

ORGANISATIONAL OVERVIEW

Introduction:

Northern Health is a vibrant, fast-paced workplace located in the rapidly growing northern suburbs. This is driving us to think innovatively about the needs of the population and what the health system of the future might need to look like to meet those needs. We take care of our community by providing a wide range of health services at multiple locations including:

- Northern Hospital Epping
- Broadmeadows Hospital
- Craigieburn Community Hospital
- Bundoora Centre
- Merri-bek Community Team
- Broadmeadows Community Care Unit
- Broadmeadows Prevention and Recovery Care
- Hotham Street Community Mental Health Clinic
- Northern Prevention and Recovery Care
- Northern Community Care Unit and,
- Noogal Clinic
- Kilmore District Health
- Women's Health Hub
- Mernda Community Hospital

We also collaborate with our partners to help expand the range of health care services offered to our culturally rich and diverse community.

As an organisation, we are shifting our focus from illness to putting a spotlight on supporting our community in 'staying well'. In order to achieve this, we are developing strong relationships with other health service providers and the community across the region, to help us think differently about the future.

Northern Health provides a dynamic working environment, with a strong culture of teamwork, safety and respect. Northern Health is proud to be an inclusive employer and aims to ensure our workforce is representative of the community.

Our Vision:

Creating a healthier future by working together, innovating and delivering great care.

Our Values:

- Safe – We provide safe, trusted care for our patients. We are inclusive, culturally safe, celebrating the diversity of our staff and community.
- Kind – We treat everyone with kindness, respect and empathy. We provide patient-centred and compassionate care.
- Together – We work together with our staff, patients, consumers and health system partners.

Our Priorities:

Northern Health has determined six strategic directions. The directions are focused on addressing priorities for safety, sustainability, growth and innovation. They reflect our best assessment of opportunities and challenges in our current and future environment.

- Collaborate to deliver safe, efficient, effective and sustainable care in all our services
- Demonstrate our commitment to the wellbeing of our valued workforce
- Renew and strengthen our infrastructure, systems, tools and processes for financial sustainability and growth
- Innovate to shape the future of health care in Victoria
- Partner to keep people well and deliver the best possible care locally
- Drive research and education to deliver excellent care and develop the next generation of clinicians and health care leaders

These priorities are inter-related in that success in one area is dependent on success in another. Detailed plans have been developed to support each of the priority areas.

All Northern Health employees will contribute to improving patient safety by being familiar with, and applying the National Safety and Quality Standards and criteria.

Safety, Quality and Clinical Governance at Northern Health:

Northern Health is dedicated to providing the highest quality of care in the safest possible environment for every patient every time. We are focused on strengthening the safety and quality of care across the continuum, with a focus on saving lives, reducing harm and improving the patient experience.

Northern Health's safety and quality improvement activities focus on delivering the Strategic Plan and Operational Business Plans, and are supported by the Northern Health Clinical Governance and Risk Frameworks, and the Northern Health Quality Improvement Methodology.

The Northern Health Quality Management System brings together the core elements that underpin how:

- Quality and Clinical Governance is determined.
- Quality services are delivered.
- Risk is managed.
- Audit – what matters is monitored.
- Our committees monitor performance of controls put in place to ensure safe patient care.

Commitment to Child Safety at Northern Health:

- We are committed to the safety, participation and empowerment of all children
- We are committed to the cultural safety of Aboriginal children, the cultural safety of children from a culturally and /or linguistically diverse backgrounds and to providing a safe environment for children with a disability.
- We have zero tolerance of child abuse, and all allegations and safety concerns will be treated very seriously and consistently with our robust policies and procedures
- We have legal and moral obligations to contact authorities when we are worried about a child's safety, which we follow vigorously

Family Violence and Child Safety Statement:

Northern Health is a child safe environment and is committed to protecting children from harm and abuse, in accordance with our legal obligations and the Child Safe Standards. Northern Health aims to identify and respond individuals who are at risk of child abuse and family violence and we encourage victim survivors to disclose to their health professional to seek support and safety. Northern Health has zero tolerance of child abuse and family violence, and all disclosures and safety concerns will be treated sensitively in accordance with our policies and procedures.

