

*Oaths Act 1867*

# Statutory Declaration

I, **Vanessa Clayworth** of c/- Corrs Chambers Westgarth, Level 42 One One One, 111 Creek Street, Brisbane do solemnly and sincerely declare that:

## Background and experience

### 1 What are your current professional role/s, experience, qualifications and memberships?

Provide a copy of your most recent curriculum vitae.

- 1.1 My current professional roles, qualifications and memberships are set out in my curriculum vitae, annexed and marked **VC-1**.

### 2 The Commission understands that you have held the position of Nurse Unit Manager (NUM) at the Barrett Adolescent Centre (BAC). State whether that is correct and, if so, specify the period in which you held that position.

- 2.1 I held the position of Acting Nurse Unit Manager – BAC (**A/NUM**) from 5 August 2013 until 13 October 2013.

### 3 If you held that position of NUM:

#### (a) outline and explain your key responsibilities in that role; and

- 3.1 The key responsibilities of the A/NUM position are set out in the Position Description for the NUM – BAC, annexed and marked **VC-2**. The references to the Medium Secure Unit are in error and should be references to the Barrett Adolescent Centre.
- 3.2 My key responsibilities also included some of the key responsibilities set out in the Position Description for the Clinical Nurse - Community Liaison - BAC, annexed and marked **VC-3**. These were:

- (a) Develop and maintain links and works with other health service providers.

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- (b) Monitor clinical staff capabilities and act in the role of preceptor and mentor to beginning practitioners to develop their potential.
- (c) Actively identify areas for improvement, planning and acting to resolve issues with an awareness of community needs.
- (d) Provide ethical decision making in the achievement of organisational goals.

**(b) provide a copy of your job description.**

- 3.3 The job description for the A/NUM position is set out in the Position Description annexed and marked VC-2.

**4 We understand that on or about Monday 14 October 2012 you were appointed to the position of Acting Clinical Nurse Consultant (CNC) at the BAC. State whether that is correct and, if so, specify the period in which you held that position.**

- 4.1 I held the position of Acting Clinical Nurse Consultant – BAC (A/CNC) from 14 October 2013 until 21 January 2014.

**5 If you held that position of CNC:**

**(a) outline and explain your key responsibilities in that role; and**

- 5.1 The A/CNC role was created to support the clinical needs of BAC patients and to progress the transition of those patients to alternative service providers. My key responsibilities included:
- (a) Accountability for the coordination, assessment, care plans, delivery and evaluation of continuity of care service offered to all adolescents treated at BAC.
  - (b) Provision of clinical liaison to the state wide child and youth mental health services, acute adolescent inpatient units and other referring agencies.
  - (c) Clinical leadership, trauma and attachment theory, child development, collaborative practice and systemic theory.

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- (d) Operating collaboratively in a multidisciplinary team providing integrated treatment and rehabilitation.
- (e) Organisation of referrals, assessments and admissions.
- (f) Development of comprehensive case formulations, behavioural assessments, diagnostic assessments and treatment plans.
- (g) Communication with families, carers and young people.
- (h) Utilisation of Mental Health Act outcomes and assessment tools.

5.2 My key responsibilities also included some of the key responsibilities set out in the Position Description for the Clinical Nurse - Community Liaison - BAC, as outlined in paragraph 3.2 above.

**(b) provide a copy of your job description.**

5.3 I do not recall there being a job description for the A/CNC position.

**6 Were you aware of the circumstances surrounding Dr Sadler's departure, removal or suspension from the BAC in or about September 2013? If so, when did you first become aware and by what means? Give details of those circumstances including the reasons for his departure, removal or suspension.**

6.1 On Dr Sadler's last day at BAC, William Brennan, the Director of Nursing and Padraig McGrath, Nursing Director came to BAC and told me that:

- (a) Dr Sadler was on leave and arrangements were being made for a psychiatrist to cover that leave.
- (b) There would be a meeting with the Executive Director of Mental Health and Specialised Services, Sharon Kelly and Director of Strategy, Leanne Geppert in around 20 minutes to advise BAC patients and staff of these developments.

6.2 I attended the meeting. I do not recall any information, additional to that outlined above,

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being provided to staff at that meeting or subsequently.

- 6.3 On 11 November 2013, I was interviewed by an investigator about an incident which had occurred on the ward on 11 November 2013. It occurred to me for the first time during the interview (because of the questions I was being asked by the investigator) that Dr Sadler's leave may have been connected with the management of that incident but I did not have any proof of that.
- 6.4 I was not otherwise aware of the circumstances surrounding Dr Sadler's departure, removal or suspension from BAC in or around September 2013.

### Redlands

#### **7 Were you involved in the Extended Mental Health Treatment Unit Redlands User Group?**

- 7.1 I was a member of the Strategic Planning Group for the BAC School. The Strategic Planning Group was looking at building design features for the new centre at Redlands.
- 7.2 I was invited by email to participate in the Extended Mental Health Treatment Unit Redlands User Group because I was a member of the Strategic Planning Group that was looking at building design features for the new Centre at Redlands. Annexed and marked **VC-4** is a copy of the email dated 21 October 2009.
- 7.3 I attended one User Group Meeting on 12 November 2009, the minutes for which are annexed and marked **VC-5**.
- 7.4 I do not recall attending any other User Group Meetings.

#### **If you were involved:**

- (a) In the planning of the proposed 15-Bed Adolescent Extended Mental Health Treatment Unit at Redlands Hospital, were you aware of any delays in the planning process? If there were delays, what were these and what caused them?

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- 7.5 As far as I can now recall, the planning process was delayed by environmental concerns, and in particular the presence of protected koalas on the site.

**(b) Explain the reasons why this alternative was not adopted?**

- 7.6 I did not receive any official notification of reasons for the proposed 15-bed adolescent extended mental health treatment unit at Redlands not going ahead. As far as I can now recall, it was due to the concerns about the presence of koalas on the site.

**Closure of the BAC**

**8 On what date did you first become aware of the decision to close the BAC and by what means?**

- 8.1 On 6 August 2013, William Brennan and Padraig McGrath came to BAC and told me that:
- (a) The Minister for Health had announced that BAC was closing.
  - (b) There would be a meeting with the Health Service Chief Executive, Lesley Dwyer, Sharon Kelly and Leanne Geppert to advise BAC staff of these developments in about 20 minutes.

- 8.2 I attended that meeting. I cannot now recall what was discussed at the meeting.

**9 In relation to the circumstances surrounding the decision to close the BAC:**

**(a) Were you made aware of the reasons for the closure decision? If so, explain how you were made aware of the closure decision and any reasons for that decision;**

- 9.1 Other than the reasons outlined in the Fast Facts Sheets and Staff Communiqués, I do not know why it was decided to close BAC. Annexed and marked:
- (a) **VC-6** is a bundle of Fast Facts sheets that were provided to me.
  - (b) **VC-7** is a bundle of Staff Communiqués that were provided to me.

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**(b) What information, material, advice, processes, considerations and recommendations related to or informed the closure decision; and**

9.2 I cannot answer this question because I did not make the decision to close BAC.

**(c) What was the decision making process related to the closure decision?**

9.3 I cannot answer this question because I did not make the decision to close BAC and I was not involved in the decision making process.

**10 Outline and elaborate upon any other information or knowledge (and the source of that knowledge) that you have relevant to the Commission's Term of Reference.**

10.1 Nil.

**11 Identify and exhibit all documents in your custody or control that are referred to in your witness statement.**

11.1 I confirm that the documents referred to in my witness statement are exhibited.

11.2 All documents referred to in my witness statement are exhibited.

**And I make** this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the *Oaths Act 1867*.

Taken and declared before me by )  
**Vanessa Clayworth** at Brisbane in the )  
 State of Queensland this *27<sup>th</sup>* )  
 day of *October* 2015 )  
 Before me: )

Signature of authorised witness

Signature of declarant

Solicitor / ~~Justice of the Peace/~~  
~~Commissioner for Declarations~~

**STATUTORY DECLARATION OF VANESSA CLAYWORTH**  
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VC-2	West Moreton South Burnett Health Service District – Role Description for Nurse Unit Manager - BAC	WMS.6006.0002.54992	7 - 10
VC-3	West Moreton South Burnett Health Service District – Role Description for Clinical Nurse – BAC	WMS.6010.0002.29515	11 - 16
VC-4	Email from Kerry Ward to Vanessa Clayworth dated 21 October 2009	WMS.0023.0004.00008	17
VC-5	Redlands User Group Meeting minutes of meeting 12 November 2009	WMS.0023.0003.01268	18 - 21
VC-6	Bundle of Fast Facts numbered 1 to 11	WMS.1002.0005.00028 WMS.1002.0006.00015 WMS.1002.0006.00014 WMS.1002.0006.00013 WMS.1002.0006.00012 WMS.1002.0006.00011 WMS.1002.0009.00874 WMS.1002.0006.00008 WMS.1002.0006.00007 WMS.1002.0009.00834 WMS.1002.0006.00005	22 - 35
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**Vanessa Clayworth**

  
**Witness**

"VC-1"

Vanessa Clayworth

# Vanessa Elizabeth Clayworth

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## Career Objective

To practice as a 'Specialist Mental Health Clinician' delivering high level of clinical care to Children and Adolescents that are accessing Mental Health Services; and demonstrate a high level of clinical leadership.

## Career Summary

Currently employed as **Clinical Team Leader at headspace Woolloongabba**. The Clinical Team Leader role has responsibility for the provision of clinical leadership and management to the immediate clinical team members. The focus of this role is on the day to day delivery of excellence in quality care provision, ensuring all clinical governance and compliance targets are implemented and met, as well as supporting on an ad hoc basis the Service Manager in their absence.

My employment at **The Park Centre for Mental Health- Barrett Adolescent Centre** I have acted as; Clinical Nurse Consultant, Nurse Unit Manager, Clinical Liaison Officer, Clinical Nurse and Case Coordinator for adolescents with complex mental health and behavioural needs. Furthermore in the role of A/Clinical Nurse Consultant I supported the clinical needs of young people and the progress of the Clinical Care Transition Plans.

I have been accountable for the planning, assessment, coordination, implementation and evaluation of the continuity of care service offered to consumers referred to and treated at headspace Woolloongabba and Barrett Adolescent Centre. As well as I have liaised and established strong networking relationships with State Wide Child and Youth Mental Health Services, Juvenile Justice, Child Safety, Acute Adolescent Inpatient Units, Adult Mental Health Services, Private Psychiatrists/Psychologists, Education Queensland and non Government support organisations.

