

## Social Worker / Psychologist / Occupational Therapist (Senior)

<b>Location*:</b>	Brisbane CBD	<b>Unit/Department:</b>	Dovetail, Metro North Mental Health - Alcohol and Drug Service
<b>Status:</b>	Temporary full-time to 31 January 2020, with possibility of extension	<b>Classification:</b>	HP4

### Our Hospital and Health Service

Delivering outstanding health services is just one of the ways that we care for our community. Our passion for people is reflected in the way we do our work and live our values every day. We value and nurture our team members so that they can provide quality value-based care to our patients across our diverse organisation. Our focus on Value Based Healthcare means we expect our staff to deliver the care the patient needs, no more and no less, to achieve the best quality of life for our community. This passion fuels our collaborative culture of innovation and research.

We embrace the diversity of local and greater communities as we provide services to people throughout Queensland, northern New South Wales and the Northern Territory, in all major health specialities including medicine, surgery, mental health, cancer care, trauma, women's and newborn care, and more than 30 sub-specialities. Metro North services include rural, regional and tertiary hospitals, and community and oral health services.

Our diverse Health Service provides a wide variety of rewarding career paths across our tertiary/quaternary referral hospitals, secondary hospitals, community health centres, residential and extended care facilities and regional community hospitals. We expect our staff and volunteers to translate our values into action through providing high quality connected care that is relevant, efficient and respectful of our patients' needs and wishes. Our people are passionate about our community and patients with a focus on putting people first. Come and work where people are at the centre of everything we do and your contribution is truly valued.

Please visit our website for additional information about Metro North. <http://metronorth.health.qld.gov.au/>

### Our Vision

Changing the face of health care through compassion, commitment, innovation and connection

### Our Hospital and Health Service Values and their corresponding Lominger™ competencies:



#### Respect

- Interpersonal savvy
- Manages conflict
- Communicates effectively
- Balances stakeholders



#### Teamwork

- Collaborates
- Develops talent
- Values differences
- Builds effective teams



#### Compassion

- Customer / Patient focus
- Demonstrates self-awareness
- Manages ambiguity
- Being resilient



#### High performance

- Cultivates innovation
- Action oriented
- Drives results
- Drives vision and purpose



#### Integrity

- Decision quality
- Ensures accountability
- Courage
- Manages Complexity

## About Metro North Mental Health

Metro North Mental Health (MNMH) services are provided across the age spectrum including perinatal, child and adolescent, adult and older persons. A number of specialist services are also provided including consultation liaison, forensic, addiction, eating disorders, community mental health and an inner city homeless team. The service supports the recovery of people with mental illness through the provision of recovery focused services and consumer and carer services in collaboration with primary and private health providers and our Non-Government partners. The service is a leader in clinical care, education and research. Training for all mental health disciplines is a priority. There are joint nursing and medical appointments and close links with multiple universities and specialist medical and nursing colleges.

All five public hospitals – Royal Brisbane and Women’s Hospital (RBWH), The Prince Charles Hospital (TPCH), Caboolture Hospital, Redcliffe Hospital and Kilcoy Hospital – provide emergency response assessment in a crisis situation and are linked to specialist mental health and alcohol and other drugs services for assessment and care. Dedicated mental health acute inpatient services are at the RBWH, TPCH and Caboolture Hospital.

Across all of these facilities there are 340 inpatient beds comprising of 186 acute adult, 10 sub-acute adult, 12 adolescent, 40 Secure Mental Health Rehabilitation, 60 Community Care, 16 long stay nursing home psycho-geriatric and 16 state-wide alcohol and drug detoxification beds.

Community services are delivered from facilities located in Brisbane City, Fortitude Valley, Herston, Nundah, Chermside, Strathpine, Caboolture and Redcliffe with outreach services to Kilcoy.

MNMH is also the host site to a range of services provided to a state-wide catchment for both mental health and alcohol and other drug services.

The Alcohol and Drug Service (ADS) provides evidence-based treatments including opioid maintenance, substance withdrawal management, and counselling at a number of multidisciplinary clinics for patients with alcohol and drug dependence, many of whom also have comorbid mental health and medical problems. ADS has a focus on the acute hospitals within Metro North to help early diagnosis of patients with substance use disorders, prevent complications, reduce length of stay, facilitate effective discharge planning/community aftercare and avoid re-admissions. Queensland-wide consultation/ liaison, information, education, training and research services are also provided.

## About Insight and Dovetail

Dovetail is the youth-focussed program within Insight, which is the leading provider of alcohol and other drug training, education, clinical resources and practice support for workers and services in Queensland. The unit also provides specific workforce services for Nursing, Allied Health and Aboriginal and Torres Strait Islander practitioners.

