



## Statewide Hospital and Health Service Partnerships and Integration Leader - (Psychologist / Social Worker / Occupational Therapist)

<b>Job Ad Reference:</b>	MS02466756		
<b>Status:</b>	Temporary part time (60.80 hours per fortnight, up to 12 months)		
<b>Unit/Department:</b>	Queensland Transcultural Mental Health Centre, Metro South Addiction and Mental Health Services		
<b>Location:</b>	Woolloongabba Community Health Centre, Woolloongabba, Metro South Hospital and Health Service		
<b>Contact:</b>	Asmir Kospic (07) 3317 1234	<b>Salary range:</b>	\$65.63 - \$68.49 per hour
<b>Classification:</b>	HP5	<b>Closing date:</b>	Friday, 03 February 2023
<b>Online applications:</b>	<a href="https://metrosouth.health.qld.gov.au/job-vacancies">https://metrosouth.health.qld.gov.au/job-vacancies</a>		

\*\*Applications from third parties will not be accepted\*\*

### Purpose of the role

- To provide transcultural mental health case supervision and advanced-level leadership of Multicultural Mental Health Coordinators to optimise access to quality mental health, alcohol and other drug services for people from culturally and linguistically diverse (CALD) backgrounds.
- Lead the integration between HHS-based Multicultural Mental Health Coordinators and the state-wide Queensland Transcultural Mental Health Centre (QTMHC). The position will in collaboration with HHSs, establish processes to facilitate the state-wide coordination, planning, delivery and evaluation of transcultural mental health services delivered by Multicultural Mental Health Coordinators.

### Your key responsibilities

- Fulfil the accountabilities and responsibilities of this role in accordance with Metro South's mission and key priorities, as outlined below.
- This position operationally reports to the Manager, Queensland Transcultural Mental Health Centre (QTMHC) and professionally to the relevant discipline senior.
- 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.
- Lead and manage staff by fostering and committing to patient safety and quality in the delivery of health care by maintaining and evaluating safety and quality practices and initiatives.

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- Staff are expected to 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.
- 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).
- Provide leadership to Multicultural Mental Health Coordinators by providing setting strategic directions for the role, consulting and engaging, developing consensus, communicating with stakeholders and supporting Multicultural Mental Health Coordinators in their role.
- Lead the development of integrated clinical care pathways, assessment, treatment and management of CALD consumers in collaboration with Multicultural Mental Health Coordinators and QTMHC.
- Provide advanced level clinical leadership and coordination to facilitate the integration of mental health services across QTMHC and HHS, and across the continuum of mental health care.
- Comply with the timely and accurate input and collection of consumer related demographic information, diagnosis, outcomes collections and provision of service activity in 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).
- Provide high-level advice within area of expertise to clinicians, discipline leads, team leaders, managers and other stakeholders regarding professional standards and practice enhancement activities and initiatives relevant to the professional development of Multicultural Mental Health Coordinators.
- Collaborate with Multicultural Mental Health Coordinators and other stakeholders to implement and/or improve clinical pathways and clinical governance for CALD consumers.
- Collaborate with a range of service providers to ensure the delivery of culturally appropriate mental health services and quality outcomes for CALD consumers.
- Provide case supervision to Multicultural Mental Health Coordinators. This includes providing expert clinical advice on transcultural mental health matters on a day-to-day basis, and be a reference point for Multicultural Mental Health Coordinators.
- Provide advanced level knowledge, skills and expertise in transcultural mental health clinical practice statewide.
- Influence clinical practice through the provision of professional advocacy, mentoring, role modelling, guidance, supervision, education, training and other practice enhancement activities as well as contribute to consistent practice standards for Multicultural Mental Health Coordinators statewide.
- Provide transcultural leadership to Multicultural Mental Health Coordinators in the development of professional appraisal and development plans. This includes facilitating access to, or providing professional development or staff training and education in relation to transcultural mental health.
- Develop, implement and evaluate platforms that empower and build capacity of Multicultural Mental Health Coordinators to be effective in implementing changes at a local level to improve access to quality mental health alcohol and other drug services for people from a CALD background.
- Provide input into the operational management of Multicultural Mental Health Coordinators in consultation with local team leaders and line managers.
- Support continuity of care for CALD individuals by developing and implementing strategies in collaboration with Multicultural Mental Health Coordinators to improve local cross-sector communication and cooperation. This includes developing and maintaining effective communications mechanisms for Multicultural Mental Health Coordinators to disseminate cross-sector information and share best practice.
- Drive performance improvement for Multicultural Mental Health Coordinators through the analysis of data, research literature and contemporary best practice models. Lead the development and implementation of strategies aimed at improving performance within a quality framework.
- Contribute to the development and implementation of practice frameworks, workforce development plans and other organisational plans or service improvement/change management initiatives within QTMHC.
- Contribute to and deliver workforce development training and education statewide in collaboration with other members of the team within QTMHC.

- Contribute to and deliver mental health promotion, prevention and early intervention programs in collaboration with other members of the team within QTMHC.
- Participate in education, training, professional development and clinical supervision to maintain own skills and knowledge in transcultural mental health.
- Participate in research, grant applications, undertake conference presentations and seek to publish articles in journals.
- Ensure patients and other staff are treated fairly and with mutual respect and understanding, regardless of cultural, religious, ethnic and linguistic backgrounds.
- Lead and manage staff by fostering and committing to patient safety and quality in the delivery of health care by maintaining and evaluating safety and quality practices and initiatives.