## Career History

**2014 headspace Woolloongabba: February- current**

**2008-2014 The Park Centre for Mental Health  
Barrett Adolescent Centre: October 2008- 21<sup>st</sup>  
January 2014**

**2008** Extended Treatment and Rehabilitation  
Medium Secure Unit  
Forensic Unit  
**Adolescent Unit**

**2007** Coffs Harbour Sleep Disorders Clinic- **Sleep Technician**

**2007** Wundarra Services- **Adolescent Support Worker**

**Clinical Experience/ Roles Held****2014 Clinical Team Leader****2013 Acting Clinical Nurse Consultant** 14.10.13-21.01.14**Acting Nurse Unit Manager** 05.08.13- 13.10.13**Acting Clinical Nurse** 01.07.13-04.08.13**Acting Clinical Liaison:** 04.02.13- 16.06.13

Substantive position: Registered Nurse- Case Co-coordinator Barrett Adolescent Centre 2008-2013

**2012 Acting Clinical Liaison:**

19.11.12-02.12.12

08.10.12-11.11.12

27.08.12-02.09.12

11.06.12-17.06.12

**2011 Acting Clinical Nurse Consultant: Business Plan Framework:** 28.02.12-04.04.12**2010 Acting Clinical Nurse** 21.04.10-18.06.10**2009 Acting Clinical Nurse** 19.10.09-15.11.09**Acting Clinical Liaison** 25.05.09-21.06.09**Acting Clinical Nurse** 13.04.09-26.04.09**Responsibilities/Clinical Skills***Clinical Practice:*

- Accountable for the co-ordination, assessment, care plans, delivery and evaluation of the continuity of care service offered to all adolescents and treated at BAC
- Provide clinical liaison to the state wide Child and Youth Mental Health Services, Acute Adolescent Inpatient Units and other referring agencies
- Clinical Leadership; trauma, attachment theory, child development, collaborative practice and systemic theory
- Operate collaboratively in a multidisciplinary team which provides Integrated Treatment and Rehabilitation
- Case Management- complex therapeutic and behaviour support needs
- Organisation of referrals, Assessments and Admissions
- Develop comprehensive Case formulations, behavioural assessments, diagnostic assessments and treatment plans
- Provide evidence based therapeutic interventions to Children, Adolescents and their families
- Communicate effectively with families/ carers and young people
- Sensory Profiling
- Facilitation of Dialectical Behaviour Therapy
- Strengths Assessment
- Developmental Tasks of Adolescents
- Utilise Mental Health outcomes and assessment tools

**headspace**

Facilitate and monitor the integration and coordination of care of headspace Woolloongabba clients.

- Coordinate and oversee sessional workers to establish multidisciplinary team processes, and the integration of service delivery.
- Oversee the referrals in and out of headspace Woolloongabba

providing a single point of accountability for entry to the service.

- Oversee the engagement, initial screening and psychological assessment of young people and documentation of the results by the Intake & Assessment Officer/s.
- Lead the headspace Woolloongabba *Intake* and *Case Review* process.
- Provide secondary consultation and specialist advice to the Intake & Assessment Officers, Private Practitioners and other headspace staff.
- *In collaboration with the Service Manager:*
  - oversee the development and delivery of individual and group based activities for clients of headspace
  - monitor high risk clients and ensure that appropriate assessment, management and follow up support and referral are provided.
  - oversee the clinical operations and systems and monitor the quality of services to young people.
- implement the headspace Woolloongabba Clinical Governance Framework providing an integrated model of community based health service delivery

Partnership:

- Child and Youth Mental Health Services and Adult Mental Health Services
- Reporting relationship to Department of Child Safety; Liaison with allocated Case Managers
- Liaison with Child Protection Investigation Unit
- Liaison with Juvenile Justice
- Liaison with Education Queensland
- Non Government Organisations

**headspace**

- create an environment that promotes excellence in youth health & support services and a community of practice where sole practitioners can function in a supportive team environment

Management/Accountability:

- Reporting Relationship with management
- Participate in Service Development and Quality Improvement
- Rostering, resource management
- Analyse policy and procedures, participate in the development of organisation plans
- Management and support of staff
- Conduct clinical incident reviews (PRIME)
- Workplace Incident Reports

**headspace**

- Manage the Intake & Assessment Officers ensuring team members meet key deliverables as outlined in their individual work plans and job description.
- Provide general supervision and support to students on clinical placement at headspace Woolloongabba.
- Actively participate in the recruitment and interview process of staff.

*Work with the Service Manager to:*

- Develop and meet the requirements defined by headspace Strategic Plan (2010-12).

Research and Professional Development:

- Preceptor and mentor to beginning practitioners to develop their potential
- Clinical Supervision
- Contribute to nursing knowledge, practice and research

- Ability to apply professional judgement in adapting evidence based practice to meet the complex care needs for Children and Adolescents
- Participate in the recruitment and interview process of staff

#### **headspace**

- Oversee the implementation of relevant and innovative clinical services and contribute to program and research development to ensure service integrity and quality.

### **Achievements**

**2013** Member of The Statewide Adolescent Extended Treatment and Rehabilitation Service Options Implementation Working Group

Member of Transition Team; closure of Barrett Adolescent Centre

Member of Complex Care Panels

Guest Presenter for University of Queensland: Child and Adolescent Mental Health

**2012** Co facilitator for Human Relations/relationship Education- 'Girls Group' (Barrett Adolescent Centre)

**2011** Completed Business Plan Framework for Barrett Adolescent Centre

#### **Research: 'Role of the Nurse in Adolescent inpatient settings'**

**2009** Presentation For Education Sentential Review- Barrett Adolescent School

**2007** Conference Presentation:  
Sheleen, C., Clayworth, V., Cork, L., Grach, G., Mackney, B., & Petersen, J. A. (2007, 13 - 16 September). *Remote and Rural Nursing: The Student Experience. Paper presented at the Silver Jubilee CRANA Conference. Celebrating 25 Years of Achievement, Broken Hill, NSW, Australia.*

### **Education**

**2011** **Masters of Mental Health Nursing-** UQ (Deferred; completed 3 x subjects; credited for 3 x subjects)

**2008** **Transition to Practice Nurses Education Program Mental Health** (USQ)

**2007** Southern Cross University- Coffs Harbour  
**Bachelor of Nursing- Major in Infant and Child Health Mental Health II** (elective)  
**Public and Environmental Health** (elective)  
**Grief and Loss** (elective)

### **Training**

**2013** **Completion of Child Abuse and Neglect Education Model**  
First Aid  
Occupational Health and Safety

**2012** **Clinical Supervision**

- Preceptorship in Nursing**  
**Aggressive Behaviour Management**  
 First Aid  
 Occupational Health and Safety
- 2011** First Aid  
 Occupational Health and Safety  
**CIMHA- Super user**
- 2010** **Child and Youth Mental Health Services- Key Skills Training**  
 First Aid  
 Occupational Health and Safety
- 2009** **Psychodynamic training- Child and Adolescent Mental Health**  
**Recovery In the Real World Adolescent**  
**Recovery Intensive Tracing Traumatic Loss**  
**CIMHA**  
**Aggressive Behaviour Management**  
 First Aid  
 Occupational Health and Safety
- 2008** **Aggressive Behaviour Management**  
 First Aid  
 Occupational Health and Safety
- 2007** **Riverlands Drug and Alcohol Centre- Mental Health Detox, Rehabilitation, Counselling**
- Broken Hill/ Bourke Primary Health Care- Mental Health, Community Nursing, Aboriginal nursing, Family Nursing**
- Port Macquarie Base Hospital- Medical Nursing*
- Lifeline Counselling (short course)**  
**Child and Domestic Violence (short course)**  
**Conference Presentation- Journal article; co-authored**
- 2006** **Manning Base Rural Referral Hospital- Mental Health Emergency**

**Professional Memberships**

Royal College of Nursing  
 AWU Union Member

**headspace Woolloongabba**

**2014** Clinical Advisory Group

**Barrett Adolescent Centre/ The Park Centre for Mental Health**

**2013** Clinical Record Committee  
 Care Planning Committee  
 Work Improvement group  
 Business Unit (BAC)  
 Care Review Committee  
 Substance Misuse Committee  
 CIMHA Super User

**2012** Clinical Record Committee



Care Planning Committee  
 Work Improvement group  
 Business Unit (BAC)  
 Care Review Committee  
 CIMHA Super User

**2011** Redevelopment team (BAC)  
 Care Review Committee  
 Research: 'Role of the Nurse in Adolescent  
 inpatient settings'

**2010** Redevelopment team (BAC)  
 Care Review Committee  
 Research: 'Role of the Nurse in Adolescent  
 inpatient settings'

**2009** Redevelopment team (BAC)  
 Care Review Committee  
 Stakeholder' Child, Youth and Adolescent-  
 Royal Children's Hospital


#### Professional Interests

Child and Adolescent Mental Health  
 Trauma  
 Attachment Theory  
 Child Development and Developmental Tasks of Adolescence  
 Infant and Child Health  
 Psychodynamic Therapy  
 Family Therapy  
 Health screening and Health Promotion  
 Research  
 Drug and Alcohol  
 Sexual Health  
 Bisexual, Gay, Lesbian and Transgender Groups  
 Ongoing development of Clinical Knowledge- Journal articles,  
 textbooks, short courses, presentations.