For more information about Dovetail visit [www.dovetail.org.au](http://www.dovetail.org.au) or Insight visit [www.insight.qld.edu.au](http://www.insight.qld.edu.au)

## About the Role

### Context

- The position reports operationally to the Principal Consultant – Dovetail, Statewide Clinical Support Services.
- The position reports professionally to the relevant Allied Health Professional Lead for MNMH-ADS.
- The position does not line manage other staff or have a budget delegation.

### Purpose

The Social Worker / Psychologist / Occupational Therapist (Senior) utilises high level youth and alcohol and other drug service delivery knowledge, sector capacity building and education and training skills to enhance the

effectiveness of the youth and alcohol and other drug service sector working with young people affected by substance use.

## Key Accountabilities

This successful applicant will carry out the following key accountabilities in accordance with the Metro North values and the corresponding Lominger™ competencies shown above in this role description:

- Contribute to the development and delivery of evidence-based information, clinical education and training packages that enhance professional competence and builds workforce capacity of the youth and alcohol and other drug workforce.
- Provide clinical advice and professional support to workers and services across Queensland in matters relating to young people and alcohol and other drug use.
- Collaborate and network at a state-wide level and across the government and non-government sector to enhance service delivery and quality outcomes for young people with substance use concerns, applying independent professional judgement, analytical and stakeholder negotiation skills where necessary.
- Participate in the identification, design, monitoring and publication of research projects that aim to improve youth and alcohol and other drug practice.
- Apply knowledge of project management to assist in the development, implementation and evaluation of statewide health service delivery improvement initiatives.
- Exercising clinical judgement in providing services of a complex nature where principles, procedures, techniques or methods require expansion, adaptation or modification.
- Participate as a member of the project team reporting on project activity progress and other issues and initiatives to ensure project objectives are delivered and service quality is improved.

Staff are expected to possess knowledge of, or have the ability to acquire knowledge of, relevant applications including:

- Electronic incident reporting and consumer feedback systems (e.g. Riskman)
- Electronic payroll and rostering systems (e.g. MyHR)

## How you will be assessed

How we do things is as important as what we do therefore you will be assessed on your ability to demonstrate the following key technical and behavioural capabilities, knowledge and experience. Within the context of the responsibilities described above under Key Accountabilities, the ideal applicant will be someone who can demonstrate the following:

- **Respect** – demonstrates interpersonal savvy, manages conflict appropriately, communicates effectively and balances the needs of all stakeholders with utmost respect to all people at all times
- **Teamwork** – collaborates effectively, develops talent, values differences and builds effective teams to bring about best use of resources to deliver healthcare services
- **Compassion** – is completely patient / client focussed, demonstrates self-awareness and the effects of behaviour on others, deals with or manages ambiguity and complexity, demonstrates resilience in the delivery of patient services or support in the delivery of services to patients
- **High Performance** – cultivates innovation, is action oriented, drives results and supports Metro North's vision and purpose to exceed expectations of our patients and stakeholders
- **Integrity** – demonstrates sound decision quality, ensures accountability, demonstrates courage in the face of adversity and works effectively / manages complexity to ensure work output and decisions are ethical and invariably of a high standard (delete which does not apply or adjust according to the level / nature / context of the role)

## Mandatory qualifications/professional registration/other requirements

- Appointment to this position requires proof of qualification and registration (Occupational Therapy/Psychology) or eligibility for membership (Social Work) with the appropriate registration authority. Certified copies of the required information must be provided to the appropriate supervisor/manager prior to the commencement of clinical duties.
- It is a mandatory requirement for all Social Work positions that the candidate is eligible for membership of the Australian Association of Social Workers (AASW). Eligibility is dependent on the candidate having completed

a University level Social Work degree accredited by the AASW and that the candidate does not have any other outstanding professional competency or ethical issues or complaints known to the AASW which may preclude membership to the association.

- Overseas qualified Social Work candidates require a "certification of eligibility" letter from the AASW to confirm their eligibility for membership of AASW. Overseas qualified applicants should include such evidence with their application to be considered for short listing in the selection process.
- For Psychology appointments, the completion of a Board-approved supervision program is the responsibility of the applicant.

### Other requirements

- Statewide travel, including overnight and multi-day trips, is a significant requirement of this role.
- The incumbent is required to operate a motor vehicle. As driving may be a significant task in the delivery of this position's objectives, proof of a current 'C' Class licence must be provided.
- High level computer literacy skills is a key requirement of this role.
- All staff are appointed to Metro North Mental Health (MNMH) and may be required to work across practice settings and/or participate in shift work providing extended services. Clinical movement across other similar positions in MNMH is a service wide expectation and is actively supported.

