



Workforce Development and Clinical Educator - (Psychologist / Social Worker / Occupational Therapist)

Job Ad Reference:	MS02466655		
Status:	Temporary full time position (up to 10 months)		
Unit/Department:	Queensland Transcultural Mental Health Centre, Metro South Addiction and Mental Health Services		
Location:	Woolloongabba Community Health Centre, Woolloongabba, Metro South Hospital and Health Service		
Contact:	Asmir Kospic (07) 3317 1234	Salary range:	\$4409.80 - \$4745.20 per fortnight
Classification:	HP4	Closing date:	Friday, 03 February 2023
Online applications:	https://metrosouth.health.qld.gov.au/job-vacancies		

Applications from third parties will not be accepted

Purpose of the role

Delivers high level specialist statewide transcultural mental health clinical consultation services and as a member of a multidisciplinary team for consumers from culturally and linguistically diverse (CALD) backgrounds across the state.

The position is responsible for planning, developing, implementing and evaluating transcultural mental health clinical education strategies aligned with Queensland Health workforce development frameworks, initiatives and organisational strategic directions. The position will work with a network of educators and other relevant positions to facilitate the delivery of education in cultural competence in transcultural mental health statewide. The role is specifically responsible for:

- Providing education and training in cultural competency for the mental health workforce from entry to advanced level clinicians and across the continuum of care.
- Planning, developing, implementing and evaluating educational strategies, programs and training content thus contributing to the overall improvement of mental health workforce education and development in transcultural mental health practice.
- Contributing advice in relation to workforce educational issues, professional development needs of clinicians and practice enhancement activities related to improving transcultural mental health practice.
- This position reports to the Manager, Queensland Transcultural Mental Health Centre (QTMHC), clinically to the Consultant Psychiatrist (QTMHC), and professionally to the relevant discipline senior.

Your key responsibilities

- Fulfil the accountabilities and responsibilities of this role in accordance with Metro South's purpose and objectives, as outlined below.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Commit to patient safety and quality in the delivery of health care by actively participating in safety and quality practices.
- Be compliant with the timely and accurate input and collection of consumer related demographic information, diagnosis, outcomes collections and provision of service activity into appropriate applications. The data and information includes the electronic entry and completion of documentation to meet legislative requirements, including *Mental Health Act 2016* documentation, admissions, discharges and transfers.
- Have knowledge of, or ability to quickly acquire and apply knowledge of relevant applications, including:
 - Consumer Integrated Mental Health Application (CIMHA);
 - PRIME;
 - Hospital Base Client Information System (HBCIS); and
 - Emergency Department Information System (EDIS).
- Apply knowledge of contemporary transcultural mental health practice and theory to plan, develop, implement and evaluate clinical education strategies, programs and training content.
- Coordinate and deliver cultural competency and transcultural mental health clinical education programs for the mental health workforce statewide. Including working with stakeholders to identify local clinical education needs and promoting local capacity as well as quality, consistency and minimum standards of education with respect to transcultural mental health.
- Consult internally and externally with a range of stakeholders to review and develop transcultural mental health education content based on contemporary best practice standards.
- Work collaboratively with local Clinical Educators, staff and leaders to contribute to the maintenance of cultural competency training and transcultural clinical education programs for the mental health workforce.
- Deliver clinical education strategies statewide in collaboration with other members of QTMHC.
- Develop, review, and maintain online training content in the areas of cultural competencies and transcultural mental health practice. This includes promoting the use of online training programs to the mental health workforce.
- Align clinical educational activities with the strategic objectives of contemporary Queensland Health Workforce policies, plans and framework and those of the Queensland Transcultural Mental Health Centre and contribute to the development of workforce development plans and transcultural mental health practice frameworks.
- Deliver high level transcultural mental health specific clinical services including assessment, planning, brokerage, implementation and evaluation of complex care needs of CALD consumers and integrating initiatives with high degree of independence in accordance with prescribed professional and ethical standards
- Contribute to the delivery of population-level interventions and programs aimed at promoting mental wellness, reducing stigma about mental illness and/or preventing mental illness.
- Maintain own clinical practice knowledge and skills by contributing to clinical service delivery within QTMHC.
- Participate in the development of collaborative arrangements with tertiary institutions to enhance capacity of QTMHC to translate research into practice, and to leverage knowledge or skills relevant to workforce education and training.
- Participate in training, professional development and clinical supervision to maintain own clinical skill and knowledge.
- Participate in research, grant applications, undertake conference presentations and seek to publish articles in journals.
- Contribute to the development and implementation of practice frameworks, workforce development plans and other organisational plans or service improvement or change management initiatives.
- Comply with and utilise contemporary human resource management principles including workplace health and safety, equal employment opportunity, anti-discrimination and Queensland Health Code of Conduct.