#### Referees:


##### **Dr Anne Brennan**

Position: Acting Director Barrett Adolescent Centre  
 Hospital/ institution: The Park Centre for Mental Health



##### **Padraig McGrath**

Position: Nursing Director, Secure Services  
 Hospital/ institution: The Park Centre for Mental Health



##### **William Brennan**

Position: Executive Nursing Director  
 Hospital/ institution: The Park Centre for Mental Health





Queensland  
Government

"VC-2"

## West Moreton Hospital and Health Service

Queensland Health

[www.health.qld.gov.au/workforus](http://www.health.qld.gov.au/workforus)



**Job ad reference:** H13WM0336  
**Role title:** Nurse Unit Manager  
**Status:** Temporary Full Time (*up to 9 months*)  
*(Future vacancies of a temporary, full time or part time nature may be accommodated within this role)*

**Unit/Branch:** Barrett Adolescent Unit  
**Division/Hospital and Health Service:** The Park Centre for Mental Health  
 Division of Mental Health  
 West Moreton Hospital and Health Service

**Location:** Wacol  
**Classification level:** Nurse Grade 7  
**Salary level:** \$3598.70 - \$3856.20 per fortnight  
**Closing date:** Friday, 22 March 2013  
*(Applications will remain current for the duration of the vacancy)*

**Contact:** Padraig McGrath  
**Telephone:** [REDACTED]  
**Email applications:** [REDACTED]  
 If you are unable to apply via email, please contact Statewide Recruitment Services on [REDACTED]

**Deliver application:** Hand delivered applications will not be accepted

### About our organisation

Queensland Health's purpose is to provide safe, sustainable, efficient, quality and responsive health services for all Queenslanders. Our behaviour is guided by Queensland Health's commitment to high levels of ethics and integrity and the following **five core values**:

- **Caring for People:** We will show due regard for the contribution and diversity of all staff and treat all patients and consumers, carers and their families with professionalism and respect.
- **Leadership:** We will exercise leadership in the delivery of health services and in the broader health system by communicating vision, aligning strategy with delivering outcomes, taking responsibility, supporting appropriate governance and demonstrating commitment and consideration for people.
- **Partnership:** Working collaboratively and respectfully with other service providers and partners is fundamental to our success.
- **Accountability, efficiency and effectiveness:** We will measure and communicate our performance to the community and governments. We will use this information to inform ways to improve our services and manage public resources effectively, efficiently and economically.
- **Innovation:** We value creativity. We are open to new ideas and different approaches and seek to continually improve our services through our contributions to, and support of, evidence, innovation and research.

### Purpose

- Provide an evidence based and contemporary clinical nursing service within a designated unit via operational management, leadership and the coordination of knowledge, skills and resources.
- The Nurse Unit Manager is a Registered Nurse who is an expert practitioner in a specific area of practice. The Nurse Unit Manager is accountable for the planning, coordination, implementation and evaluation of high standards of consumer care in the ward/unit.
- The Nurse Unit Manager in collaboration with the Nursing Director manages the delivery of safe, high quality, cost effective care.

To find out more about Queensland Health, visit [www.health.qld.gov.au](http://www.health.qld.gov.au)

### Your key responsibilities

- Fulfil the responsibilities of this role in accordance with Queensland Health's core values, as outlined above.
- Staffing and budget responsibilities:
  - This position supervises: Clinical Nurses, Registered Nurses, Enrolled Nurses, nursing undergraduates, visiting nurses and other delegated nursing staff within the Medium Secure Unit
  - Financial accountability for the nursing stream within the unit including the management of all nursing rosters for the unit
  - Operational and administrative staff liaise with the Nurse Unit Manager on daily operational issues
  - The Nurse Unit Manager reports to the Nursing Director.
- Expert knowledge and skills in mental health nursing including in the specialty area of the designated clinical unit of Medium Secure.
- Integrates key objectives from the Strategic Plan into service delivery for the clinical unit through the development unit specific plans in consultation with the Nursing Director.
- Coordinates, formulates and directs evidence based policies relating to the provision of nursing care by integrating consumer care across the continuum of care.
- Supports the strategies for a work based culture that promotes and supports education, learning, research and workforce development by providing training and development opportunities for staff.
- Integrates and prioritises the strategic direction of the service using a quality framework.
- Lead and manage in a multi disciplinary environment utilising the principles of contemporary human, material and financial resource management, incorporating change management principles.
- Achieve optimal consumer outcomes by ensuring that the model of care reflects contemporary practice.
- Coordinate the delivery advanced nursing practice in accordance with legislation and relevant standards of nursing practice, code of ethics for nurses and code of conduct.
- Deputise for the Nursing Director as required.
- Manage human resources according to HRM framework, including rostering, leave planning, team building, change management, recruitment, education, performance management and counselling.
- Act in accordance and ensure compliance with workplace health and safety, equal employment opportunity and anti-discrimination requirements.

### Qualifications/Professional registration/Other requirements

- 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.
- Relevant clinical experience an advantage.
- The successful completion of, or the ability to complete, the Qld Health sponsored Aggressive Behaviour Management (ABM) Course on appointment is mandatory.
- Expectation to be involved in and participate in Clinical Supervision.
- Post Graduate qualifications and experience in the forensic mental health field are also highly desirable.

### Are you the right person for the job?

You will be assessed on your ability to demonstrate the following key attributes. Within the context of the responsibilities described above, the ideal applicant will be someone who can demonstrate the following:

- *Specialist Knowledge* - Demonstrated specialist knowledge of mental health service associated with the management of complex consumer care in a Medium Secure environment.

To find out more about Queensland Health, visit [www.health.qld.gov.au](http://www.health.qld.gov.au)

- *Consumer Focus* - Delivers and sets standards for high levels of consumer service, demonstrating a logical approach and remaining solutions focused when resolving issues for customers.
- *Staff Management* - Manages staff effectively by providing clear direction, support and respecting diversity, considering the impacts of actions and motivating the achievement of positive outcomes.
- *Operational Management* - Manages resources within designated controls to ensure highest levels of service delivery through the application of sound risk management and rostering practices.
- *Leadership* - Inspires staff and colleagues to participate in solutions that support organisational objectives and removes perceived obstacles to positive change.
- *Continuous Improvement* - Evaluates and assesses the effectiveness and efficiency of the operational environment through proactively reviewing and implementing processes and managing resources to support major objectives.
- *Continuous Learning* - Proactively develops self and others, supporting learning and sharing information with others.
- *Problem Solving* - Demonstrated ability to anticipate, identify and initiate or coordinate solutions to problems that are effective and appropriate with a systematic approach.
- Demonstrates honesty, integrity and respect for all consumers, carers and staff.

### How to apply

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

- **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 resume and contact the selection panel chair to discuss.
- **A short response (maximum 1–2 pages)** on how your experience, abilities, knowledge and personal qualities would enable you to achieve the key responsibilities and meet the key attributes.
- **Application form** (only required if not applying online).

### About West Moreton Hospital and Health Service

West Moreton Hospital and Health Service (WMHHS) comprises of four local government areas Scenic Rim Regional Council, Lockyer Valley Regional Council, Somerset Regional Council and Ipswich City Council.

Ipswich is the major city of the region. Esk, Laidley, Gatton, Boonah and Wacol are townships spread throughout the service area.

The WMHHS services a population of approximately 249,000 people. The region's demographics are diverse and include metropolitan and small rural community settings.

The service has a major teaching role, providing both undergraduate and postgraduate clinical experience for members of the multidisciplinary healthcare team. The service currently employs over 2 600 staff.

WMHHS is home to one medium sized hospital, Ipswich Hospital, four rural facilities, Boonah Rural Health Service (RHS), Esk RHS, Gatton RHS, and Laidley RHS.

Based at Gailes are The Brisbane Youth Detention Centre Health Service and The Park-Centre for Mental Health, Treatment, Research and Education which also hosts the state-wide service of Queensland Centre for Mental Health Learning and Queensland Centre for Mental Health Research.

Wacol Women's Correctional Offender Health Service (including Helana Jones at Albion), Wolston Correctional Offender Health Service, Brisbane Correctional Offender Health Service became apart of West Moreton Hospital and Health Service on 1 July 2012 as part of the state-wide health reform.

Community Health Services operate from both the Ipswich Health Plaza and Goodna Community Health Centre and provides an outreach service to the rural area.

To find out more about Queensland Health, visit [www.health.qld.gov.au](http://www.health.qld.gov.au)

## EXHIBIT 38

WMS.6006.0002.54995

Oral Health services are provided in 18 fixed clinics and 12 mobile dental clinics across the region, coordinated to provide comprehensive adult and school based services. The main oral health clinic is the Ipswich Community Dental Clinic based in the Limestone Street Centre.

By 2031 it is projected that the WMHHS population will more than double to approximately 580,000, making the Hospital and Health Service the fastest growing in the state.

Additional information on the District is available on QHEPS site via [www.health.qld.gov.au](http://www.health.qld.gov.au)

### **Unit**

The Park – Centre for Mental Health has a Model of Service Delivery which embraces the principles of Recovery, Consumer and Carer Involvement, Consumer Centred Service Delivery, Evidence Based Practice, Outcome Based Services, Managing Risks, Accommodation and Practices that reflect Community Living, Services as Partners in a Network of Mental Health Services and Skilled Staff.

The Park –Centre for Mental Health is the State's major Forensic Mental Health Centre. Presently it comprises Supra District services of:

Extended Treatment and Rehabilitation/ Dual Diagnosis Clinical Program (45 beds)

Medium Secure Clinical Program (34 beds)

High Security Clinical Program (70 beds)

Adolescent Unit (15 beds)

### **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, unless otherwise exempt. Please refer to the Information Package for Applicants for details of employment screening and other employment requirements.

### **Health professional roles involving 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 professional 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 find out whether or not your work unit is eligible for the Public Hospital Fringe Benefits Tax (FBT) Exemption Cap please refer to the Salary Packaging Information Booklet for Queensland Health employees available from the Queensland Health Salary Packaging Bureau Service Provider - RemServ at <http://www.remserv.com.au>. For further queries regarding salary packaging RemServ's Customer Care Centre may be contacted via telephone on 1300 30 40 10.

### **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 Queensland Health may be required to undertake a period of probation appropriate to the appointment. For further information, refer to Probation HR Policy B2 <http://www.health.qld.gov.au/qhpolicy/docs/pol/gh-pol-197.pdf>.

To find out more about Queensland Health, visit [www.health.qld.gov.au](http://www.health.qld.gov.au)

**"VC-3"**

Job Ad Ref: H07WM298  
 Closing Date: Monday, 11 September 2007  
 Status: Permanent full time

## WEST MORETON SOUTH BURNETT HEALTH SERVICE DISTRICT ROLE DESCRIPTION

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<b>POSITION TITLE:</b>	Clinical Nurse (Community Liaison)
<b>DIVISION/BRANCH/SECTION:</b>	Barrett Adolescent Unit, The Park: Centre for Mental Health, Treatment, Research and Education
<b>LOCATION:</b>	West Moreton South Burnett District Health Service
<b>CLASSIFICATION LEVEL:</b>	NO2
<b>SALARY LEVEL:</b>	\$60 945 - \$65 289 p.a.
<b>POSITION NUMBER:</b>	026615
<b>AWARD:</b>	Nurses (Queensland Health) Certified Agreement 2006
<b>DATE OF REVIEW:</b>	August 2007

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### PURPOSE OF POSITION

The Clinical Nurse – Community Liaison is a Registered Nurse who is an advanced mental health clinical practitioner. This position operates collaboratively within the multidisciplinary team which provides an Integrated Treatment and Rehabilitation program. The position is accountable for the coordination, delivery and evaluation of the continuity of care service offered to all consumers referred and treated at the Centre. The position provides clinical liaison to the state-wide Child and Youth Mental Health Services, acute adolescent inpatient units and other referring agencies. The successful applicant is required to have demonstrated advanced mental health skills in the assessment and treatment of adolescents with mental health problems.