## Values

- It is expected that all staff demonstrate the values which are outlined in the strategic plan:
  - Courage
  - Leadership
  - Team Work
  - Respect
  - Integrity
  - Caring for people
- Staff are expected to act and demonstrate these values when working with consumers, carers, the community, other staff and other organisations.

## 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.
- **For Physiotherapists:** The possession of a tertiary degree (or equivalent) qualification in Physiotherapy. 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

<b>Key Attribute/Behaviour 1</b>	Demonstrated experience in having led projects or initiatives that have resulted in improved integration of health care services for consumers.
<b>Key Attribute/Behaviour 2</b>	<ul style="list-style-type: none"> <li>▪ Possession of high developed interpersonal skills as well as demonstrated ability to consult, liaise and negotiate with a wide range of stakeholders.</li> <li>▪ Ability to develop strategic partnerships and foster relationships to facilitate integrated care processes with stakeholders across Hospital and Health Services.</li> </ul>
<b>Key Attribute/Behaviour 3</b>	<ul style="list-style-type: none"> <li>▪ Demonstrated ability to provide clinical practice supervision and support to mental health clinicians to maintain standards of best practice in relation to individuals from a culturally and linguistically diverse background.</li> <li>▪ This includes the provision of clinical education, mentoring, professional advocacy, modelling and other practice enhancement activities.</li> </ul>
<b>Key Attribute/Behaviour 4</b>	High level of clinical practice knowledge and expertise in transcultural mental health.
<b>Clinical/Specialist/Technical Knowledge</b>	Demonstrated knowledge of safety and quality service standards, public mental health service system, national and state mental health plans, quality frameworks, and contemporary models of mental health care.

## 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. 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 resume and contact the selection panel chair to discuss.



- 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.

### About Metro South Hospital and Health Service

Metro South Health is the largest Hospital and Health Service 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. This health service does not include the Mater Hospitals.

Clinical services provided within Metro South Health include:

- Princess Alexandra Hospital
- Logan Hospital
- Beaudesert Hospital
- QEII Hospital
- Redland Hospital
- Wynnum Health Service Centre
- Redland Residential Care
- Redland Renal Dialysis Unit
- Casuarina Lodge
- Marie Rose Centre (Dunwich)
- Community Health Services
- Oral Health Services
- Addiction and Mental Health Services
- Medical Aids Subsidy Scheme

### About Metro South Addiction and Mental Health Services / Academic Clinical Units

As part of the National Health Reforms (<http://www.yourhealth.gov.au>), the Queensland Government introduced 17 new Hospital and Health Services (HHS) as of 1 July 2012. Metro South Health became the service responsible for providing public health services to the large and diverse geographical area incorporating Brisbane's south side, Logan-Beaudesert, Redland and Wynnum.

Metro South Addiction and Mental Health Services has recently undergone a transformation of service delivery across its current facilities. As a consequence of these changes consumer care is now based on individual needs, assessment and diagnosis rather than location. Consumers are however reviewed as close as possible to their residence. Ten (10) Academic Clinical Units were established to provide specialised programs across the following areas; Acute Inpatient Services, Resource and Access Services, Mood, Older Adult, Child and Youth, Psychosis, Rehabilitation, Consultation Liaison Psychiatry, Transcultural Mental Health and Addiction Services.

We are committed to our tripartite model of ensuring clinical excellence, research and education. With our exciting partnership with Diamantina Health Partners, Queensland's first academic health science centre, we are constantly exploring opportunities that will enable staff at all levels to engage in research, participate in conferences and work towards higher qualifications that their application of skills will ensure better outcomes for our consumers, carers, families and the community [www.diamantina.org.au](http://www.diamantina.org.au)

Our service will continue to provide high quality addiction and mental health care across Metro South.

Additional information on Metro South Addiction and Mental Health Services is available on the web site via <http://www.health.qld.gov.au/metrosouthmentalhealth>

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## Our Vision

Is to provide our community excellence in consumer centred, integrated care across the continuum of addiction and mental health services.

## Our Mission

Is to demonstrate exceptional care to consumers experiencing addiction and/or mental health problems so that we reduce the burden of disease and integrate care with our key health partners.

## Key Priorities

We will pursue our four strategic priorities to help us achieve our vision:

- Better outcomes for consumers, families, carers and community
- A partnership approach - linking and engaging with our community
- Accountability and confidence in our health system
- Excellence in clinical care, education and research

## Pre-employment screening

Pre-employment screening, including criminal history and discipline history checks, may be undertaken on persons recommended for employment. The recommended applicant will be required to disclose any serious disciplinary action taken against them in public sector employment. In addition, any factors which could prevent the recommended applicant complying with the requirements of the role are to be declared.

Roles providing health, counselling and support services mainly to children will require a Blue Card. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

## Health professional roles including delivery of health services to children and youth

All relevant health professional (including registered nurses and medical officers) 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.

All relevant health professionals are also responsible for the maintenance of their level of capability in the provision of health care and their reporting obligations in this regard.

## Salary Packaging

To confirm your eligibility for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please contact either of the Queensland Health Salary Packaging Bureau Service Providers - RemServ via telephone 1300 30 40 10 or <http://www.remserv.com.au> or SmartSalary via telephone 1300 218 598 or <https://qld.smartsalary.com.au/>

## Disclosure of Previous Employment as a Lobbyist

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/library/document/policy/lobbyist-disclosure-policy.pdf>

## Probation

Employees who are permanently appointed to Metro South Health may be required to undertake a period of probation of six months (except for certain medical officers whose probationary period is 12 months) in accordance with Metro South's Probation Procedure WS.B.PR.2.3.

**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 ICARE<sup>2</sup> 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