Northern Health actively promotes the safety and wellbeing of all individuals. We recognize and respect individual rights, identities, relationships and cultures. Our aim is to foster a trauma-informed, culturally safe and child safe environment.

Northern Health is an Information Sharing Entity (ISE) and is prescribed to the Family Violence Multi-Agency Risk Assessment & Management (MARAM) Framework and the Information Sharing Schemes. Family violence and child safety training is mandatory for our staff members and volunteers.

Essential:

- Current National Police and Working with Children History Check.
- The Staff Immunisation Questionnaire must be completed by all new employees as part of the mandatory on-boarding process. New employees are not permitted to undertake any activity that requires patient contact prior to clearance by the Staff Immunisation Nurses; this also includes evidence of having the Flu vaccination on a yearly basis. New employees with contra-indications to vaccinations or who decline vaccination are required to attend a face to face consultation with the Immunisation Nurses for appropriate documentation of their contraindications or declination. This must be completed PRIOR to commencing any work with Northern Health.



POSITION DESCRIPTION

Position Title:	Personality Disorder Clinical Specialist, Senior Clinician;
Business Unit/Division:	Northern Area Mental Health Service - Personality Disorder Service
Award Agreement:	Victorian public health sector (Medical Scientists, Pharmacists and psychologists) single interest Enterprise agreement
Classification:	Victorian Public Mental Health Services Enterprise Agreement
Employment Type:	P3; OT3, SW3, RPN4 Part-time (0.6 EFT)
Reports to:	Director of Operations NAMHS; Lead Personality Disorder Clinical Specialist
Date Prepared/Updated:	10/1/26

ROLE STATEMENT

General Role Statement:

The Personality Disorder Service is tasked with enhancing specialist capabilities of public mental health clinicians within the Northern Area Mental Health Service to identify, assess and provide treatment for consumers with severe personality disorder who are at high risk of suicide or high lethality self-harm and/or aggressive behaviour.

The PDS utilises the principles-based model of Good Psychiatric Management as a framework for service delivery to expand accessibility for consumers and increase mental health professionals' ability to support consumers with a personality disorder. The Senior Clinician will participate in the delivery of specialist, evidence-based clinical interventions for consumers with severe personality disorders, secondary consultation, workforce training, and contribution to service development and evaluation. The Senior Clinician will collaborate closely with multidisciplinary teams and external partners to enhance clinical outcomes and promote recovery-focused, trauma-informed care.

The Senior Clinician will have the following responsibilities:

- Provide appropriate primary consultation and assessment of consumers to facilitate the development of comprehensive and collaborative treatment plans.
- Provide direct evidence based treatments to a limited caseload of consumers who have a diagnosis of a personality disorder.
- Ongoing development, implementation and facilitation of group treatments offered by the Personality Disorder Service.
- Participate in regular clinical review meetings to ensure a high quality of psychological and evidence-informed practice is developed and maintained within the PDS
- Offer secondary consultation to treating teams across the full range of NAMHS programs and key partner stakeholders as deemed appropriate by the Lead PDS Specialist Clinician.
- Facilitate group reflective practices and team-based case consultation to support workforce capability building across NAMHS.
- Participate in the delivery of training of the mental health workforce in the area of personality disorder.

- Participate in the design, implementation, and analysis of service evaluation activities to monitor the effectiveness, quality, and outcomes of the Personality Disorder Service, and use findings to inform continuous improvement and best practice development.
- Participate in ongoing professional development activities and in-service training. Be up to date with the yearly mandatory training.

All employees:**Quality, Safety, Risk and Continuous Improvement**

- Maintain an understanding of individual responsibility for patient safety, quality & risk and contribute to organisational quality and safety initiatives.
- Follow organisational safety, quality & risk policies and procedures
- Maintain a safe working environment for yourself, your colleagues and members of the public.
- Maintain an understanding of individual responsibility for patient safety, quality & risk as outlined in Northern Health [Clinical Governance & Patient Experience - Trusted Care](#).
- Contribute to organisational quality and safety initiatives.
- Escalate concerns regarding safety, quality & risk to appropriate staff members, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with principles of Patient Centred Care.
- Comply with Northern Health's commitment to Child Safety
- Comply with Northern Health mandatory continuing professional development requirements.
- Comply with requirement of National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- All employees of Northern Health must comply with the health service's Staff Health / Workforce Immunisation procedure (as amended from time to time) together with any relevant State Government and Departmental directives. This requires all employees to be vaccinated for various diseases such as, but not limited to influenza.

