Position Description

Position Title	Senior Mental Health Clinician
Position Number	30028743
Division	Clinical Operations
Department	ECAT Triage PARC
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Psych Nurse G4 Y1 – Y3, Social Worker G4 Y1 – Y4, Occ Therapist G4 Y1 – Y4, Psychologist G2 Y1 – Y4
Classification Code	NP75 - NP77, HR25 - HR28, HR9 - HR12, PK1 - PK4
Reports to	Manager - ETP
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: Bendigo Health Website - About Bendigo Health
As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us.

We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Position

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

The Senior Clinician will deputise for the manager and provide leadership in the team through coaching and modelling Bendigo Health values.

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):

- Provide high level psychiatric, social and physical assessment of patients, and deliver clinical treatment and care to resolve or ameliorate emotional distress within the community, APARC and Emergency Department settings
- In partnership with clients, families and carers and relevant agencies, develop treatment plans consistent with Victorian MHA 2022 and current service delivery frameworks to promote optimum outcomes for patients
- Conduct Mental Health Telephone Triage assessment and screening, arrange and conduct psychiatric assessments, coordinate response to psychiatric crises and provide expert mental health advice and information to clients, families, and community members
- In consultation with the client, family and carer(s), and other care providers, formulate, negotiate, document, monitor and maintain a Recovery Plan for each patient of the service, and complete other documentation, including Outcome Measures, as per service policy
- Identify, engage and include other key community agencies and service providers involved in the provision of recovery support, and discharge planning consistent with the clients and family/carer(s) needs, to minimise the risk of relapse following discharge from the service
- Participate in community consultation, awareness and education activities, and under the supervision of the manager, develop community resources to increase the understanding of psychiatric disorders and service delivery models in the community
- Monitor the effects of medication and consult with either nursing or medical staff regarding any concerns encountered and ensure that all appropriate documentation is completed
- Coordinate Clinical Team meetings, promote multi-disciplinary processes, provide sound discipline specific advice to other clinicians within the team and guidance to more junior staff and students
- In partnership with Police Victoria, provide high-quality, integrated service response to persons presenting in a mental health crisis within the community - including on site clinical assessment and telephone advice on mental health referral options (PACER)
- Under supervision from the manager, provide education and mental health consultation and treatment services to ED, support consultation liaison psychiatry, and provide discipline specific

education and supervision to the team (including students on placement) in close liaison with the relevant professional discipline

- Provide leadership to the team through coordinating and setting up shifts, leading team meetings, role modelling, coaching, participation in PRDP processes with a designated group of staff, clinical supervision etc.
- Participate in a 24/7 roster, including weekends and public holidays, as directed
- Deputise for the Manager ETP – STTT
- Perform other duties as directed.

Key Selection Criteria

Essential

1. Bachelor of Nursing, Social Work, Psychology, or Bachelor of Applied Science plus post graduate qualifications in Occupational Therapy and;
   - Post graduate diploma in mental health and/or related field; or having completed a specialist undergraduate psychiatric nursing program or a specialist post basic course of training which led to registration as a Division 3 Nurse, and;
   - Minimum of 5 years full time equivalent post registration experience in Mental Health with experience across a range of settings including psychiatric triage, assessment support and treatment of people with a mental illness and associated complex issues.
2. Extensive work experience, usually at least five years, and expertise in community based psychiatric triage, assessment, support and treatment of people with a mental illness and associated complex issues.
3. Extensive experience working with the Mental Health and Wellbeing Act 2024 and relevant state-wide Psychiatric Service Frameworks Procedures and Guidelines and Bendigo Health policy and procedures.
4. Extensive experience in, and demonstrated commitment to, an integrated community-based treatment model for people with a mental illness and associated complex issues.
5. Extensive experience in liaising and consulting with relevant family members, team members, and a broad range of health professionals and community agencies.
6. Demonstrated participation in education and training for other staff, with a commitment to ongoing professional development.
7. Strong computer and data entry skills, with high-level organisational, leadership, communication and interpersonal skills, and the ability to strategically prioritise work requirements and demands.

Desirable

8. High-level communication skills, with the ability to develop effective working relationships and provide excellent customer service through a positive, enthusiastic, friendly and helpful approach to internal and external customers.
9. Ability to work both independently and as part of a team, including querying databases and extracting specific information.
10. Knowledge of Quality Improvement, willingness to learn, and flexibility to work in an environment of change and continuous improvement.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Bendigo Health.
- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

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.