

# Position Description

Position Title	Mental Health Clinician
Position Number	30027433
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021 - 2024
Classification Description	Registered Nurse G3, Social Worker G2, Occupational Therapist G2
Classification Code	NP81-NP74, YC42 – YC45, YB20 – YB23
Reports to	Manager ETP/STTT
Management Level	Non Management
Staff Capability Statement	Please click here for a link to <a href="#">staff capabilities statement</a>

## 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, allied health, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's areas use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service is a complex service that 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 Child and Adolescent Mental Health Service provides services to patients from birth to 17 years, the Youth Team covers ages 18 to 24 years, Adult Services cover patients from 25 to 64 years and the Older Person's Service manages those individuals over 65 years old.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome around 1700 babies into the world. The Clinical Operations Division assists with the admission of more than 50,000 patients into the hospital each year.

## **The HOPE Program**

The HOPE (Hospital Outreach Post-suicide Engagement) Program provides support for people post suicide attempt or experiencing serious suicidal ideation. Referrals for the program are made by internal Bendigo Health teams including, but not limited to the Emergency Department, Adult inpatient Unit, Short Term Treatment Team and PARC.

The aim of HOPE is to provide assertive, tailored and evidence based clinical, peer and wellbeing support for a period of up to three months. The program also provides support to the person's carers and families to identify and build the protective factors that help to reduce the risk of suicide and suicide attempts.

## **The Position**

Bendigo Health is committed to providing services which are recovery focused, Trauma informed while promoting self-determination and collaboration with consumers, families and carers. The Community Mental Health Clinician will provide assertive outreach support to patients of the HOPE Program. Structured interventions will be utilised focusing on assessment and management of suicidality. This will include the

identification of drivers of suicide, establishment of a safety plan and treatment plan for the management of them and the application of interventions.

## **Responsibilities and Accountabilities**

### **Key Responsibilities**

Working under the direction of Senior clinicians, Manager and Consultant Psychiatrist:

- Deliver evidence-based suicide prevention and intervention models of care, including, but not limited to: Advance Suicide Assessment and Planning (ASAP- incorporating the Chronological Assessment of Suicide Events (CASE) approach), the Systemic Tailors Assessment for Responding to Suicidality (STARS) protocol and the Collaborative Assessment & Management of Suicide (CAMS) approach.
- Develop client engagement through a combination of face to face, email, telephone, videoconferencing or Skype contact.
- Complete risk formulations that identify drivers of suicidal ideation, foreseeable changes and develop suicide safety and recovery plans that focus on the drivers of suicidality and lethal means interventions.
- Undertake a range of psychosocial interventions and therapies that can include Psycho-education, Cognitive Behaviour Therapy, Motivational Interviewing etc.
- Support referral to GP or other primary care providers.
- 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.
- Attend supervision and training.

### **Organisational Responsibilities**

- Participate in team, organisational and clinical meetings as required by Bendigo Health policy.
- Participate in staff development and training as required.
- Maintain high quality, accurate records and statistics as required by Bendigo Health policy including
  - Documentation of notes and statistical data
  - Participate in service development activities.
- Proactive participation in committees, working parties, focus groups and specific portfolios, and other organisation responsibilities.
- Identify and participate in Quality Assurance activities as part of the continual
- Improvement process and accreditation requirements.
- An understanding and working knowledge of the Mental Health Act 2014 and other relevant legislation

- Interpersonal and communication skills, including problem solving ability and negotiation skills, as well as sound oral and writing skills
- Information technology skills and a familiarity with a range of computer software programs
- A current Victorian driver's licence

## Personal Attributes

- Ability to interact and communicate with a diverse range of people at all levels
- A personal approach which is positive, enthusiastic, friendly and helpful
- A willingness and ability to learn
- Ability to work as part of a team, as well as to work independently
- Flexibility to operate in an environment of change and continuous improvement

## 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

### Essential

1. Current registration as a Registered Nurse, Occupational Therapist with the Australian Health Practitioner Regulation Agency
2. Social Worker – membership, or meets the eligibility requirements for membership, with the Australian Association of Social Work
3. Post graduate qualifications in mental health or to have completed a specialist undergraduate psychiatric program and/or related field, is preferred but not essential.
4. Computer and data entry skills are highly desirable
5. A current Victorian driver's licence.
6. Demonstrated experience and ability in community based psychiatric assessment, suicide assessment utilising frameworks and approaches within ASAP, support and treatment of people with a mental illness.
7. Sound knowledge of the Mental Health Act 2014 and Psychiatric Service Frameworks Procedures and Guidelines.
8. Commitment to an integrated community-based treatment model for people with a mental illness.
9. Proven ability to liaise and consult with relevant family members, team members and a broad range of health professionals and community agencies.
10. High level of organisational, communication and interpersonal skills.
11. Evidence of a commitment to ongoing professional development and compliance with Bendigo Health mandatory training requirements.

## 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 Association** 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.*