

**Position Title:** Senior Mental Health Clinician

**Campus:** Ballarat

**Directorate:** Mental Health

**Department:** Youth Mental Health Services

**Reporting to:** Team Leader  
Executive Director

**Direct Reports:** Manager Grampians Reion Mental Health

### Appointment Terms/Conditions:

**Classification and Code:** RPN4 (NP75 - NP77), P3 (YC4 - YC6), SW3 (YC46 - YC49), OT3 (YB24 - YB27)

**Enterprise Agreement:** Victorian Public Mental Health Service Enterprise agreement or the Victorian Public Health Sector (Medical Scientist, Pharmacists and Psychologists) 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**

In conjunction with the Team Leader, the senior mental health clinician's role will provide clinical leadership in developing clinical expertise within the team through mentoring, teaching, supervising and contributing to the organisation of the day to day operational functioning of the team.

## **KEY ACCOUNTABILITIES**

- Proactive clinical leadership and participation in the clinical activities of a multidisciplinary clinical team.
- Expertise in the provision of evidence-based and best practice. A level of expertise commensurate with the role and years of experience.
- The facilitation of the clinical team meetings, coordination of the clinical case reviews, and daily operational coordination with appropriate delegation of responsibilities as needed.
- Provide direct and indirect support for complex presentations within the team and carry a caseload in consideration of other portfolio responsibilities.
- To provide specialist support through primary, secondary and tertiary consultation through identification of complex needs and prioritization of client /family/significant other needs and/or referral and treatment options.
- To actively influence the discipline-specific clinical expertise of a multidisciplinary team, consistent with organisational and industry wide policies and procedures.
- To undertake comprehensive mental health assessments, identifying and prioritising consumer and family needs, demonstrating expert clinical judgement.
- Routinely develop, implement and review clinical treatment plans for the most complex of consumers that target identified biological, psychological, and social needs of patients and their families and include targeted evidence-based treatment strategies and discipline specific standards.
- Demonstrate leadership in establishing and maintaining effective and appropriate interagency professional relationships via education and consultation to enhance the development of the workforce and promote collaborative care planning with relevant agencies for consumers.
- Engagement in the provision and receipt of discipline and operational specific supervision.
- Monitoring, analysis and evaluation of team data. Ensuring CMI/ODS statistical data collection is per departmental guidelines and in accordance with continuous quality improvement.
- Provide relevant training and education to clinical staff as identified and required.
- Participation in organisational committees and other working groups.
- To participate in relevant research projects as required.
- Travel across the Grampians Area Mental Health Service may be required.
- Other duties as directed.
- Work a roster appropriate to the services requirement. There may be some on call and weekend roster requirements.
- Compliance with all BHS Policies and Procedures.

## **KEY SELECTION CRITERIA**

### **Mandatory Qualifications**

- Relevant professional qualification in a health-related discipline (psychology, nursing, social work or occupational therapy); current registration where applicable.
- Current Victorian drivers' licence (not expired nor suspended) is required

**Experience:**

- Experience required is relevant to the respective enterprise agreements.
- Appointment to RPN4 positions must have completed either a post graduate diploma in Psychiatric/Mental Health nursing or a specialist undergraduate psychiatric nursing program or a specialist post basic course of training which led to registration as a division 3 nurse. A substantial period of work experience (usually at least 5 years) to achieve expert knowledge.
- Occupational Therapist Grade 3 and Social Worker Grade 3 (usually at least 7 years of experience), possessing specific knowledge in the branch of the profession.
- Psychologist Grade 3 is a person who is registered as a Psychologist with the PBA with a minimum of five years' professional experience as a Psychologist Grade 2 (or equivalent), complies with the code of ethics and legal requirements of the psychology profession.

**Clinical Knowledge:**

- Demonstrated knowledge, experience and understanding of contemporary evidence-based treatments and best practices. Ability to recognise and proactively co-ordinate clinical responses within a multidisciplinary team context on a day-to-day basis. Provides authoritative advice, reasoned recommendations and evidencebased solutions to complex presentations.

**Interpersonal Skills:**

- Demonstrates highly developed communication and interpersonal skills. The ability to develop and maintain effective working relationships with patients, families, significant others, colleagues and other service providers.

**Leadership Skills:**

- Demonstrates an ability to provide leadership, including developing clinical expertise within the team through mentoring, training, teaching and supervision. Operates with a high level of individual integrity, responsibility and professionalism. Has the capacity to be a consistent and reliable role model within the team.

**Organisational Requirements:**

- Actively participates in own Performance Review program, participates as required in quality improvement activities, evidence of, and a commitment to ongoing professional development and achievement of professional goals.
- Ability to use relevant information technology, electronic recording systems and data management tools.

**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.