### ORGANISATIONAL ENVIRONMENT

The West Moreton South Burnett Health Service District is responsible for the provision of health services to the community and is committed to achieving continuous quality improvement in client service within a Quality Management Framework.

The District covers approximately 19,460km<sup>2</sup> to the West of Brisbane and extends from the New South Wales border to the town of Proston to the North. In 2001, the population of WMSB HSD was 200,558. This has grown to 218,172 in 2006, and is projected to increase to 240,875 in 2011. Throughout this time, the population of West Moreton South Burnett Health Service District has remained constant at approximately 5.5% of the total Queensland population.

The West Moreton South Burnett Health Service District provides services to the communities of Boonah, Cherbourg, Esk, Ipswich, Kingaroy, Laidley, Murgon, Nanango and Wondai.

The Park- Centre for Mental Health is a tertiary mental health facility. Ipswich Hospital is the main acute facility. Community Health services are provided across the district

The Park – Centre for Mental Health has a Model of Service Delivery which embraces the principles of Recovery, Consumer and Carer Involvement, Consumer Centered Service Delivery, Evidence Based Practice, Outcome Based Services, Managing Risks, Accommodation and Practices that reflect Community Living, Services as Partners in a Network of Mental Health Services and Skilled Staff.

The Park comprises of supra District services that include Extended Treatment and Rehabilitation Clinical Program, Extended Secure Clinical Program and Dual Diagnosis Clinical Program. These supra District oriented services are provided to clients of the Logan/Beaudesert, West Moreton, Princess Alexandra Hospital and Bayside Health Districts. Each of the programs is integrated into the District Mental Health Service thus creating a seamless service. Using a similar premise, the Extended Secure Clinical Program is also the tertiary service of the Gold Coast District Mental Health Service. The Adolescent (Rehabilitation)

Clinical Program provides services to all Health Districts in Queensland. The High Security Clinical Program offers in-patient mental health services in a high security environment for Health Districts south of Mackay

### **REPORTING RELATIONSHIP**

This position reports professionally and operationally to the Nurse Unit Manager of the Barrett Adolescent Centre.

### **EDUCATIONAL QUALIFICATIONS**

Eligible for registration with the Queensland Nursing Council as a Registered Nurse and possesses a current practicing certificate.

### **POSITION REQUIREMENTS (WORKPLACE BEHAVIOURS, DUTIES AND RESPONSIBILITIES ASSOCIATED WITH THE POSITION)**

Queensland Health is committed to achieving its mission of promoting a healthier Queensland and our vision to be leaders in health – partners for life. We recognise that Queenslanders trust us to act in their interest at all times. To fulfill our mission and sustain this trust we share four core values of: quality and recognition: professionalism: teamwork: and performance accountability. In addition we will be successful in promoting a healthier Queensland through the following five strategic intents: healthier staff: healthier partnerships: healthier people and communities: healthier hospitals and healthier resources. The primary duties and assessment criteria outlined in the job description reflect the commitment to our mission, vision, values and strategic intents which are required by this position.

#### **Duties and Responsibilities**

- Develops, maintains links and works with other health service providers in an integrated and coordinated way to ensure care for those individuals referred to the Centre is delivered in a timely, safe and appropriate manner. Duties include the organization of all referrals, Assessment Interviews and admissions to the Centre. Regularly liaising with the referring agency for those patients on the admission waiting list and arranging appointments for Intensive Case Work-ups.
- Accountable for undertaking and coordinating advanced holistic patient care needs within a multidisciplinary service. This includes the development of admission care plans in collaboration with the Psychiatry Registrar. Performs the role of Case Coordinator.
- Ensure effective record keeping for patients, including referrals and waiting list data, to required standards.
- Monitor clinical staff capabilities and act in the role of preceptor and mentor to beginning practitioners to develop their potential.
- Adhere to relevant standards and frameworks to ensure standards of care are met. Recognition of and implementation of actions to prevent unsafe work practice.
- Manage resources as required and supporting day-to-day changes.
- Act as a resource for expert clinical care needs. Conduct formal and informal education for staff.
- Actively identifies areas for improvement, planning and acting to resolve issues with an awareness of community needs.
- Provide ethical decision making in the achievement of organisational goals.
- Comply with the requirements of workplace health and safety, equal employment opportunity and anti-discrimination practices and behaviour in the work environment.
- All relevant health professionals (including registered nurses and medical officers) who in the course of their duties formulate a reasonable suspicion that a child or young person has been abused or neglected in their home/community environment, have a legislative and duty of care obligation to immediately report such concerns to the Department of Child Safety. 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.

**Workplace Behaviours**

Clinical Expertise	Advanced clinical skills in the area of mental health nursing and proactively manages own continuous learning and development.
Team Focus	Builds and maintains strong relationships, open communication and a positive environment within a multidisciplinary team, actively contributing to the learning and development of others.
Continuous Improvement	Demonstrates a strong understanding of the relevant standards and processes and actively identifies areas for improvement, planning and acting to resolve issues with an awareness of community needs.
Patient Focus	Builds good rapport with patients and effectively prioritises and plans own time to deliver a flexible and holistic patient care service within designated timeframes.
Work Values	Demonstrates honesty, integrity and respect for all patients, carers and staff.

**MANDATORY**

Eligible for registration with the Queensland Nursing Council as a Registered Nurse and possesses a current practicing certificate.

A criminal history check may be conducted on the recommended person for this job.

Please note that as per Queensland Health policy, it is mandatory that you have been vaccinated against Hepatitis B or have commenced a course of vaccination. You must provide documentary evidence of this vaccination prior to commencement of your employment.

'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.'

**ASSESSMENT CRITERIA**

Applicants should submit a covering letter, a resume and written responses to the assessment criteria (Application Screen attached).

Short listing and selection will be based upon these assessment criteria.

1. Clinical Expertise
2. Team Focus
3. Continuous Improvement
4. Patient Focus
5. Work Values

*For further enquiries please contact Peter Howard on*



How do I submit my application?	
<b>Online:</b>	Visit <a href="http://www.health.qld.gov.au/workforus">www.health.qld.gov.au/workforus</a> to search for your preferred job and APPLY ONLINE from there.
<b>Postal:</b>	Human Resource Management Recruitment Services PO Box 73 Ipswich Q 4305
<b>Street:</b>	Ipswich Hospital Tower Block Chelmsford Avenue IPSWICH Q 4305
<b>Need assistance:</b>	<ul style="list-style-type: none"> <li>• Read the Applicant Information Kit</li> <li>• Contact Recruitment Services on [REDACTED] or</li> <li>• Voice Mail on (07) [REDACTED]</li> </ul>

Role Description	o Approved	.....	Dated: .....
		Supervisor	

### ADDITIONAL FACTORS

The Park- Centre for Mental Health supports and expects interdisciplinary teamwork. An interdisciplinary emergency response process is in place. All clinical staff are expected to participate.

This position may be subject to pre-employment history checks including a working with children suitability check (Blue Card), criminal history, identity or previous discipline history checks for the preferred applicant.

The West Moreton South Burnett Health Service District is an equal opportunity employer and adopts a no smoking policy in all Health Service buildings.

### Hepatitis B Vaccination

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 8<sup>th</sup> edition and the Queensland Health Infection Control Guidelines.

Hepatitis B immunisation is a condition of employment for Health Care Workers in Queensland Health who have direct patient contact (eg. Medical officers, nurses and allied health staff), as well as those staff who, in the course of their work, may be exposed to blood or body fluids, for example by exposure to contaminated sharps e.g. (but not confined to) plumbers.

Proof of vaccination must be provided to the Human Resource Management Department upon acceptance of appointment. Proof of vaccination can be provided via a letter from a general practitioner, infection control or occupational health department.

### Probation Requirements

All new permanent employees to Queensland Health will be required to undertake a period of probation upon commencement of duty. This period will be 6 months in length with a possible 3 month extension if performance objectives are not met.

**No Smoking Policy**

The Queensland Government "NO Smoking Policy" prohibits the smoking of cigarettes within all Queensland Government buildings, corridors, passageway, walkways and balconies. Smoking is also prohibited immediately outside external entrances to buildings and within government owned motor vehicles. Smoking is only permitted in designated areas.



**Queensland Government**  
Queensland Health

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### Application Screen: Clinical Nurse

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This Application Screen is included as the first stage of the selection process. **All applicants must complete this form (and attach to application).**

Name: .....

Job Ad Reference (JAR): H07WM298

1. In relation to the **Clinical Expertise** Assessment Criterion, please address the following questions in no more than **200 words** for each section.
  - (a) Please outline your knowledge and skills in the area of Mental State Examination.
  - (b) An important role of the Clinical Nurse – Community Liaison is to assess the need of the adolescent patient to access longer term (non-acute) psychiatric care. What would you consider to be key indicators for admission?
2. In relation to the **Team Focus** Assessment Criterion, please address the following questions in no more than **150 words** for each section.
  - (a) What qualities do you believe contribute to your success as a Clinical Nurse within a multidisciplinary team?
  - (b) Please give me an example of a time in your current or most recent position when you have displayed these qualities in a team environment?
3. In relation to the **Continuous Improvement** Assessment Criterion, please address the following questions in no more than **150 words** for each section.
  - (a) Please provide an example of how you have implemented improved service delivery.
  - (b) How did you evaluate the effectiveness and efficiency of your approach & what were the key steps?
4. In relation to the **Patient Focus** Assessment Criterion, please address the following questions in no more than **150 words** for each section.
  - (a) Please tell about the qualities you utilise to effectively engage with patients when they first present on admission to your service?
  - (b) Please provide an example of how you have demonstrated these qualities?
5. In relation to the **Work Values** Assessment Criterion, please address the following questions in no more than **150 words** for each section.
  - (a) If you were expected or asked to do something you did not feel was right, what would you do?
  - (b) Please explain why this would be a good decision?

**“VC-4”**

**From:** Kerry Ward  
**Sent:** 21 Oct 2009 08:41:48 +1000  
**To:** Vanessa Clayworth  
**Subject:** User Group Nomination

Hello Vanessa

My name is Kerry Ward, Program Support Officer for the Pre-Commissioning Project Team involved in operationalising the Bayside Adolescent Unit at Redlands Hospital.