KEY RESULT AREAS AND MAJOR RESPONSIBILITIES

Comprehensive Care:

- Conduct comprehensive clinical assessments to inform diagnosis and treatment planning.
- Deliver evidence-based individual and group psychotherapy to consumers with complex personality disorders.
- Provide expert advice and consultation to NAMHS clinical services and other key stakeholders in relation to the treatment and management of consumers with complex personality disorder including the following:
 - Identifying consumers who are at high risk of serious self-harm and or suicide or violence to others
 - Assist and support primary key clinicians in the developing comprehensive personality disorder treatment plans and safety plans
 - Participate in clinical review processes within NAMHS and the Personality Disorder Service.
 - Participate in and or facilitate case conferences for consumers with complex personality disorder
- Maintaining appropriate clinical records related to the initiative and providing reports as required
- The target group for the initiative will have multiple and complex needs that will require ability to develop effective partnerships and linkages with multidisciplinary staff within NAMHS and external such as NDIS providers, community health, housing services, alcohol and other drug services.

Strategic and Project Management Leadership

- Contribute to the development of relevant policies and practice guidelines for NAMHS in relation to consumers' with personality disorder.
- Actively engages consumers in service improvement as per the NH Partnering with Consumers plan

Organisation-Wide Contribution:

- Deliver training and education to enhance the mental health workforce's capacity to work with personality disorders.
- Facilitate reflective practice and provide supervision to clinical staff.

Diversity and Inclusion:

- Actively engages in organisational change and transformation processes
- Promotes a culture of person-centred care
- Displays an innovative mind-set

Additional:

The Senior Clinician will:

- Accept responsibility for Continuing Professional Development (CPD) of self and actively keep a CPD portfolio as required by the AHPRA/Professional Association

SELECTION CRITERIA

Qualifications, Registrations and Qualities:**Formal Qualification(s) & Required Registration(s):***Occupational Therapists:*

- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
- An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.) with a minimum of 7 years clinical experience.

Psychologists:

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia. Current registration as an AHPRA board approved supervisor.

Registered Psychiatric Nurses:

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

Social Workers:

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers with a minimum of 7 years clinical experience.

Experience:

- In accordance with your EBA have significant clinical experience delivering assessment, intervention, training and consultancy to consumers with personality disorder and or complex needs.
- Comprehensive understanding of public mental health and experience in delivering services to consumers with complex needs.
- Experience in working collaboratively with mental health service providers and external agencies in supporting consumer's recovery.
- Experience in delivering individual and group treatment to consumers with complex needs and utilising outcome measures to determine treatment efficacy and recovery.

Knowledge, Skills and Behaviours:

- Demonstrable professional development, skills and knowledge in empirically supported specialist treatments for personality disorder
- Comprehensive understanding of current suicide risk assessment and management approaches for consumers with personality disorder.
- Knowledge regarding the aetiology of personality disorder including a sound knowledge of trauma and trauma informed care
- Ability to foster collaborative, multidisciplinary teamwork.
- A communication style that is respectful to consumers and their families/carers, and an ability to manage therapeutic relationships to facilitate recovery.
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation or other applicable Acts.
- Knowledge of the Mental Health and Wellbeing Act (2022)
- Current driver's licence

Desirable

- Knowledge of current empirically supported treatment approaches for the treatment of consumers with personality disorder and complex needs, (including those with multiple co-morbidities),
- Demonstrated ability to **critically appraise clinical models** and tailor interventions to the unique needs of individual clients.
- A sound knowledge of the broad literature on the treatment of borderline personality disorder and other personality disorders.
- Experience in facilitating **clinical reflective practice** and supervision.
- Experience in the development and delivery of professional training and education workshops.
- Experience in undertaking formal evaluation, quality improvement or research activities related to service delivery or implementation.

Employee Declaration

I have read, understood and accept the above Position Description.

(Please print name)

Signature:

Date: