

Position Title:	Mental Health Occupational Therapist (Graduate)
Directorate:	Grampians Mental Health & Wellbeing Service
Program:	Occupational Therapy - Rotational Graduate program
Professionally reports to:	Occupational Therapy Discipline Lead
Operationally reports to:	Occupational Therapy Discipline Lead (mental health) Team Leader/Nurse Unit Manager

Appointment Terms/Conditions:

Classification and Code:	Occupational Therapist Grade 1 (Year 1-5 based in experience)
Enterprise Agreement:	<i>Victorian Public Mental Health Service Enterprise Agreement (current)</i>
Time Fraction:	40 hours per week (32 clinical & 8 learning) with monthly ADO
Employment Type:	Fixed Term (12 months), Full Time

ORGANISATIONAL INFORMATION

Grampians Health was established on 1 November 2021, bringing together Edenhope and District Memorial Hospital, Stawell Regional Health, Wimmera Health Care Group and Ballarat Health Services as one united health service. More information can be found at www.grampianshealth.org.au

Our purpose is to provide high quality and accessible health care services in each of the communities we serve. We currently service the healthcare needs of more than 250,000 Victorians and we employ more than 6,300 people across 21 campuses and sites with an annual operating revenue of over \$700m.

Collaboration	Compassion	Accountability	Respect	Innovation
We are stronger together.	We show that we care.	We do what we say and say what we do.	We appreciate and value all people.	We adapt and innovate to achieve best outcomes.
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

Grampians Mental Health & Wellbeing Service (GMHWS) is committed to providing opportunities for early careers clinicians to consolidate and build on their theoretical and practical knowledge within a structured and supportive environment. With this in mind, the GMHWS Allied Health Graduate Program has been established to provide Psychology Registrars, Social Work, and Occupational Therapy Graduates an exciting opportunity to gain discipline specific mental health skills, and experience across a number of settings.

For Occupational Therapy New Graduates, the two-year GMHWS Allied Health Graduate Program will involve rotation through two multidisciplinary teams, across both inpatient and community settings, and incorporating the life span. Under the supervision of an experienced Occupational Therapist and supervisor, and relevant Team Leader, they will provide comprehensive biopsychosocial and occupational therapy specific assessments. The graduate will be involved in person led treatment and care for consumers and their families, enhancing recovery whilst promoting mental health and wellbeing. Graduates are well supported as they develop their general mental health and discipline specific skills.

The GMHWS Allied Health Graduate Program is guided by the:

- The Department of Health, Allied Health Mental Health Graduate Program Package (2022)
- Occupational Therapy Australia Code of Ethics 2014 (for Occupational Therapists)
- Australian Occupational Therapy Competency Standards 2019 (for Occupational Therapists)

KEY ACCOUNTABILITIES

Clinical

- Provide person led, occupational therapy assessments, interventions and continuous care with individuals, groups and/or family/carer
- Collaborate with relevant internal and external support services to develop and engage people in a range of therapeutic activities aimed at enhancing their psychosocial recovery
- To undertake comprehensive biopsychosocial assessments to identify the person's and family needs, and/or referral options.
- Routinely provide best practice assessment and recovery-oriented treatment provision and care; the level of expertise commensurate with the role and years of experience.
- Provision of risk assessment and management of consumers, inclusive of their families where appropriate and wider system consistent with GMHWS policies and procedures.
- Develop, administer, implement and review Recovery and Wellness Plans that target identified occupational, biological, psychological, and social needs of people and their families and include targeted evidence-based treatment strategies consistent with GMHWS policies, procedures and discipline- specific standards.
- Evaluate the effects of implemented treatment of all people in accordance with state and local policies and procedures.

Professional Development

- Active participation in the GMHWS Allied Health Graduate Program and additional training, education and professional knowledge and skills development programs.
- Proactive engagement in the pursuit and application of clinical supervision, both discipline-specific and generic.
- Establish and maintain effective interagency professional relationships via education and consultation to enhance the development of the workforce and promote collaborative care planning with relevant agencies for people consistent with GMHWS policies, procedures and discipline-specific standards.

Team Work

- To actively and effectively work within a multidisciplinary team and contribute to the generic and discipline specific clinical expertise of that multidisciplinary team.
- To regularly meet with the consultant psychiatrist for consultation regarding clinical decision making.
- To establish and maintain effective interagency professional relationships via regular liaison and consultation, to ensure an integrated, seamless service provision to people and their families who require a multiple service response.
- Participate in the provision of services through GMHWS as part of a regional response within the Grampians region. This may require the provision of service from more than one geographical location.

Administration

- To maintain statistics and records reflecting the expectations and required standards consistent with GMHWS policies, procedures and discipline-specific standards.
- Maintain computer literacy skills to a level necessary to fulfil the function of the role.

Quality Improvement

- To actively participate in service improvement activities as part of a total and continual quality improvement process.
- To participate, as appropriate, in GMHWS committees, working parties, focus groups and other subgroups relevant to the continuous development of the service.
- To participate in relevant research projects as required.

KEY SELECTION CRITERIA

Qualifications

- Registration as an Occupational Therapist with the Australian Health Practitioners Registration Agency (AHPRA).
- An approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.).
- Current Driver's Licence.

Technical/Professional Knowledge and Skills

- Demonstrate an appropriate level of knowledge and understanding of contemporary evidence-based and best practice interventions / treatments within a multidisciplinary mental health and wellbeing team.
- Demonstrated commitment to person led and recovery-oriented practice within a mental health and wellbeing service.
- Ability to understand and interpret relevant legislation, policies, and procedures, including the Mental Health and Wellbeing Act 2022 and Amendments, National Standards for Mental Health Services, Privacy Act.

Work Environment

- Demonstrate effective communication and interpersonal skills; the ability to develop and maintain effective working relationships with clients, families, significant others, colleagues and other health service providers.

Personal attributes

- Demonstrated commitment to learning through reflective practice, utilisation of clinical supervision and professional development, and translation of knowledge into practice.
- Demonstrated understanding of and commitment to Grampians Health values of Collaboration, Compassion, Accountability, Respect and Innovation.
- Demonstrated commitment to professional identity as an Occupational Therapist working in Mental Health

ORGANISATIONAL REQUIREMENTS

- Grampians Health is committed to a person led 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 person led 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.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- 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 by 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/Lead. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description and Capability Framework. 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.

HOW TO APPLY

Your application should include:

- Clearly state the Job No. specified on the advertisement for this position.
- A statement addressing each “Key Selection Criteria” clearly demonstrating your ability to meet the objectives of the role. Note: Read the Position Description carefully so you have a good understanding of what is required and remember to address what skills, knowledge and attributes you have.
- General resume
- Copies of any formal qualifications. Note: If emailing your application note that hard copies of your qualifications will need to be produced at interview.
- Two professional referees