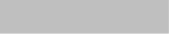
Trevor Sadler has nominated you as a participant for the User Group meetings once they're up and running for this project.

This email serves as a courtesy, just checking that I have the correct email address for you.

Would you be so kind to reply to this email, confirming that I have the correct details for you.

Thank you for your assistance regarding this matter.

Yours sincerely

Kerry Ward  
Program Support Officer  
MH Pre-Commissioning Project  


## "VC-5"

**Metro South Health Service District**  
**Proposed Adolescent Unit at Weippen Street,**  
**Redlands**  
**Project no 51426**



**Project Services**

Queensland Government

A business unit of the  
Department of Public Works

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**MINUTES. USER GROUP MEETING No 1 (PD stage)**


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Date / time: **12<sup>th</sup> November 2009 1:30pm – 3pm**  
 Location: **Redland Hospital Mental Health Demountable**

**Attendees**

Risto Ala-Outinen (RA)	Nurse Unit Manager Barrett Adolescent Centre	
Terry Carter (TC) - Chair	Project Manager Project Services	
Angela Clarke (AC)	Speech Pathologist Barrett Adolescent Centre	
Vanessa Clayworth (VC)	Registered Nurse Barrett Adolescent Centre	
Sue Daniel (SD)	Clinical Nurse/ Community Liaison Barrett Adolescent Centre	
Anne Garton (AG)	Consumer Consultant, Pre- commissioning Team, QH	
Michelle Giles (MG)	A/Manager	
Stuart Hill (SHill)	Queensland Information Division, Brisbane South Cluster	
Kim Hoang (KH)	Occupational Therapist, Barrett Adolescent Centre	
Sharon Holterman (SH)	Project Officer, Pre- commissioning Team, QH	
Ian Janke (IJ)	Change/HR, Pre- commissioning team, QH	
Dean Luton (DL)	Snr Architect Project Services	
Penny MacGregor (PM)	Clinical Nurse, Barrett Adolescent Centre	
Francis Maher (FM)	Manager, Pre- commissioning team, QH	

Steve Marriott (SM)	Teacher Barrett Adolescent Centre	
Bevelle Millar (BM)	Asst. Food Service Manager, Redlands Hospital	
Karen Riedy (KRiedy)	Architect Project Services	
Kev Rogers (KR)	Principal, Barrett Adolescent Centre	
Trevor Sadler (TS)	Director, Barrett Adolescent Centre	
Debra Samuels (DS)	A/Manager Operational Support	
Marisa Stewart (MS)	Community Consultation, Pre- Commissioning team, QH	

### Apologies

Judi Krause			
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**Distribution:** TC, TS, MG, Pre-commissioning team.

Item no.	Record of Discussion	Action by
<b>1.1</b>	<b>SITE</b>	
1.1.1	TC described the site location and a site plan showing the entire hospital ground was distributed. It was agreed that the site had not been purchased just for the Metal Health program and the hospital had plans to extend other buildings into the site including a multi-storey car park.	<b>Note</b>
<b>5.2</b>	<b>MEETINGS</b>	
5.2.1	The UGM's will held every two weeks. It was agreed that minutes would be taken by DL and distributed to: The pre-commissioning team, TS, MG and TC. TC distributed copies of the program and DL agreed to attach a copy to the minutes.	<b>DL</b>
<b>5.3</b>	<b>PROCESSES</b>	
5.3.1	TC explained that a Project Development Proposal (PDP) is what will be produced at the end of the first stage. An example from a previous project was tabled. The PDP and other proposals would require approval from Dr. David Thiele. TS explained that the Model of Service Delivery (MOSD) has been approved. He gave a brief explanation of how this works and how the centre would function. TC explained that the design must comply with the Australian Health Facility Guidelines where applicable and that any deviation from this would have to be justified. It is expected that the design of the centre would allow for some future expansion. The nature and extent of this would be discussed in later meetings.	<b>Note</b>
<b>5.4</b>	<b>PLANNING</b>	
5.4.1	<b>Concept plan to date</b> KRiedy explained the concept plan that was developed in the earlier stage of the project.	<b>Note</b>
5.4.2	<b>Location of the school</b> KR suggested that the school should be closer to the day-activity areas and that it may be worthwhile to share spaces for different tasks where possible.	<b>Note</b>
5.4.3	<b>The gym</b> It was agreed that a gym space should be included in the project if possible although it may be given another name and be in a shared space. The activities expected to be conducted in this space would need to be possible at night and in wet weather.	<b>Note</b>
5.4.4	<b>Finance approved for use by the Barrett Centre School for building</b> KR advised that \$250,000 had been approved for a building at the Barrett Centre school. This money would be made available if there was a building constructed on the site by the end of 2010. It was discussed whether this might represent a possible benefit for the Redland ETU.	<b>Note</b>
5.4.5	<b>Food Sevices</b> The issue of food delivery was discussed. The number of meals and	<b>Note</b>

Item no.	Record of Discussion	Action by
	method of delivery will be explored in greater detail at future meetings. The hospital catering service will assess its capacity to cater for the new centre. It was noted that parents of residents are likely to have meals while visiting the centre as part of family therapy.	
5.4.6	<b>Communications and Duress</b> It was agreed that the duress system is of critical importance and its operation will need to be discussed in detail. SHill suggested that a conduit for communications services be constructed along with the service road currently shown on the site plan.	<b>Note</b>
5.5	<b>NEXT MEETING</b>	
5.5.1	<b>Next meeting Thursday 26th November at the Barrett Centre at The Park in Wacol. Time to be confirmed</b>	<b>Note</b>



"VC-6"

**West Moreton Hospital and Health Service  
FAST FACTS 1**

# Barrett Adolescent Centre

This is the first in a series of Fast Facts newsletters that will be developed on a regular basis for consumers, families, staff and other child and youth mental health services in Queensland. If you have any questions you would like answered please email [REDACTED]

Kind regards  
Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

**Is Barrett Adolescent Centre closing?**

No final decision about Barrett Adolescent Centre (BAC) has been made. Adolescents requiring longer term mental health care will continue to receive the care that is most appropriate for them.

**What is happening?**

We are investigating alternative models of care to determine if there are better treatment options for young people in Queensland.

**Why is this happening?**

We want to ensure adolescents receive the best possible care that is evidence-based and where possible, closer to their home. The BAC buildings are no longer able to support contemporary models of care for young people requiring longer term mental health treatment and rehabilitation.

The Park – Centre for Mental Health will continue to expand its capacity as a high secure forensic adult mental health facility. There are concerns that the Park is not a suitable environment for adolescents.

**What's happening to current Barrett Adolescent Centre consumers?**

All patients currently receiving care will continue to receive care in accordance with their treatment needs. Consumers and their families will be kept up-to-date on this work.

**Is this about budget cuts?**

This is not about cost cutting. All funding for services provided by BAC will continue well into the future. This is also not about cutting beds or ceasing longer term mental health care for adolescents in Queensland. This is about delivering contemporary models of care for young mental health consumers in an environment that is safe for them and where possible closer to their homes.

Date: Friday, 30 November 2012



**What is the expert clinical reference group?**

The expert clinical reference group consists of a multidisciplinary group who are experts in the field of adolescent mental health. The members have expertise in psychiatry, nursing, allied health and education. An independent clinical expert from interstate will also be selected to join the group.

**What's the role of the expert clinical reference group?**

The expert clinical reference group's task is to recommend a statewide model of care for adolescents requiring longer term mental health care.

**What will the model of care look like ?**

The final model of care will be based on state and national mental health frameworks and will be evidence-based. Most importantly this model of care must be sustainable and align with statewide and national service planning frameworks and funding models.


**When will a decision be made?**

A decision about Barrett Adolescent Centre will only be made once all recommendations from the clinical expert reference group have been considered.

**How will I be kept informed ?**

You will receive updates, such as this one on a regular basis. We understand the importance of communicating with stakeholders.

**Can I have input into this process?**

Yes, you can forward your comments to 

## West Moreton Hospital and Health Service FAST FACTS 2

# Barrett Adolescent Centre

This is our second Fast Facts newsletter which is designed to keep you better informed about Barrett Adolescent Centre. If you would like more information or have queries, please email

Kind regards  
Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

### **Has the expert clinical reference group been formed?**

Yes, there are 11 members of this group from across Queensland and interstate, all of whom are experts in adolescent mental health. The members of the group have expertise in psychiatry, nursing, allied health and education.

### **Has the clinical expert reference group met?**

Yes, the expert clinical reference group held its first meeting on 7 December 2012.

### **Has the clinical expert reference group made any decisions about the future of Barrett Adolescent Centre?**

No. This was only the first meeting, so no recommendations or decisions have yet been made regarding Barrett Adolescent Centre.

However, the expert clinical reference group has committed to investigating options for a statewide model of care for adolescents requiring longer term mental health care. The group will provide recommendations to the Barrett Adolescent Centre Planning Group and the final model will be based on state and national mental health frameworks. The group meets again in early January 2013.

### **Is a public private partnership being considered?**

All options for a statewide model of care will be investigated by the expert clinical reference group. This may include partnerships with non-government organisations.

### **Is it true that Barrett Adolescent Centre will close regardless of the recommendations by the clinical expert reference group?**

No final decision on Barrett Adolescent Centre has been made. What we are doing is investigating whether there are other models of care that can better meet the needs of Queensland adolescents who require longer term mental health treatment.

Date: Tuesday, 11 December 2012



**When will a decision be made?**

A decision about Barrett Adolescent Centre will not be made until all recommendations from the clinical expert reference group have been considered.


**What's happening with the current patients at Barrett Adolescent Centre?**

The centre's current patients and adolescents requiring longer term mental health care will continue to receive the care that is most appropriate for them.

**Is it true that Barrett Adolescent Centre will not reopen after Christmas?**

No, all current patients will return to the centre for the treatment they require after their Christmas break.

**How can I have my say?**

Please forward your comments to 

## West Moreton Hospital and Health Service FAST FACTS 3

# Barrett Adolescent Centre

Welcome to our first update on the Barrett Adolescent Centre for 2013. I hope you all enjoyed a happy and safe festive season. We will continue to provide you with this newsletter to ensure you are kept informed about Barrett Adolescent Centre. If you would like more information or have queries, please email [redacted]

Kind regards

Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

### **What has the expert clinical reference group been doing ?**

The expert clinical reference group has now met three times and will continue to meet on a fortnightly basis, with a number of tasks being worked on outside of meeting times. The group is preparing an analysis of adolescent mental health care requirements across the State. This will help the group determine best practice models of care for adolescent mental health needs for the future. This analysis will also identify gaps in current service delivery.

