

Position Description

Position Title	Senior Mental Health Clinician - Perinatal Emotional Health
Position Number	30009190
Division	Clinical Operations
Department	Bendigo Adult Community Mental Health
Enterprise Agreement	Dependant on qualifications
Classification Description	Registered Nurse Gr4, Social Worker Gr3, Occupational Therapist Gr3
Classification Code	NP75-NP77, YC46 – YC49, YB24 – YB27
Reports to	Manager Bendigo Adult Community Mental Health Team
Management Level	Choose Tier
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Clinical Operations Division

The Clinical Operations Division encompasses acute and mental health services. We provide a wide range of general medical, surgical and speciality services including; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics and Mental Health Services.

Within a state-of-the-art hospital, the team provides high-quality services using the latest technologies. Our eleven operating theatres (including two endoscopy rooms), critical care, emergency and women's wards all have access to critical services lifts that link to the helipad allowing rapid transfer of patients both in and out of the health service.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

The Bendigo Adult Community Mental Health Department

The team is part of Bendigo Health's Mental Health Department.

As well as providing a community based adult mental health service in Bendigo, psychiatric services also has community based teams located in 5 rural areas throughout the region - Castlemaine, Kyneton, Maryborough in the South and Echuca and Swan Hill in the North. These multidisciplinary teams provide care to persons living in their communities experiencing mental illness 16 - 64 years.

In the context of an integrated community mental health team, and under the direction of the Manager and team Psychiatrist, Community Mental Health Clinicians provide psychiatric triage, intake, assessment and treatment, psycho-education and support for patients of Psychiatric Services and their families /carer(s).

Treatment and support is recovery focused and provided during all stages of illness. While these rural teams provide assessment, treatment and short-long term interventions Monday to Friday, out of hours and weekend crisis assessment and treatment is managed through the Regional Psychiatric Triage Service.

As with the Bendigo Adult Community Mental Health Team (BACMHT), as well as providing proactive treatment and support in the community setting, lead clinicians remain involved in the care, treatment and discharge planning of their patients throughout any inpatient and/or residential admissions. Referral to any of the regional adult community mental health teams is typically through Bendigo Health's Regional Psychiatric Triage Service.

The Position

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The Victorian 10 year mental health plan released in 2015 guided investment to improve mental health outcomes for Victorians. Implications for perinatal mental health focus on improved prevention, early intervention and treatment for vulnerable mothers in the perinatal period. The PEHP worker will maintain a close relationship with Maternity and Maternal & Child Health Services and the Psychiatry Services, Parent Infant Unit (PIU). The PEHP delivers community based services and limited outreach to support parents who

experience moderate to severe mental health illness during the perinatal period to promote parent infant attachment using a family inclusive approach.

Responsibilities and Accountabilities

Key Responsibilities

In a multi-disciplinary integrated community mental health team, and under the direction of the Manager and Consultant Psychiatrist(s):

- Improve the identification of parents who require mental health support during the perinatal period, including those who experience miscarriage or the loss of a pregnancy or infant.
- Improve access to appropriate treatment and support for the primary parent at risk of, or who experiences mental health illness and their families.
- Access community based services for parents with infants who experience moderate to severe mental health illness, or those with a pre-existing condition at risk of relapses or poor mental health outcomes.
- Support improved screening, early intervention and treatment of parents, infants and siblings.
- Deliver timely, comprehensive mental health assessment and treatment for patients who experience mental health illnesses.
- Maximise resilience and protective factors to promote primary parents recovery, parent infant attachment and optimise infant health and development.
- Minimise the vulnerability and risks of mental illness on second parents and dependent children that may arise from primary parents treatment approaches or return to a home environment or residence.
- Improve referral pathways and links between communities providers that support parents at risk or who experience mental health illness and their families during the perinatal period.
- Undertake screening of second parents and significant others and provide appropriate support and referrals as required.
- Strengthen the workforce capability to support parents at risk of, or who experiences perinatal mental health illness and their families.
- Provide perinatal specific consultation and liaison services to area mental health clinicians during the acute phase of the mental health illness.
- Support universal services to improve identification such as maternity services, general practitioners, maternal and child health nurses, as required, and coordinate services to prevent relapse.
- Provide strong leadership, clinical supervision, mentorship and preceptorship to junior staff/student
- Depending on service requirements, work flexible hours, as directed
- Perform other duties as directed

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

1. Post graduate diploma in Mental Health and / or related field (ie. Social Work or Occupational Therapy) OR completion of a specialist undergraduate psychiatric nursing program OR completion of education / training to be eligible for registration as a Division Nurse.
2. Extensive work experience, at least five years, as well as expertise and knowledge of the mental health field, maternity services and associated health and welfare services
3. Demonstrated ability to work independently and utilise initiative to develop the role of providing service across maternity services, maternal & child health services, community based organisations and specialist mental health services including the Parent Infant Unit.

4. Extensive experience working with the Mental Health Act 2014 and relevant state-wide Psychiatric
5. Service Frameworks Procedures and Guidelines and Bendigo Health policy and procedures
6. Extensive experience and knowledge of the epidemiology, aetiology, assessment, diagnosis and management of people with mental disorders, including clinical assessment and treatment interventions appropriate to perinatal depression and the child parent dyad
7. Extensive experience in liaising and consulting with relevant family members, team members, and a broad range of health professionals and community agencies
8. Demonstrated evidence of participation in the provision and evaluation of consultation education and training programs, education and training to other staff, and commitment to ongoing professional development
9. A personal approach which is positive, enthusiastic, friendly and helpful with high level communication skills and the ability to develop effective working relationships.

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Registration with Professional Regulatory Body or relevant Professional For example, AHPRA, AHRI, RACS etc. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Drivers Licence A current Victorian driver's licence is required for this position.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.