

Position Title: Senior Mental Health Clinician - North Sector

Campus: Ballarat

Directorate: Grampians Mental Health and Wellbeing Service (GMWHS)

Department: Mental Health

Reporting to: Team Leader – Adult Community

Direct Reports: NIL

Appointment Terms/Conditions:

Classification and Code: Registered Nurse RPN4 Grade 4, Year 1 – Year 3 (NP75-NP77)
Occupational Therapist Grade 3, Year 1 – Year 4 (YB24 – YB27)
Social Worker Grade 3, Year 1 – Year 4 (HR25 – HR28)
Psychologist Grade 3, Year 1 – Year 4 (PL1 - PL4)]

Enterprise Agreement: Victorian Public Mental Health Service Enterprise Agreement (All other disciplines).

Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement (Psychologists).

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021. Drawing on a regional history of over 150 years, we provide service to over 250,000 Victorians, operate across 21 campuses and sites, and employ more than 7,000 dedicated professionals. Our values reinforce our commitment to providing high-quality, accessible healthcare services close to home. Our mission is to serve the communities of the Grampians region with comprehensive care, ensuring every individual receives the attention they deserve. For more information, visit www.grampianshealth.org.au.

Collaboration	Compassion	Accountability	Respect	Innovation
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

POSITION PURPOSE

GMHWS Adult Community Mental Health Team deliver a timely and consistent service to clients and families requiring mental health support. GMHWS adult community clinicians undertake biopsychosocial assessments and provide ongoing treatment in collaboration with the consumer, carers/families, the MDT and other supportive agencies to achieve agreed goals and outcomes. Clinicians use a recovery framework, focusing on a strengths-based approach.

Community clinicians are required to work a rostered duty function, covering weekends to facilitate urgent assessments and support to clients in their own homes, in addition to clients from aged and youth services. The duty function includes assessments over the telephone and medication management.

KEY ACCOUNTABILITIES

- Deliver evidence based, best practice mental health assessment, treatment, risk assessment and care planning in accordance with GMHWS policies, procedures and professional standards.
- Work collaboratively within a multidisciplinary team, contributing discipline specific expertise while supporting integrated, recovery-oriented care for consumers and families.
- Develop, implement and review collaborative recovery-focused care plans, coordinate referrals and engage with relevant internal and external services to support consumer outcomes and discharge planning.
- Monitor and support consumer physical health and wellbeing, including medication management (where applicable), administration of prescribed treatments, and management of physical health comorbidities.
- Coordinate and facilitate access to inpatient and community-based services, including admissions, discharge planning, community liaison and development of effective service networks.
- Complete comprehensive clinical documentation, reports, Mental Health Tribunal requirements and activity data accurately and within required timeframes.
- Maintain compliance with legislative, organisational, infection prevention and risk management requirements, actively contributing to quality improvement and safe clinical practice.
- Demonstrate a patient-centred, inclusive and professional approach in all interactions, maintaining confidentiality, valuing diversity and upholding the values, mission and vision of GMHWS.]

KEY SELECTION CRITERIA

Qualifications

- For Registered Nurses: Approved degree/diploma/post graduate certificate from a recognised School of Nursing and current registration within the Australian Health Practitioner Regulation Agency.
- For Social Workers: Approved degree from a recognised Educational Facility for Social Workers.
- For Occupational Therapist: Approved degree from a recognised Educational Facility for Occupational Therapist and current registration within the Australian Health Practitioner regulation Agency.
- For Psychologist: Approved degree from a recognised Educational Facility and general registration under Australian Health Practitioner regulation Agency.

Technical/Professional Knowledge and Experience

- Relevant experience in accordance with the applicable Enterprise Agreement, including specialist mental health nursing qualifications and extensive clinical experience.
- Demonstrated leadership capability, including mentoring, supervision, staff development, and promoting clinical excellence within a multidisciplinary team.
- Commitment to delivering high-quality, consumer-focused, recovery-oriented mental health care and supporting engagement with clients and families.

- Sound knowledge of the Mental Health Act 2022, trauma-informed care, substance use impacts, and relevant public mental health policies and legislation.
- Strong communication, interpersonal, problem-solving, and negotiation skills, with the ability to build effective relationships across services and community networks.
- Advanced clinical knowledge of mental health assessment and treatment, including medication management, physical health comorbidities, cultural responsiveness, and coordination of complex clinical responses.

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children.
- Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the Grampians Health integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleague.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of Grampians Health.
- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary a NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

OTHER RELEVANT INFORMATION

- At Grampians Health we recognise and respect 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 socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive.
- Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.