

**Position Title:** Senior Mental health Clinician Aged Community

**Campus:** Ararat

**Directorate:** Operations

**Department:** Mental Health

**Reporting to:** Operational – Team Leader Aged Persons Community Mental Health and Wellbeing Team – Active Stream  
Professional – Relevant Discipline Lead

**Direct Reports:** Subordinate clinicians for day to day clinical matters

### Appointment Terms/Conditions:

**Classification and Code:** Registered Nurse RPN4 Grade 4, Yr 1-Yr2  
Occupational Therapist Grade 3, Yr1 – Yr4  
Social Worker Grade 3, Yr1 – Yr4  
Psychologist Grade 3, Yr1 – Yr5 (Clinical, Forensic or Neuropsychology Masters required)

**Enterprise Agreement:** Victorian Public Mental Health Services Enterprise Agreement  
Allied Health Professionals (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement  
Medical Scientists - Pharmacists and Psychologists Victorian Public Sector (single interest employers) Enterprise Agreement

### 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](http://www.grampianshealth.org.au).

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<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**

Grampians Mental health and Wellbeing Service (GMHWS) provides treatment, care and support to consumers and their families, carers and supporters, living within the Grampians Region, who experience mental ill health and/or psychological distress.

The Aged Persons' Community Mental health and Wellbeing team is a regional team providing services from Horsham, Ararat and Ballarat sites and outlying hubs.

The Senior Clinician reports to the Team Leader and works collaboratively with the Team Leader to ensure an effective, evidence-based, person-centred provision of service on a day-to-day basis. This includes:

- Being present to provide support and direction to regional team members on a daily basis
- Managing and coordinating daily operational requirements of the regional team
- Providing input into GMHWS policy development
- Participating in continuous improvement activities related to the regional team
- Participating in the monitoring and evaluation of service and program delivery by the regional team

The Senior Clinician works to the strengths and scope of their specific discipline and in compliance with discipline-specific standards and codes of conduct, including the Victorian Public Services Code of Conduct, APHRA (where applicable).

## **KEY ACCOUNTABILITIES**

- Provide evidence-based clinical assessments consistent with organisational processes
- Provide evidence-based treatments in accordance with scope of practice and the Capability Framework for Mental Health and Wellbeing Workforce
- Work within discipline specific professional standards.
- Work effectively within a multidisciplinary team and contribute to the generic and discipline specific expertise of the team.
- Undertake comprehensive biopsychosocial assessments, identify and prioritise consumer, carer and family needs, including risk assessment and management.
- For nurses - administer LAI medication as prescribed by treating psychiatrist.
- Refer to and engage with supporting agencies such as NDIS, forensic assessment services, private psychologists, Aged Care Services and GP
- Develop collaborative care plans within a recovery framework that works towards discharge from the service.
- Attend the Mental Health Tribunal and ensure that all reports and other documentation is completed in readiness for the Tribunal:
- Monitoring of physical health conditions and promotion of physical wellbeing within the Equally Well Framework.
- Co-ordinate admission to bed-based services and actively engage with the inpatient unit to facilitate discharge planning.
- Completion and submission of statistical data collection.
- Compliance with all Grampians Health Policies and Procedures.
- Engage in ongoing professional development and learning
- Participation in orientation and induction processes for new staff
- Supervision and facilitation of student placements

## KEY SELECTION CRITERIA

### Qualifications - Mandatory

- AHPRA Registration, Nurse Division 1 – Post Graduate qualification in Mental Health and at substantial experience (usually 5 years) in mental health service delivery, or;
- Degree or Masters qualification in Social Work along with the Accredited Mental Health Social Work credential. Must be eligible for membership to the Australian Association of Social Workers (AASW). Substantial experience in Mental Health Clinical service delivery, or;
- AHPRA Registration, Degree or Masters qualification in Occupational Therapy and substantial experience post qualification in Mental Health Clinical service delivery, or;
- AHPRA Registration, Masters qualification in Clinical Psychology, Forensic Psychology or Neuropsychology and substantial experience (usually minimum 5 years) post qualification in Mental Health clinical service delivery.

### Technical/Professional Knowledge and Skills

- High level of clinical knowledge and skill in the treatment, care and support of people experiencing mental distress
- Thorough knowledge of mandatory reporting requirements
- Thorough knowledge of relevant legislation, including but not limited to:
  - Mental Health and Wellbeing Act 2022
  - Children and Young People Act 2012
- Demonstrated family and diversity inclusiveness
- Demonstrated leadership skills and attributes
- Evidence of and commitment to ongoing professional development
- Demonstrated understanding of the Victorian Mental Health and Wellbeing service system
- Understanding of the Royal Commission into Victoria's Mental Health and Wellbeing and its recommendations
- Computer literacy at intermediate level for Microsoft 356 applications and digital EMR

### Work Environment

- Located in Ararat
- The role requires travel across the Grampians Region

### Personal attributes

- **Adaptability:** The ability to maintain flexibility and effectiveness in a climate of major change in work responsibilities or environment; adjusting effectively to work within new work structures, systems and processes, cultures.
- **Work Standards:** Setting high standards of performance for self; assuming responsibility and accountability for successfully completing clinical work and project; self-imposing standards of excellence rather than having standards imposed.
- **Stress Tolerance:** Maintaining effective performance under pressure or opposition (such as time pressure or role ambiguity); managing self in relation to work pressures in a manner that is consistent with Grampians Health policies and values.
- **Quality Orientation:** Accomplishing tasks in a timely manner and consistent with organisation requirements; ensuring quality is at the centre of consumer and family outcomes
- **Driving for Results:** Setting achievable goals for personal development; using measurement methods to monitor progress toward goals; working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement.
- **Innovation:** Generating innovative solutions in work situations.

- **Collaboration:** Working effectively and cooperatively with others; establishing and maintaining good working relationships.
- **Communication:** Clearly conveying information through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message; ensuring all stakeholders are recipients of relevant communication.
- **Managing Conflict:** Dealing effectively with potential or actual antagonistic situation; using appropriate interpersonal styles and methods to reduce tension or conflict between two or more people.
- **Negotiation:** Effectively exploring alternatives and positions to reach outcomes that gain the support and acceptance of all parties

## **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.