### How to apply

Please provide the following information to the panel to assess your suitability:

1. **A short statement (maximum 2 pages)** on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key accountabilities and meet the key skills requirements.
2. **Your current CV or resume, including referees.** You must seek approval prior to nominating a person as a referee. Referees should have a thorough knowledge of your work performance and conduct, and it is preferable to include your current/immediate past supervisor. By providing the names and contact details of your referee/s you consent for these people to be contacted by the selection panel. If you do not wish for a referee to be contacted, please indicate this on your CV or resume.
3. Please note that hand delivered applications will not be accepted.
4. Only those persons eligible to work in Australia may be employed by MNHHS. Prospective employees are required to provide proof of identity and documentary evidence of their right to work in Australia.
5. Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact officer.

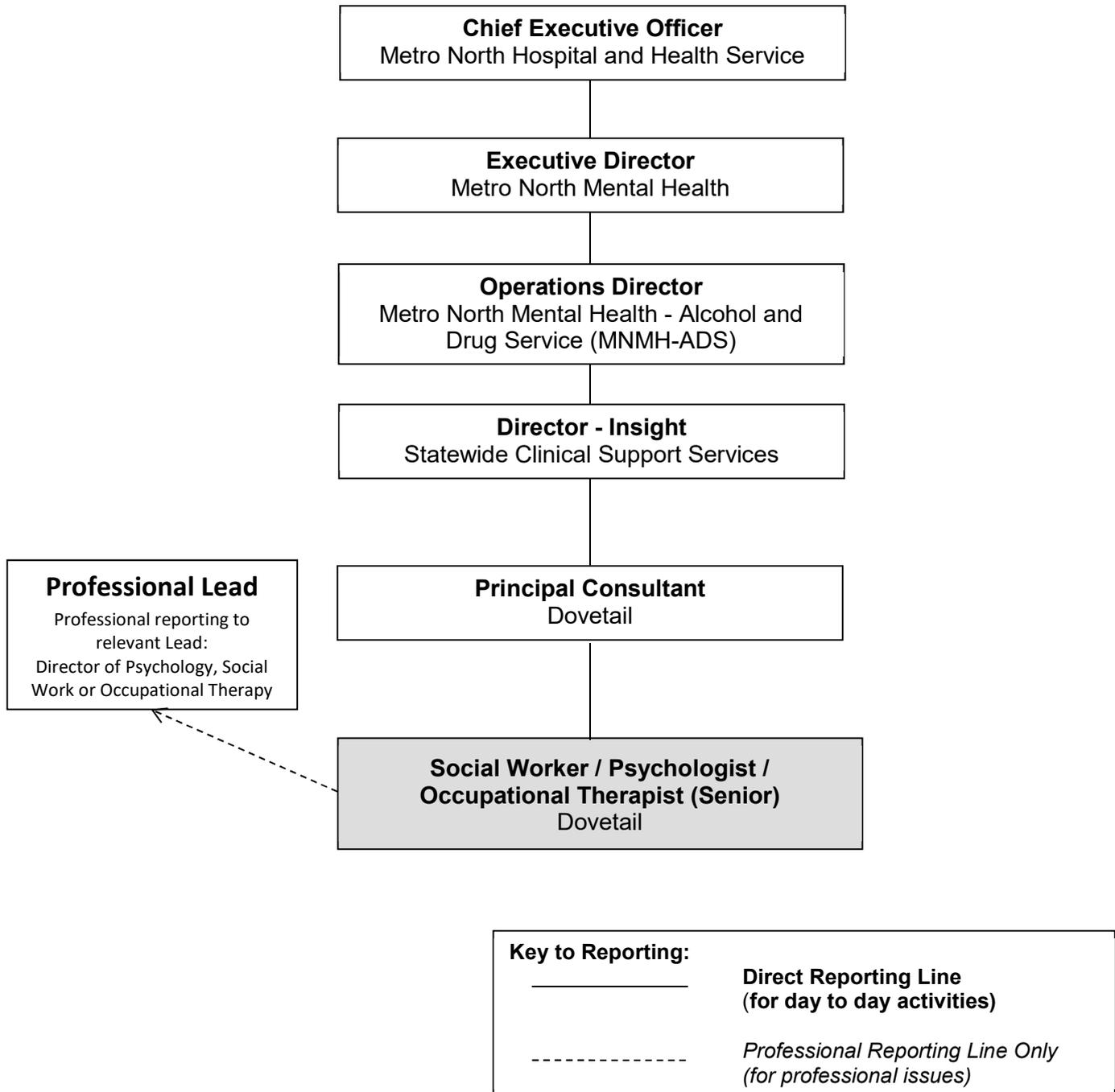
<b>Job ad reference:</b>		<b>Closing Date:</b>	9:00am Wednesday 30 <sup>th</sup> October
<b>Contact name:</b>	Cameron Francis	<b>Contact number:</b>	(07) 3837 5621
<b>Classification:</b>	HP4	<b>Salary Range:</b>	\$106,833 - \$114,960 p.a.
<b>Online applications:</b>	Email applications to <a href="mailto:cameron.francis@health.qld.gov.au">cameron.francis@health.qld.gov.au</a>		