Mandatory qualifications, professional registration and other requirements

- Maintaining compliance with all mandatory training is an essential requirement of this position.
- Appointment to this position requires proof of qualification and registration or membership with the appropriate registration authority or association within Australia. Certified copies of the required information must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- For **Psychologists**: Applicants must possess an Australian Psychology Accreditation Council (APAC) accredited four-year qualification in Psychology and be eligible for general registration with the Australian

Health Practitioners Regulation Agency (AHPRA), Psychology Board of Australia (PsychBA). While not mandatory, a Psychology Board of Australia (PsychBA) area of practice endorsement in Clinical Psychology/Clinical Neuropsychology would be highly regarded, as would PsychBA approved Supervisor status.

- For **Social Workers**: The possession of a tertiary degree in Social Work providing eligibility for membership to the Australian Association of Social Workers is required.
- For **Occupational Therapists**: The possession of a tertiary degree in Occupational Therapy and eligibility for current registration with the Occupational Therapy Board of Queensland is required.
- This position requires the incumbent to operate a government vehicle and an appropriate licence endorsement to operate this type of vehicle is required (Queensland 'C' class licence). Proof of this endorsement must be provided before commencement of duty.
- **Vaccine Preventable Disease (VPD)**: 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 ([Health Employment Directive No. 01/16](#)):
 - measles, mumps, rubella (MMR)
 - varicella (chicken pox)
 - pertussis (whooping cough)
 - hepatitis B
 - tuberculosis
- It is a condition of employment for this role for the employee to be, and remain, vaccinated against COVID-19 [Health Employment Directive No. 12/21](#) and [Queensland Health Human Resources Policy B70](#).
- **Influenza Vaccinations** – Aged Care and Multipurpose facilities: From 31 May 2021 under the Aged Care Direction all people (including staff and visitors) entering a residential aged care facility (including multipurpose facilities) must be vaccinated against influenza. A person to whom the direction applies, commits an offence if the person fails without reasonable excuse to comply with the direction (section 362D of the *Public Health Act 2005*).
- **Queensland Health residential aged care employee COVID-19 Vaccination requirements**: On 23 July 2021 the Queensland Health Residential Aged Care Facilities (COVID-19 Vaccination) Direction came into effect, which applies to all Queensland Health residential aged care facilities and multi-purpose health facilities, their operators and to health services employees engaged under the Hospital and Health Boards Act who enter, work or provide a service in those facilities. This requires health service employees to have a first dose of COVID-19 vaccine by 16 September and a second dose by 31 October 2021 to enter, work in or provide a service in a facility. This requirement will be a condition of working in an aged care facility or multi-purpose facility through shared state, territory and Commonwealth authorities and compliance measures. Aged Care workers perform a critical frontline role in caring for senior Australians living in aged care. Proof of vaccination will be required prior to commencement.
- **Blue Card Checks**: Potential applicants are advised that the Commission for *Children and Young People and Child Guardian Act 2000* requires Queensland Health to seek a 'working with children check' from the Commission for Children and Young People and Child Guardian prior to appointment to this position. 5.1.

Are you the right person for the job?

