

Position Description

Position Title	Aboriginal Mental Health Trainee
Position Number	Various
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Agreement 2021 -2024
Classification Description	Aboriginal Health Worker Trainee
Classification Code	SP40
Reports to	Manager Mental Health Professional Development Unit
Management Level	Non Management
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.

Acknowledgement of Country

Bendigo Health acknowledges the Traditional Custodians of the land, the Dja Dja Wurrung People and pays respect to their Ancestors, Elders, past, present and future. We recognise the continued impacts of colonisation and historical dispossession for Aboriginal people. The reality of colonisation involved establishing Victoria with the specific intent of excluding Aboriginal people and their lore, cultures, customs and traditions.

As a health service, we acknowledge Djaara have been healing with Country for thousands of years. We recognise and respect their culture and the contribution of all Aboriginal & Torres Strait Islander Peoples across the region and express our commitment to walking together on this continued healing journey.

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 and Wellbeing 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 and Wellbeing Service (MHWS) 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 Mental Health & Wellbeing Service

MHWS deliver evidence-based treatment and patient centred care, underpinned by recovery-oriented principles and values. We deliver treatment and care that is sensitive to gender and culture, informed by an understanding of responses to trauma, and responsive to the contexts of patients' lives and communities. We provide care and treatment in the most appropriate and least restrictive setting. We actively engage with patients, carers, families, nominated persons, General Practitioners and the broader community. We focus on the development of relationships that are collaborative and foster patient choice and self-determination, and will promote resilience. We support patients to pursue their own wellbeing by respecting their wishes as much as possible.

The Position

The Aboriginal Mental Health Clinician Traineeship Program is a key policy initiative of the Balit Murrup: Aboriginal social and emotional wellbeing framework 2017-27. The position also links to the *Bendigo Health Strategic Plan* with the goal of *Responding to the needs of our community to deliver appropriate care and services*: understanding the diverse needs and improving our services to Aboriginal and Torres Strait Islander and communities.

The traineeship program provides full-time employment to Aboriginal Victorians who successfully undergo supervised workplace training and clinical placements while concurrently completing the three-year full-

time Bachelor of Health Science (Mental Health) degree at Charles Sturt University. This study is completed via distance education including two week-long residential intensives per annum. On completion of the program, trainees will be eligible to become mental health professionals of the health service's multidisciplinary mental health teams. The traineeship will consist of placement rotations across various programs in the MHWS aligned to the course content and the individual's learning goals and needs. Areas will be drawn from: inpatient, residential and community programs.

Only Indigenous Australians are eligible to apply as this position is exempt under the special measures provision, section 12(1) of the Equal Opportunity Act 2010 (Vic)

Acknowledgement of Cultural Load

This position is reserved for people of Australian Aboriginal or Torres Strait Islander origin, therefore Bendigo Health acknowledges that this role has the potential to add to the often invisible Aboriginal-related Cultural workload that Aboriginal employee's experience.

To ensure that Aboriginal and Torres Strait employees feel safe, supported and respected to call out on their cultural load, Bendigo Health provides ongoing education (including compulsory Aboriginal Cultural Awareness & Aboriginal and Torres Strait Islander Cultural Safety Training) to all employees, as well as having policies (e.g. Cultural & Ceremonial Leave Protocol) in place to ensure there is an organisation wide understanding of our shared history of colonisation that can lead to cultural load.

Responsibilities and Accountabilities

Key Responsibilities

- Undertake a three-year university course Bachelor of Health Science (Mental Health) and attend all requirements of the university degree
- Develop a learning plan with the appointed manager/supervisor each year based around key learning priorities and review this plan 6 monthly to monitor progress within the workplace including performance and satisfactory completion of the academic and clinical placement requirements
- Contribute to Aboriginal Cultural responsiveness by sharing with the MHWS teams knowledge of the issues facing Aboriginal individuals, families and communities and the most effective ways to communicate and respond
- Actively develop skills to conduct mental health assessments, risk assessments and mental health care plans
- Work within scope of practice whilst employed as an Aboriginal Mental Health Clinician Traineeship in the mental health program
- Document and record interventions in the prescribed clinical record systems
- Active participation and attendance in Mental Health and other approved education sessions provided at Bendigo Health
- Contribute to quality improvement activities
- Actively engage in reflective supervision as agreed with the allocated clinical supervisor
- Work in accordance with the policies and procedures pertaining to Bendigo Health

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. Be of Aboriginal and/or Torres Strait Islander background. This is a designated position established as a special measure under Section 12 of the Equal Opportunity Act 2010. *Only Aboriginal and/or Torres Strait Islander people are eligible for this position, confirmation of identity may be requested*
2. Willingness and commitment to undertake and complete the Bachelor of Health Science (Mental Health) at Charles Sturt University
3. Knowledge of and/or experience working within Aboriginal and/or Torres Strait Islander communities and understanding of social and emotional issues experienced by Aboriginal people
4. Commitment to work as an Aboriginal Mental Health Worker Trainee under supervision, with consumers who have mental health, trauma and/or drug and alcohol issues
5. Able to demonstrate well developed communication and interpersonal skills
6. Willingness and ability to work within a multidisciplinary team and be available to work rostered shifts as required

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

Working with Children Check Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

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.