\* Please note: there may be a requirement to work at other facilities located across Metro North Hospital and Health Service

\*\*Future recurring vacancies may also be filled through this recruitment process at any location across Metro North Hospital and Health Service

**APPLICATIONS RECEIVED VIA THIRD PARTIES (RECRUITMENT AGENCIES ETC) WILL NOT BE ACCEPTED**

## Organisational structure



## Metro North Hospital and Health Service Executive Structure



# Service Programs Mental Health Directorate



<sup>1</sup> Accepts consumers from Redcliffe, Caboolture and Sunshine Coast catchments

<sup>2</sup> Accepts consumers from TPCH and RBWH catchments

<sup>3</sup> Statewide service

<sup>4</sup> Includes Central Queensland, Sunshine Coast Mental Health Services

<sup>5</sup> Prison MHS and the High Secure Inpatient Service are managed by West Moreton HHS

## Diversity and Inclusion

We are committed to providing a diverse and inclusive workplace for our people and our community. We encourage people of all genders, races, ages and abilities to apply for roles within our Health Service and strive to ensure that our workplace is free from all forms of discrimination and harassment.

As an Equal Employment Opportunity (EEO) employer we ensure that our selection processes and employment decisions are undertaken in a non-discriminatory way and are consistent with the requirements of the Anti-Discrimination Act 1991. If there are any reasons that you may have challenges with the recruitment process, please let us know when we contact you.

## Work Health and Safety

We are committed to *Putting People First* to provide better healthcare. This commitment includes a dedicated *People Focussed Safety* culture.

This culture commits to the health, safety and wellbeing of staff, volunteers and other persons, through the provision of a dynamic and comprehensive Health and Safety Management System (HSMS). The HSMS provides for proactive safety initiatives, early injury management practices with a strong focus on a safe and durable return to work.

The provision of a Health and Safety environment within Metro North Hospital and Health Service is everyone's responsibility.

## Safety and Quality

Relevant to the position, staff participate in the ongoing education, implementation, monitoring and evaluation of safety and quality initiatives relevant to The National Safety and Quality Health Services Standards and the Australian Council on Healthcare Standards (ACHS) Evaluation and Quality Improvement Program (EQIP).

## Vaccine Preventable Diseases (VPD) Requirements

It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment:

- Measles
- Mumps
- Rubella
- Varicella (chicken pox)
- Pertussis (whooping cough)
- Hepatitis B

Further vaccinations may be required due to particular risks for a role; examples include:

- Hepatitis A – Workers in regular contact with untreated sewerage
- Q Fever – Research or Laboratory staff regularly handling specimens

All new employees who will be working in clinical areas must be assessed for their risk of tuberculosis and screening undertaken if required.

Existing staff that are engaged prior to 1 July 2016 are **not subject** to this condition of employment unless they apply for a role with VPD requirements that is with a different Queensland Health entity (i.e. one HHS to another HHS, Department to a HHS, or HHS to Department).

## Additional Information

- Applications will remain current for 12 months or for the duration of the vacancy.
- Future vacancies of a temporary, full time and part time nature may also be filled through this recruitment process.

- Health Care Workers in Queensland Health whose occupation poses a potential risk of exposure to blood or body fluids must be immunised against Hepatitis B according to the National Health and Medical Research Council Australian Immunisation Handbook and the Queensland Health Infection Control Guidelines.
- Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. Roles providing health, counselling and support services mainly to children will require a Blue Card, unless otherwise exempt.
- Applicants may be required to disclose any pre-existing illness or injury which may impact on their ability to perform the role.
- Applicants will be required to give a statement of their employment as a lobbyist within one (1) month of taking up the appointment. Details are available at:  
<http://www.psc.qld.gov.au/publications/assets/policies/lobbyist-disclosure-policy.pdf>
- Employees who are permanently appointed to Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2  
<https://www.health.qld.gov.au/system-governance/policies-standards/doh-policy/policy/qh-pol-197.pdf>
- All relevant health professionals, who in the course of their duties formulate a reasonable suspicion that a child or youth has been abused or neglected in their home/community environment, have a legislative and a duty of care obligation to immediately report such concerns to Child Safety Services, Department of Communities.