

Position Description

Position Title	Lead Clinician Occupational Therapist
Position Number	30028394
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Occ Therapist Grade 2 Y1-Y4
Classification Code	YB20-YB23
Reports to	CAMHWS Manager
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.

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 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.

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 Child and Adolescent Mental Health Team

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

Child and Adolescent Mental Health (CAMHS) is a community based, multidisciplinary team that works with children and adolescents 0 - 18 years who are displaying serious emotional, relationship, personal care or behavioural disturbances that impact on family and social relationships and/or their functioning in school or the workplace. While based out of JBC in Bendigo, CAMHS staff are also located at four regional locations across the Loddon-Campaspe, Southern Mallee region.

Services include:

- assessment and referral to acute inpatient, residential and non-residential rehabilitation, and other generic health services
- case management and individual and family therapy
- crisis assessment and treatment
- mental health education to carer and community groups
- mental health promotion
- consultation and liaison with other health workers and agencies, and outreach to smaller, more remote centres
- the Specialist Autism Assessment Service (SAAS)
- the CAMHS and Schools Early Action (CASEA) Program
- the Kids with Confidence program
- infant mental health assessments

Referral to CAMHS is through Bendigo Health's Regional Psychiatric Triage Service.

The Position

The Bendigo Health CAMHS and Schools Early Action (CASEA) program is an evidence-based early intervention program focused on improving the social and emotional development of primary school aged children. The program assists families and school communities to enhance their skills in responding to children's social, emotional, behavioural and mental health needs. CASEA aims to develop strong collaborative partnerships between schools, support services and CAMHS.

The CASEA program operates within the Bendigo Health Child and Adolescent Mental Health Service (CAMHS) and is delivered in collaboration with North Western Victoria Department of Education and Training (DET). The Bendigo Health CASEA team works with schools in the Loddon Campaspe Southern Mallee region.

With support and supervision from the CASEA coordinator and as a member of the multi-disciplinary team, the CASEA clinician will collaborate with schools and deliver services to identified children, families and school staff within the school environment. The CASEA program includes the delivery of small group programs (for children and also parents/carers), provision of information sessions for families, provision of professional development and secondary consultation for school staff.

In this position you will be a valued team member, contributing to an important program within the region. You will use your skills in assessment and clinical observation, engage therapeutically in short-term group work with children and caregivers and contribute to the ongoing development of the program. There are opportunities for professional development, with a culture of learning and reflection encouraged. Engagement and collaboration with the wider CAMHS team is fostered and you will have regular supervision with the CASEA coordinator.

Responsibilities and Accountabilities

Key Responsibilities

- With the support of the CASEA Coordinator, implement the delivery of the CASEA (CAMHS and Schools Early Action) program in selected primary schools across the Loddon Campaspe Southern Mallee region.
- Alongside CASEA team members, provide education and information to school communities on mental health, child development and strategies to support children with social, emotional and behavioural challenges.
- Provision of small group intervention programs that include: child group programs, parent group programs and interactive parent-child groups.
- Provision of secondary consultation to teachers and school staff on children's mental, social and emotional health and provide information on relevant classroom strategies, and/or referral pathways in the community.

- Administer and interpret clinical assessment and outcome measurement tools.
- Maintain statistics and health records that reflect the expectations and documentation standards of the service.
- Establish therapeutic working relationships with parents, caregivers and families utilising family-centred and strengths-based practice. Provision of support for parents/carers in a small group setting and also short-term intervention following group programs.
- Establish and maintain collaborative partnerships and participate in service development with teachers, schools and community agencies.
- Participate in regular supervision provided by CASEA Coordinator and discipline senior.
- Participate in training relevant to the development of skills to work in the area of child and adolescent mental health.
- Support and foster a culture of learning and reflective practice including having respectful interactions with both consumers and colleagues, quality improvement and evidence based practise within the CASEA team.
- Assume other responsibilities associated with the effective management of a specialised community team commensurate with the classification of this position, such as preceptorship of undergraduate and post graduate students and/or management of various portfolios (OH&S, quality management etc.).
- Other duties as required.

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.

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 (Division 1); tertiary qualifications in Social Work and eligibility for membership with the AASW; tertiary qualifications in Speech Pathology and eligibility for membership with Speech Pathology Australia; Occupational Therapist or Psychologist registered with the Australian Health Practitioner Regulation Agency.
2. Post graduate qualification in Mental Health or related field or commitment to undertake such studies.
3. Sound knowledge of the Mental Health and Wellbeing Act 2022 Psychiatric Service Frameworks Procedures and Guidelines and the Children, Young and Families Act 2008, amendments, knowledge of relevant state-wide Psychiatric Services Frameworks Procedures and Guidelines and Bendigo Health policy and procedures.
4. Evidence of knowledge of child development and demonstrated skills in working with children with social, emotional and behavioural challenges.

5. Proven ability to liaise and consult with relevant family members, team members, school staff, a broad range of health professionals, and community agencies.
6. Demonstrated ability to contribute to the development, implementation and evaluation of programs and personal commitment to professional development activities.
7. Skills and confidence demonstrating excellent interpersonal, verbal and written communication with an ability to give excellent customer service to both internal and external customers.
8. Demonstrated knowledge, skills and experience (or aptitude to develop) in the delivery of evidence based therapeutic intervention including group interventions for children and families.

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.

Registration with Professional Regulatory Body or relevant Professional Association For example, AHPRA. 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.