### **Has the expert clinical reference group made any recommendations about the future of Barrett Adolescent Centre?**

No. Recommendations will not be made until after the group has considered the analysis of needs and requirements, as well as all possible options for a statewide model of care for adolescents requiring longer term mental health care.

### **How can I be sure that this decision will not be rushed?**

We don't want to rush this. We want to get this right. That's why we will not make any decisions until after a thorough investigation of models of care. Before any decision is made, we want to determine if there is a better way we can meet the needs of Queensland adolescents who require longer term mental health care. All options for statewide models of care will be investigated by the expert clinical reference group. This may include partnerships with non-government organisations.

### **There's been plenty of talk about budget cuts. Is this just another budget cut ?**

No, this is not about cost cutting. This is also not about cutting beds or ceasing longer term mental health care for adolescents in Queensland. This is about delivering contemporary models of care for young mental health consumers in an environment that is safe for them and in an environment that is as close as possible to their homes.

### **What's happening with the care for current consumers at Barrett Adolescent Centre?**

The centre's current consumers will continue to receive the care that is most appropriate for them.

### **How can I have my say?**

Please forward your comments to [redacted]

Date: Friday, 1 February 2013



## West Moreton Hospital and Health Service FAST FACTS 4

# Barrett Adolescent Centre

Welcome to our second update on the Barrett Adolescent Centre for 2013. We hope this newsletter helps keep you informed about Barrett Adolescent Centre. If you would like more information or have queries, please email [REDACTED]

Kind regards  
Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

### **What has the expert clinical reference group been doing?**

The expert clinical reference group has now met six times. The group is finalising an analysis of adolescent mental health care requirements across the State. This will help the group determine best practice models of care for adolescent mental health needs for the future and identify gaps in current service delivery.

### **What's next for the expert clinical reference group?**

Once the analysis of adolescent mental health care requirements is complete, the expert clinical reference group will begin to workshop ideas for appropriate models of care.

### **Have there been any changes to membership of the expert clinical reference group?**

Consumer and carer representatives have been invited to join the expert clinical reference group and will work with the remainder of the expert clinical reference group to determine a preferred model of care.

### **Have any recommendations about the future of Barrett Adolescent Centre been made?**

No. No decisions will be made until all options for statewide model of care have been investigated by the expert clinical reference group.

### **When will a decision be made?**

No decision will be made until after the expert clinical reference group has made its recommendation on the best model of care for Queensland's adolescents who require longer term mental health treatment.

### **When is it likely the expert clinical reference group will determine a preferred model?**

The expert clinical reference group is aiming to present its preferred model to the overarching Planning Group and West Moreton Hospital and Health Service in late April 2013.

### **Are young people going to miss out?**

No. We want to make sure young mental health consumers receive the right treatment in the right place, at the right time. The centre's current patients and adolescents requiring longer term mental health care continue to receive the care that is most appropriate for them.

### **How can I have my say?**

Please forward your comments to [REDACTED]

Date: Monday, 4 March 2013



## West Moreton Hospital and Health Service FAST FACTS 5

# Barrett Adolescent Centre

Welcome to our next update on the Barrett Adolescent Centre for 2013. We hope this newsletter helps keep you informed about Barrett Adolescent Centre. If you would like more information or have queries, please email [redacted]

Kind regards  
Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

### **What has the expert clinical reference group been doing?**

The expert clinical reference group met for the last time on 24 April 2013, and has now submitted their seven recommendations to the overarching Planning Group. These recommendations identify the key components and considerations for how Queensland can best meet the mental health needs of adolescents requiring longer term care. These recommendations will now be considered by the West Moreton Hospital and Health Board, and other key stakeholders.

### **Have any recommendations been made about the future of Barrett Adolescent Centre?**

No decision will be made about Barrett Adolescent Centre until all the recommendations of the expert clinical reference group have been carefully considered.

### **When is it likely that a preferred model will be identified?**

It is appreciated that a decision is needed as soon as possible. In the meantime, we will continue with regular updates and aim to address your queries in a timely way.

### **Are young people going to miss out?**

No. We want to make sure young mental health consumers receive the right treatment in the right place, at the right time. The adolescents currently admitted to Barrett Adolescent Centre will continue to receive the highest quality care that is most appropriate for them. The care for these young people and their families will continue to be a priority for West Moreton Hospital and Health Service.

### **How can I have my say?**

Please forward your comments to [redacted]

Date: Tuesday, 21 May 2013



## West Moreton Hospital and Health Service FAST FACTS 6

# Barrett Adolescent Centre

Welcome to our next update on the Barrett Adolescent Centre for 2013. We hope this newsletter helps keep you informed about Barrett Adolescent Centre. To have your say or if you would like more information, please email [\[redacted\]](#)

Kind regards  
Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

### **Announcement about the way forward**

It was announced by the Honourable Lawrence Springborg, Minister for Health on 6 August, 2013 that adolescents requiring extended mental health treatment and rehabilitation will receive services through a new range of contemporary service options from early 2014. Young people receiving care from the Barrett Adolescent Centre (BAC) at that time will be supported to transition to other contemporary service options that best meet their individual needs. Children's Health Queensland will assume governance for any new service options that are implemented, as part of its statewide role in providing healthcare for Queensland's children.

### **Who has been consulted about the recommendations of the Expert Clinical Reference Group?**

The announcement came following careful consideration of the seven recommendations from the Expert Clinical Reference Group (ECRG), and further consultation with a range of stakeholders. West Moreton Hospital and Health Service have consulted in an ongoing way with the Minister for Health and Department of Health, the Queensland Mental Health Commissioner, the Department of Education Training and Employment, and Children's Health Queensland. These are some of the key stakeholders that will continue to support the next stage of implementation for statewide adolescent extended treatment and rehabilitation service options.

### **What is the next step?**

An implementation Steering Committee will convene for the first time on 26 August 2013, chaired by Children's Health Queensland. Membership will include a consumer representative, carer representative, senior multidisciplinary clinician representation of public child and youth mental health services across the State, non government organisation representation, and a representative from the Department of Health. Communication with stakeholders will continue to be a priority throughout this next phase of the strategy.

### **How can we get the best outcomes in the time frame we have?**

This strategy does not begin when the Steering Committee meets next week. A substantial amount of preparation and planning has been ongoing since the ECRG began work in December 2012. The seven ECRG recommendations will now provide a comprehensive foundation for the next phase of the strategy. This is about implementing the work already done by the ECRG, and focussing our efforts on the final stages of the strategy so we are ready to deliver new service options by early 2014.

### **What about the current consumers and staff of the Barrett Adolescent Centre?**

It remains a priority for West Moreton Hospital and Health Service to focus on providing support and information to the adolescents, their families and the staff of the BAC. There will be no gap to service provision for the young people currently receiving care from BAC.

Date: Friday, 23 August 2013





## West Moreton Hospital and Health Service FAST FACTS 7

# Barrett Adolescent Centre

Welcome to our next update on the Barrett Adolescent Centre for 2013. To have your say or if you would like more information, please email [REDACTED]

Kind regards  
Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

### Announcement about the way forward

It was announced by the Honourable Lawrence Springborg, Minister for Health on 6 August, 2013 that adolescents requiring extended mental health treatment and rehabilitation will receive services through a new range of contemporary service options from early 2014. Children's Health Queensland (CHQ) will assume governance for the new service options that are implemented, as part of its statewide role in providing healthcare for Queensland's children. The development and implementation of the new service options will be achieved through a statewide project auspiced by CHQ, using the earlier work and recommendations of the Barrett Adolescent Centre (BAC) Strategy Expert Clinical Reference Group.

### What has happened since the announcement?

An Implementation Steering Committee has been established within the statewide project and has met fortnightly since 26 August 2013. This Committee is chaired by CHQ. Invited membership includes a consumer representative, carer representative, senior multidisciplinary clinician representation of public child and youth mental health services across the State, non government organisation representation, and a representative from the Department of Health. Working groups will address the key issues of service model development and implementation, financial and workforce planning, and consumer and carer needs. A communication strategy is currently being developed by CHQ to ensure that all stakeholders are kept informed of progress within the project.

### What does this mean for the consumers, families and staff of Barrett Adolescent Centre?

It remains a priority for West Moreton Hospital and Health Service (WMHHS) to focus on providing safe clinical care for the adolescents of BAC. WMHHS will continue to consult with families about the care needs of and options for their child, and supporting BAC staff in the delivery of this care. While CHQ is responsible for the development of new service options for future adolescent mental health extended treatment and rehabilitation, WMHHS remains responsible for services delivered by BAC. This means that as long as BAC continues to deliver services, WMHHS will continue to have the responsibility of providing safe clinical care for the consumers of BAC, and will continue to be responsible for supporting our staff in the delivery of these services.

### Clinical Care at BAC

Dr Anne Brennan, a senior child and adolescent Psychiatrist, is currently acting in the role of Clinical Director at BAC. Dr Brennan is leading the multidisciplinary clinical team who are working with BAC consumers and their families to ensure that all young people are receiving safe and comprehensive care.

Date: Thursday, 26 September 2013



## West Moreton Hospital and Health Service FAST FACTS 7

### **How is education being considered?**

It is acknowledged education programs are important in the provision of care to the adolescents. The Department of Education Training and Employment continues to be consulted throughout the progression of the strategy. The Department of Education Training and Employment is committed to ensuring that effective and sound education models will be available for the adolescents both now and into the future.

### **Our commitment to communication and support**

We will continue to provide regular communication and updates to families with adolescents attending BAC, staff of BAC and other key stakeholders. This will be through a number of different strategies, but will include monthly fact sheets, and where appropriate, personal phone calls, meetings and emails. We have also provided BAC parents/carers with the option of receiving regular phone calls from our Consumer Advocate, who can provide additional support through the change process. CHQ are also preparing a range of strategies to provide information and support to all of our key stakeholders regarding the statewide project, and they are progressing options for engaging BAC parents/carers more directly in the development of the new service models.

Date: Thursday, 26 September 2013



## West Moreton Hospital and Health Service FAST FACTS 8

# Barrett Adolescent Centre

Welcome to our next update on the Barrett Adolescent Centre for 2013. We hope this newsletter helps keep you informed about Barrett Adolescent Centre. To have your say or if you would like more information, please email [\[redacted\]](#)

Kind regards  
Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

### Barrett Adolescent Centre Building

We continue to work toward the end of January 2014 to cease services from the Barrett Adolescent Centre (BAC) building. This is a flexible date that will be responsive to the needs of our consumer group and as previously stated, will depend on the availability of ongoing care options for each and every young person currently at BAC. The closure of the building is not the end of services for young people. WMHHS will ensure that all young people have alternative options in place before the closure of the BAC building.

