

## Discipline Lead - Mental Health

<b>position number</b>	PXXX
<b>status</b>	Full Time, Fixed term (TF)
<b>network</b>	Services
<b>agreement</b>	Psychologist Grade 4; OT Grade 4; Grade 3 Social Worker; Grade 4 Registered Nurse.
<b>classification</b>	Dependent on qualification: e.g. Victorian Community Health Sector (Audiologists, Dietitians, Pharmacists & Psychologists) 2018-2021 Victorian Stand-Alone Community Health Services (Health and Allied Services, Managers and Administrative Officers) Multiple Enterprise Agreement 2018 - 2022 Nurses & Midwives (Victorian Public Health Sector) (Single Interest Employers) Enterprise Agreement 2016 - 2020
<b>reports to</b>	Brimbank Mental Health and Wellbeing Local and Family Violence lead

<b>about us</b>	cohealth is a not-for-profit community health organisation. We provide health and support services in Melbourne's CBD, and northern and western suburbs.
<b>what we do</b>	Our work aims to improve the health and wellbeing of our communities and address health and social inequality.
<b>our organisation</b>	cohealth is a community health organisation with an ambitious strategic plan. Our mission is to improve health and wellbeing for all and tackle inequality, in partnership with people and the communities they live in.
<b>our people</b>	People who work at cohealth are committed to designing and delivering high quality health care and promoting and protecting human rights.
<b>diversity and inclusion</b>	We want people of all ages, gender identities, sexualities, cultural backgrounds, and abilities to feel safe to bring their whole selves to cohealth. We are a Rainbow Tick Accredited organisation with over 20% of our staff from the LGBTQIA+ community. To find out more about us click <a href="#">here</a>

## network overview

### Services Network

The Services Network is responsible for delivering a wide range of health and social support services in Melbourne's CBD, and northern and western suburbs.

## position overview and purpose

This position has a crucial role that sits within the Brimbank Mental Health and Wellbeing Local leadership team. Guided by the Brimbank Local service model, the role will support the growth of Brimbank Local multidisciplinary clinical and wellbeing staff and will include the development of knowledge, skill and application of best practice mental health care.

The Practice Excellence Coach will be well versed in lived experience principles and the Mental Health Royal Commission intent for Locals.

The role will keep abreast of best practice community mental health and outcome focused trauma informed practice principles.

Following recommendations from the Royal Commission, the Victorian Government established Local Adult and Older Adult Mental Health and Wellbeing Services, with one of these in the City of Brimbank. The Brimbank local service acts as a welcoming front door to the public mental health and wellbeing system providing easy to access, high quality treatment, care, and support to people aged 26 years and over experiencing mental health challenges or psychological distress whose needs cannot be met by primary and secondary mental health care providers alone. It is free and easy to access, with no referral required.

## key accountabilities

### Practice support for staff

Develop and enhance practice excellence by:

- Providing practice supervision to all Brimbank Local service provider staff, facilitating communities of practice, debriefing, reflective practice and workplace coaching interventions, in accordance with cohealth Supervision Policy.
- Develop staff capacity and capability to work to the top of their scope of practice and in self-organising ways, including peer coaching, group problem solving, team performance monitoring and objective setting.
- Supporting evidence-based practice and developing and supporting the use of key tools/processes underpinning the model of care including any data analysis and evaluation.
- Lead on the integration of the mental health clinical and wellbeing teams using the service model to guide practice and way of working
- Work with individual disciplines to develop discipline specific and interdisciplinary ways of working and efficient and effective processes including work instructions
- Lead on the implementation of the refreshed Service model and underpinning models including the roll out of Goal Directed Care planning.



	<ul style="list-style-type: none"> <li>• Adopting adult learning strategies to support discipline wide development skills and service delivery.</li> <li>• Engaging external expertise to build internal best practice capability, where discipline wide need arises.</li> <li>• Ensure the quality-of-service delivery models for clients are aligned to best practice through undertaking practice governance duties including risk oversight and championing organisational quality improvement initiatives.</li> <li>• Provide secondary consultation across the program and develop and support training priorities.</li> <li>• Provide clear advice in relation to case work.</li> <li>• Ensure professional collaboration with internal and external partners</li> </ul>
<b>Culture and Teamwork</b>	<ul style="list-style-type: none"> <li>• Champion cohealth's and the Brimbank Local's culture to promote teamwork, employee development and empowerment to foster a culture of high performance and a workforce which demonstrates behaviours consistent with cohealth's values.</li> <li>• Work in partnership with other cohealth Practice Excellence Coaches to ensure consistent practice approaches are maintained</li> <li>• Capacity to provide multidisciplinary integration and leadership</li> </ul>
<b>quality and continuous improvement</b>	<ul style="list-style-type: none"> <li>• Contribute to the principles of continuous improvement as contained in cohealth's quality system and ensure compliance with cohealth policies/procedures.</li> <li>• Contribute to the implementation and improvement of the quality systems including outcome measures and undertaking audits within the Brimbank Local and ensure compliance with documented procedures and processes.</li> <li>• Key contributor to Service Redesign through researching and sharing knowledge of contemporary ways of working, contributing to potential alternate models of care that deliver optimum client impact</li> <li>• Ensure consumer, carer and community participation and codesign and a whole of health approach to care is maintained and supported, including the development, facilitation and evaluation of programs, groups and initiatives.</li> </ul>
<b>Health and safety compliance</b>	<ul style="list-style-type: none"> <li>• Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all (employees, contractors, volunteers).</li> <li>• Maintain awareness of and compliance with health and safety policies and procedures to maintain a safe working environment.</li> <li>• Take corrective action to remedy safety hazards or risks and restore a safe working environment</li> </ul>

## position requirements

- **Qualifications** - Full registration with the Australian Health Practitioner Regulation Agency
- Registration as a supervisor or eligible to register (AHPRA)
- Minimum of 5 years professional experience as a Grade 3 Allied Health clinician (or equivalent)
- **Attributes** - Establishes respectful professional relationships that have clear boundaries with consumers, staff and partner organisations.
- **Skills** - Ability to manage own time effectively, organisational skills, practice supervisory skills, well developed clinical and practice engagement, clear and timely communication skills. Holds a broad repertoire of approaches to optimise learning outcomes
- **Knowledge** - Knowledge and understanding of the principles of cultural safety. Well-developed understanding of mental health, human rights and trauma informed care,
- Working with Children's Check (WWCC)
- Participation in the NDIS worker screening checks where applicable
- Victoria Police Check Current
- Immunisation Category C

## key selection criteria

- Full registration with the Australian Health Practitioner Regulation Agency and registration as a supervisor or eligible to register (AHPRA)
- Minimum of 5 years professional experience as a Grade 3 Allied Health clinician (or equivalent)
- A thorough understanding of recovery focused, trauma informed, human rights and culturally appropriate mental health service delivery models
- Thorough understanding of the Mental health Act and Mental health reform knowledge
- Effective communication skills (verbal and written)
- Demonstrated evidence of effectively leading and supervising multi-disciplinary teams
- Understanding and experience working in a social determinants framework and in working with marginalised and disadvantaged communities
- Demonstrated expertise in coaching staff for performance excellence
- Demonstrated understanding of effective practice governance to develop and manage outcome focussed quality improvement practice
- Sound knowledge of information technology systems and software such as Microsoft Word, Outlook and client management systems.

*cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.*

**document No:**

**owner:**

Claire Conlon



everyone is welcome at **cohealth**

review date:	
approved by:	Director Community Mental Health & Homelessness Response