How we do things is as important as what we do, therefore within the context of the responsibilities described under 'Your key responsibilities,' the ideal applicant will be someone who can demonstrate the following:

Key Attributes/Workplace Behaviours

Key Attribute/Behaviour 1	<ul style="list-style-type: none"> ▪ Experience and expertise in planning, developing, implementing and evaluating clinical educational strategies, programs and training content. ▪ This includes ability to review literature and evidence base, conduct consultation, and apply effective written and oral communication skills to disseminate and teach educational content. ▪ This will be reflected in a track record of being able to influence clinical outcomes and changes in clinical practice of clinicians.
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Key Attribute/Behaviour 2	Exercises independent professional judgement in decision making and problem solving when coordinating clinical education programs and demonstrates ability to use a continuous service improvement approach.
Key Attribute/Behaviour 3	Capacity to engage with a broad range of mental health clinicians across the state from entry level to advanced level clinicians to identify professional development learning needs and to support them to access education and training.
Clinical/Specialist/Technical Knowledge	Demonstrates a high level of contemporary knowledge, expertise and skill in transcultural clinical practice, cultural competency, and clinical education within a public mental health service delivery framework.

How to apply

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

- A short written response (maximum 1-2 pages, dot points acceptable) on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key responsibilities and meet the skill requirements of the role.
- Your current CV or resume, including two referees. You must seek approval prior to nominating a person as a referee.
- Late applications cannot be submitted online. For a late application to be considered, please arrange approval and submission via the contact person.
- 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.
- Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Your employer

About Queensland Transcultural Mental Health Centre

The Queensland Transcultural Mental Health Centre provides specialist state-wide consultation services and programs for culturally and linguistically diverse (CALD) individuals, families, service providers and community groups to facilitate culturally responsive mental health care (see [QTMHC's Strategic Plan Summary](#)).

We work with individuals and families across the age range as well as the continuum of care from population-level, early intervention, to clinical interventions. The centre delivers consultation services to CALD individuals as well as supporting sector development through service policy and planning input, research, cross-sector engagement, coordination of transcultural mental health services across Queensland's HHSs, and workforce development.

By 2024, Metro South Health will be well placed to deliver improved health care and population health through excellence in translational research by:

- Supporting our research community through research training and education;
- Establishment and socialisation of a research finance framework and;
- Fostering engagement and clarity around research ethics and governance.

Metro South Health is [Australia's first digital health service](#) and one of the largest and in Queensland, with an estimated residential population of approximately one million people or 23 per cent of Queensland's population.

Metro South Health is situated in the South-East corner of Queensland from the Brisbane River in the north to the Redland City Council in the east, and to the Scenic Rim Shire down to the border of New South Wales in the south-west. It is the most culturally diverse area of Queensland with 28.5% of the community born overseas and 16% from non-English speaking countries.

Our ICARE² values of Integrity, Compassion, Accountability, Respect, Engagement and Excellence, shape our culture within Metro South Health. Our values guide our day-to-day decision making and are fundamental to what we care about as a health service, how we behave, how we interact with each other and provide care to the many patients who come through our doors every day.



INTEGRITY

We are authentic, truthful, and transparent, and strive for equity for all.



COMPASSION

We care for one another and ourselves with empathy, kindness and support.



ACCOUNTABILITY

We are accountable for our decisions, actions and behaviour.



RESPECT

We foster an environment of safety, civility, and inclusion.



ENGAGEMENT

We are one team working together to achieve our best outcomes.



EXCELLENCE

We empower each other and inspire innovation to deliver excellence.

Workplace diversity

Metro South Health is 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.

Flexible working arrangements

Metro South Health supports and encourages work-life balance for the mutual benefit of Metro South Health and its employees. Work-life balance is about a person's ability to manage their paid work commitments with their career goals, personal, community and cultural responsibilities. Through flexible working arrangements such as leave, flex time accrual or a reduction in working hours, there is an opportunity to match the individual's requirements with those of the workplace – delivering quality health services.

Additional information

For further information about this opportunity and the benefits and conditions of working at Metro South Health please refer to the **Information for Applicants** document attached with this SmartJobs advertised vacancy.

Team structure

