person-centred care and experience in the planning, implementation and evaluation of clinical services for people who are experiencing memory loss or changes to their cognition.
- Clinical experience in the area of assessment & management of older persons displaying behaviours of concern.

- Ability to work with autonomy and perform the role with minimal profession specific supervision.
- Proven organisational and time management skills with an ability to prioritise and manage a diverse caseload.
- Excellent interpersonal, written & verbal communication skills including problem solving ability & computer literacy.
- The ability to work collaboratively as an individual practitioner within a multidisciplinary team environment including the ability to initiate and maintain effective professional relationships.
- Current Drivers Licence.

Desirable:

- Post-graduate qualifications in relevant area of speciality
- Knowledge of delivering services to people from diverse backgrounds including culturally and linguistically diverse and Aboriginal and Torres Strait Islander communities

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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;
- 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
- Actively participate in quality improvement activities within CDAMS
- Participate in team reviews of practice and processes
- Ensure that referrals are prioritised and seen within a timely manner
- Evaluate service delivery to ensure best practice
- Deliver services in line with established CDAMS program guidelines and processes.
- Submit required data in a timely manner.

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 position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
- In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All 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.

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.

Clinical Operations	**Clinician - Cognitive Dementia and Memory Service (CDAMS)**
Reviewed by:	Operations Manager – HIP Specialist Clinics

Issue Date:	November 2026

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