### Clinical Care Transition Panels

A Clinical Care Transition Panel is being planned for each individual young person at Barrett, to review their individual care needs and support transition to alternative service options when they are available and when the time is right. The Panels will be chaired by Dr Anne Brennan, and will consist of a core group of Barrett clinicians and a Barrett school representative. Other key stakeholders (such as Housing, Child and Youth Mental Health outpatient services and non government service providers) will be invited to join the Panel as is appropriate to the particular needs of the individual consumer case that is being discussed at the time.

### Statewide Project Update: Service Options Implementation Working Group

The Service Options Implementation Working Group (of the Statewide Adolescent Extended Treatment and Rehabilitation Implementation Strategy) met for the first time on 1 October 2013. This half day forum was attended by a range of multi-disciplinary clinicians and service leaders from Child and Youth Mental Health Services from across Queensland (including Barrett), a carer representative and non government organisation representation. Feedback from the forum has suggested it was a very successful day. A second forum will be held within the next month. All current families and carers of Barrett have been emailed an invitation to provide written submissions on the development of the new service options moving forward (for the consideration of the working group).

### Acting Nurse Unit Manager

Mr Alex Bryce will be commencing as the Acting Nurse Unit Manager at Barrett from Monday 14 October 2013. This will allow Vanessa Clayworth to move into the Acting Clinical Nurse Consultant role, and directly support the clinical needs of the young people at Barrett and the progress of the Clinical Care Transition Panels.

### Communication with Department of Education, Training and Employment (DETE)

WMHHS continues to liaise directly with DETE on a regular basis, keeping them up-to-date with changes and plans regarding Barrett. DETE is committed to responding to the educational needs of each young person at Barrett, and will work with us on the Clinical Care Transition Panels.

Date: Thursday, 3 October 2013



## West Moreton Hospital and Health Service FAST FACTS 9

# Barrett Adolescent Centre

Welcome to our next update on the Barrett Adolescent Centre for 2013. We hope this newsletter helps keep you informed about Barrett Adolescent Centre (BAC). To have your say or if you would like more information, please email [\[redacted\]](#)

Kind regards  
Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

### Consultation is Ongoing

We have provided specific updates recently to other mental health service providers in Hospital and Health Services across the State, the Department of Communities Child Safety and Disability Services, and to the Commission for Children and Young People and Child Guardian. We have also met with our colleagues from the Department of Education Training and Employment, and continued to engage regularly with them through emails and phone calls as information comes to hand.

### Consultation with BAC Parents/Carers is a Priority

The West Moreton Hospital and Health Service remains committed to ongoing consultation and support of BAC parents/carers during this transition process. West Moreton clinicians and service leaders have met with parents/carers of the young people at BAC, to provide information and seek their input into the changes that are occurring. Our clinical team is in constant contact with the families of the consumers about their individual care. We have also continued to disseminate personal emails and phone calls to the parents and carers with any new information that comes to hand, and some parents/carers have also chosen to accept the offer of regular contact with the Consumer Advocate of Mental Health and Specialised Services.

It is extremely important to engage the families of adolescents at BAC in a considerate and meaningful way throughout the transition process, and West Moreton continues to respond to feedback from the parent and carer group about how we can best do that.

### Statewide Project Update

All current BAC parents and carers were invited by Lesley Dwyer, Chief Executive, West Moreton Hospital and Health Service to submit a written submission to the statewide project, expressing their views and experiences regarding the current and future service options in Queensland for adolescents requiring extended treatment and rehabilitation. One collective parent submission was received from several BAC parents/carers. The parents/carers who contributed to the submission have also been invited to meet with the Steering Committee of the Statewide Adolescent Extended Treatment and Rehabilitation Implementation Strategy on 4 November 2013 to present their submission.

### Service Options Implementation Working Group

Statewide members of this Working Group have been invited to consider fictional adolescent case scenarios over the last couple of weeks, and to identify service system gaps and barriers to providing comprehensive extended treatment and rehabilitation care at the local level. The responses to this task will further enhance our understanding of how the current service system meets the need and demand of adolescents requiring this type of care, in addition to the issues that require addressing.

Date: Monday, 4 November 2013



## West Moreton Hospital and Health Service FAST FACTS 10

# Barrett Adolescent Centre

Welcome to our next update on the Barrett Adolescent Centre for 2013. We hope this newsletter helps keep you informed about Barrett Adolescent Centre. To have your say or if you would like more information, please email [\[redacted\]](#)

Kind regards  
Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

### Visit by a Leading Child and Youth Mental Health Expert

We will be hosting a visit from a leading inter-state Child and Youth Mental Health expert on the 10 and 11 of December 2013. West Moreton HHS will be holding an information session for the parents and carers of current patients of Barrett Adolescent Centre (BAC), providing them with an opportunity to hear about mental health services for adolescents in Victoria. Further details of the session will be sent to parents and carers shortly. As part of the session, Children's Health Queensland (CHQ) HHS will also be present and will conduct focussed consultation on the future service models.

### Contact from Executive Director, Mental Health and Specialised Services (MH&SS)

Over the last week Sharon Kelly, Executive Director, MH&SS personally called each of the parents and carers of current consumers at BAC. This was an important process for directly updating everyone with recent information, and it was another valuable opportunity to hear about the experiences and needs of the current families of BAC so that we can incorporate feedback into our change process. These phone calls will be followed up with personalised letters to each of the parents and carers to provide a reflection on the discussions held.

### Transitional Service Options for 2014

Recent information received from CHQ HHS has indicated that some of the future service options will not be fully operational for possibly 12 months. Following through with our commitment to ensure there is no gap to service delivery, West Moreton HHS will work with other service partners to provide transitional services for current BAC consumers and other eligible adolescents while the future services are being finalised. We are planning day program and supported accommodation options, with enhanced community mental health service provision for adolescents with extended care needs. We will implement the programs in February 2014, which will also serve as a pilot for the future service options being developed by CHQ HHS. We will keep you informed of the progress of this work.

### BAC Holiday Program

In order to provide additional support for the adolescents of BAC over the coming school holidays, an activity-based program will be delivered across the December/January school break. West Moreton HHS will partner with a non-government service provider to develop and establish a program for current BAC adolescents. More detail will be provided directly to families and consumers over the next couple of weeks.

Date: Wednesday, 20 November 2013

## West Moreton Hospital and Health Service FAST FACTS 11

# Barrett Adolescent Centre

Welcome to our next update on the Barrett Adolescent Centre for 2013. We hope this newsletter helps keep you informed about Barrett Adolescent Centre. To have your say or if you would like more information, please email [REDACTED]

Kind regards  
Dr Leanne Geppert  
A/Executive Director, Mental Health & Specialised Services  
West Moreton Hospital and Health Service

### Visit by Dr Sandra Radovini, Leading Child and Youth Mental Health Expert

On 10 and 11 December 2013 the West Moreton Hospital and Health Service (HHS) hosted a visit from Dr Sandra Radovini a leading child and youth mental health expert from Victoria. Parents and carers of current Barrett Adolescent Centre (BAC) consumers were invited to meet with Dr Radovini to discuss how Victoria delivers services for adolescents with complex and multiple mental health needs. At this session, an update on the interim plan for transitional service options was presented by West Moreton HHS (see more details below). Additionally, Children's Health Queensland (CHQ) HHS presented an interactive session on elements of the proposed future model of care (this can be viewed on the new CHQ website below). During her visit, Dr Radovini also provided West Moreton HHS staff with a professional development session, and she presented at a child and youth mental health leaders professional networking dinner on the evening of 10 December 2013. Dr Radovini shared invaluable details about her experience of working in child and youth mental health services in Victoria, and it was a wonderful opportunity to learn how Victoria has established new adolescent mental health services.

### New website for CHQ HHS

A new website for Extended Treatment and Rehabilitation Services for Young People has been launched and can be accessed via: <http://www.health.qld.gov.au/rch/families/cymhs-extendedtreat.asp>

### Transitional Service Options for 2014

West Moreton HHS has received approval for Aftercare to be the non-government service provider for the transitional services planned to commence in February 2014. Aftercare has extensive experience in providing similar youth supported accommodation services in Cairns and Sydney, and we will work together to develop a service model around supported residential care as a pilot for the new services being developed at a statewide level. As previously advised, the transitional services will be delivered in partnership between West Moreton, CHQ, Aftercare and the Department of Health. The focus will be on recovery oriented treatment for young people with severe and persistent mental health problems. More information on the transitional services will be provided in early 2014.

### BAC Holiday Program

The BAC Holiday Program is delivered as a partnership between Aftercare and the BAC team, and officially commenced this week. We have received wonderful feedback about the activities of rock climbing, arts and crafts and drum beat, and have welcomed working in partnership with the Aftercare team to provide some additional opportunities for the young people of BAC. This program has been offered to current BAC consumers Mondays through to Thursdays for the December 2013/January 2014 holiday period. For more information about the holiday program please contact Laura Johnson via [REDACTED] or on [REDACTED]

Date: Friday, 20 December 2013





"VC-7"

## West Moreton Hospital and Health Service BAC STAFF COMMUNIQUE 1

# Barrett Adolescent Centre

Welcome to our first Barrett Adolescent Centre Staff Communiqué. I hope this communiqué helps keep you informed about what is happening and how it will impact on yourselves as staff at the BAC.

### Barrett Adolescent Centre Building

To provide certainty to both our current consumers and our staff, we continue to work toward the end of January 2014 to cease services from the Barrett Adolescent Centre (BAC) building. This is a flexible date that will be responsive to the needs of our consumer group and as previously stated, will depend on the availability of ongoing care options for each and every young person currently at BAC. The closure of the building is not the end of services for young people. WMHHS will ensure that all young people have alternative options in place before the closure of the BAC building.

### Clinical Care Transition Panels

Clinical Care Transition Panels have been planned for each individual young person at BAC, to review individual care needs and support transition to alternative service options when they are available. The Panels will be chaired by Dr Anne Brennan, and will consist of a core group of BAC clinicians and a BAC school representative. Other key stakeholders (HHS's, government departments and NGOs) will be invited to join the Panel as is appropriate to the particular needs of the individual consumer case that is being discussed at the time.

### Admissions to BAC

WMHHS is committed to safe and smooth transitions of care for each young person currently attending BAC. These transitions will occur in a manner and time frame that is specifically tailored to the clinical care needs of each individual young person. In order to meet this goal, there will be no more admissions to BAC services from this date forward. For adolescents currently on the waiting list, we will work closely with their referring service to identify their options for care.

### Statewide Adolescent Extended Treatment and Rehabilitation Implementation Strategy

The statewide project for the Adolescent Extended Treatment and Rehabilitation (SW AETR) Implementation Strategy has commenced under the governance of Children's Health Queensland, and the Steering Committee has met three times since 26 August 2013. As part of the statewide project, two Working Groups have been defined to deliver on various aspects of this initiative. Working Group one is the SW AETR Service Options Implementation Working Group, which will build on the work surrounding service models completed by the Expert Clinical Reference Group earlier this year. Working Group two will focus on the financial and staffing requirements of any future service options that are developed.

### SW ATER Service Options Implementation Working Group

The SW AETR Service Options Implementation Working Group met for the first time on 1 October 2013 for a half-day Forum. This Forum was attended by a range of multi-disciplinary clinicians and service leaders from Child and Youth Mental Health Services (CYMHS) across Queensland, a BAC staff member (Vanessa Clayworth), a carer representative, and non government organisation (NGO) representation. Feedback suggests that the Forum was a very successful and productive day. A second Forum will be held within the next month to further progress the work on service models. Families and carers have also been invited to provide written submissions on the development of the new service options moving forward for the consideration of this working group.

Date: Thursday, 3 October 2013

**Acting Nurse Unit Manager (NUM)**

Mr Alex Bryce will be commencing as the Acting NUM at BAC from Monday 14 October 2013. Alex is a senior nurse with extensive experience in nursing management. This will allow Vanessa Clayworth to move into the Acting CNC role, and directly support the clinical needs of the young people at BAC and the progress of the Clinical Care Transition Panels.

**HR**

Discussions have commenced with HR regarding processes, options and issues for yourselves. HR and Senior clinical staff will soon commence work with each of you individually to identify your individual employment options.

**Support available**

The Employee Assistance Service (EAS) is available for you to access at any time. This service is completely confidential and self referral. For more information on EAS please visit: <http://qheps.health.qld.gov.au/eap/html/WestMortHSD.htm>. Please also be reminded that your line managers are available to discuss any concerns or queries you may have.

**Communication to Families and Carers**

Fast Facts 8 will soon be going out to all BAC families, carers and staff to ensure they receive the most update information on what is happening with BAC.

**Communication with Department of Education, Training and Employment (DETE)**

WMHHS continues to liaise directly with DETE on a regular basis, keeping them up-to-date with changes and plans regarding BAC. DETE is committed to responding to the educational needs of each young person at BAC, and will work with us on the Clinical Care Transition Panels.

Kind regards

Sharon Kelly

Executive Director Mental Health & Specialised Services

West Moreton Hospital and Health Service



## West Moreton Hospital and Health Service BAC STAFF COMMUNIQUE 2

# Barrett Adolescent Centre

Welcome our second Barrett Adolescent Centre (BAC) Staff Communiqué. I hope this newsletter helps keep you informed about what is happening and how it will impact on yourselves as staff of the BAC.

### Consultation is Ongoing

We continue to engage regularly with our key stakeholders including the parents/carers and staff of BAC, and other service providers. We have also provided specific updates to our three Mental Health Clinical Clusters, the Department of Education Training and Employment, and the Commission for Children and Young People and Child Guardian.

Children's Health Queensland are also finalising their communication strategy for the Statewide Adolescent Extended Treatment and Rehabilitation Implementation Strategy, and will soon commence a range of strategies for providing information about the statewide project.

### Admissions to BAC

All Executive Directors and Clinical Directors of statewide mental health services in Queensland have been advised that there will be no further admissions to BAC services. This also means that no new referrals will be accepted to the waitlist. This is to ensure there is a safe, smooth and individually appropriate transition of care for each young person currently attending BAC.

In the interim Children's Health Queensland has continued to work with stakeholders from across the state to develop the future model of adolescent extended treatment and rehabilitation mental health services. Further information about these developments will be provided by Children's Health Queensland in the near future. Until then, Dr Stephen Stathis is available on [REDACTED] to discuss any clinical issues for future patients who may require extended mental health treatment and rehabilitation, and are unable to be managed within their current health service.

### Statewide Project Update

All current BAC parents and carers were invited by Lesley Dwyer, Chief Executive, West Moreton HHS to submit a written submission to the statewide project, expressing their views and experiences regarding the current and future service options in Queensland for adolescents requiring extended treatment and rehabilitation. One collective parent submission was received from several BAC parents/carers. The parents/carers who contributed to the submission have also been invited to meet with the Steering Committee of the Statewide Adolescent Extended Treatment and Rehabilitation Implementation Strategy on 4 November 2013 to present their submission.

### Financial and Workforce Planning Transition Working Group

The first meeting of this Working Group was convened on 22 October 2013. The focus of this group is to look at future statewide adolescent extended treatment and rehabilitation service options. West Moreton HHS was well represented at this meeting with both senior allied health and nursing representatives, in addition to workforce and finance representatives. With regard to the current workforce needs of BAC staff, this will continue to be a high priority for West Moreton HHS.

### Service Options Implementation Working Group

Statewide members of this Working Group have been invited to consider fictional adolescent case scenarios over the last couple of weeks, and to identify service system gaps and barriers to providing comprehensive extended treatment and rehabilitation care at the local level. The responses to this task will further enhance our understanding

Date: Monday, 4 November 2013

of how the current service system meets the need and demand of adolescents requiring this type of care, in addition to the issues that require addressing.

**HR Visit**

West Moreton HHS Human Resources have been on-site at BAC at various times across the last couple of weeks, to provide information and support to all interested staff about their future employment options. Discussions are also ongoing with line managers regarding your particular preferences and any ongoing queries or feedback you might have. Please let your line manager know if there are additional methods of support or types of information that you or your colleagues need.

Kind regards

Sharon Kelly

Executive Director Mental Health & Specialised Services

West Moreton Hospital and Health Service

West Moreton Hospital and Health Service  
**BAC STAFF COMMUNIQUE 3**

# Barrett Adolescent Centre

Welcome to our third Barrett Adolescent Centre (BAC) Staff Communiqué. I hope this newsletter helps keep you informed about what is happening and how it will impact on yourselves as staff of the BAC.

## BAC Holiday Program

West Moreton Hospital and Health Service (HHS) will be providing a holiday program at BAC across December 2013 and January 2014 for current BAC inpatients and day patients. The activity-based program will be delivered through a partnership model between BAC staff and a local Non-Government Service Provider, and will be delivered four days a week. The program is planned to commence with a gradual roll-out on Monday 16 December 2013 and is scheduled to finish on Thursday 23 January 2014; however these dates are flexible and will be based on the needs of the adolescents.

The BAC facility will be the primary site of the holiday program, and as relevant and safe, off-site visits will be arranged for various activities. Whilst the holiday program is occurring, the comprehensive work that is being progressed at an individual level for each BAC consumer to transition to their local Hospital and Health Services will continue as a priority. Once final approvals have been received, we will provide you with more details and engage staff, consumers and parents/carers in the planning for the program. If you have any questions at this point in time, please contact Laura Johnson via [redacted] or on [redacted].

## Visit by Dr Sandra Radovini, Leading Child and Youth Mental Health Expert

An information session for all West Moreton child and youth mental health staff will be held on Tuesday 10 December 2013 at The Park. This professional development session will be an opportunity to hear about mental health services for adolescents with complex needs in Victoria. Further details of the session will be sent to all BAC staff shortly.

As part of Dr Radovini's visit, the parents/carers of BAC consumers will be invited to attend a separate presentation on Victorian adolescent mental health service models and to hear a presentation by Children's Health Queensland (CHQ) HHS on elements of the proposed statewide service options. West Moreton HHS will also present the transitional service options that are being established to ensure that there are no service gaps for adolescents while the new statewide service options are being established. If you have any queries about the information sessions please contact Laura Johnson via [redacted] or on [redacted].

## HR Update

Kerrie Parkin, Director HR, West Moreton HHS is your new contact for HR issues associated with the change process of BAC. You can contact Kerrie via [redacted] or on [redacted]. We are working with Kerrie now in order to provide more details around your individual employment options, and will arrange times for each of you to meet Kerrie personally.

Kind regards  
Sharon Kelly  
Executive Director Mental Health & Specialised Services  
West Moreton Hospital and Health Service

Date: Thursday, 5 December 2013





## West Moreton Hospital and Health Service BAC STAFF COMMUNIQUE 4

# Barrett Adolescent Centre

Welcome to our fourth Barrett Adolescent Centre (BAC) Staff Communiqué. I hope this newsletter helps keep you informed about what is happening and how it will impact on yourselves as staff of the BAC.

### Job Matching

The process of job matching to identify suitable, alternative substantive positions for permanent staff of BAC has been completed for the majority of staff. Individual notifications about the outcome will be disseminated during the week starting 20 January 2014. Thank you to everyone for participating.

If a suitable substantive position is not identified for any permanent staff member I will initiate action in line with Section 6.2(b) of the Directive. Staff not placed will then have the opportunity to decide between two courses of action:

- Accept a voluntary redundancy (in accordance with the Directive relating to early retirement, redundancy or retrenchment); or
- Pursue transfer (and/or redeployment) opportunities.

### Next Steps

Where the outcome for individual staff is that they will separate through voluntary redundancy, and redundancy processes are not finalised before 2 February 2014, arrangements will be made for alternative work between that date and the final date of separation.

I am very keen to ensure that all staff feel supported during the implementation of this change. It is important that you approach your supervisor or a more senior manager if you have any questions or concerns about the changes or how they may affect you. This is particularly important if you feel you need further detail about decisions taken or their impact. If your supervisor or manager does not know the answer to your question, they will escalate the issue and get back you as quickly as possible.

I encourage all staff to access the support available through Employee Assistance Service if you need support at any time, including face to face or telephone counselling. Counselling is available 24 hours per day, 7 days per week by calling PPC Worldwide on [REDACTED]

If you have any questions or concerns at anytime, you are welcome to call Kerrie Parkin, HR Director on [REDACTED] or through Alex Bryce, A/NUM, BAC.

Kind regards  
Sharon Kelly  
Executive Director  
Mental Health & Specialised Services

Date: Tuesday, 21 January 2014