

**Position Title:** Mental Health Clinician – Youth Mental Health Service (YMHS)

**Campus:** Ararat

**Directorate:** Grampians Mental Health & Wellbeing Service (GMHWS)

**Department:** Infant, Child, and Youth Service Stream

**Reporting to:** Senior Clinician – YMHS  
Team Leader – YMHS

**Direct Reports:** None

### Appointment Terms/Conditions:

**Classification and Code:** RPN3, P2, SW2, OT2

**Enterprise Agreement:** *Victorian Public Mental Health Service Enterprise Agreement 2020-2024 or the Victorian Public Health Sector (Medical Scientist, Pharmacists and Psychologists) Enterprise Agreement*

### 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](http://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.

<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**

An exciting opportunity exists for a mental health clinician to join a dynamic multidisciplinary team (MDT) including working alongside Lived and Living Experience Workforce (LLEW) in the Youth Mental Health Service. The mental health clinician in conjunction with the senior mental health clinicians, team leader, and consultant psychiatrists, provides comprehensive recovery orientated, evidence-based care to support young people aged 15-24 who are experiencing mental health and wellbeing challenges in the community. We also work alongside their carer/s, other treating health professionals, and external support networks. The mental health clinician will be required to travel and work across the entire Grampians Area Mental Health and Wellbeing Service region, including Ararat and Horsham.

## **KEY ACCOUNTABILITIES**

- Undertake comprehensive mental health and risk assessments, identify and prioritise consumer and family needs and/or referral options.
- Clinically treat a caseload of consumers as the primary treating clinician within the MDT, emphasising client-centred, family-inclusive, community-based, recovery-oriented practices, informed by evidence-based interventions.
- Proficient development, administration, implementation and review of clinical treatment plans that target identified biological, psychological, and social needs of consumers and their families and include targeted evidence-based treatment strategies.
- Demonstrate knowledge and skills in daily clinical practice with respect to the routine, active involvement of families in the delivery of clinical treatments.
- Actively and effectively work within a multidisciplinary team and contribute to the generic and discipline-specific clinical expertise of that multidisciplinary team.
- Establish and maintain 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.
- Maintain accurate and contemporaneous clinical documentation and statistics whilst maintaining the privacy and confidentiality of the consumer's personal information.
- Proactive engagement in the pursuit and application of clinical supervision, both discipline- specific and generic.
- Actively participate in relevant training, education and professional knowledge and skills development programs that are aimed at attaining the best health outcomes for patients, their families and the community.
- Actively participate, as appropriate, in relevant committees, working parties, focus groups and other subgroups relevant to the continuous development of the mental health services.
- 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 requirements.

## **KEY SELECTION CRITERIA**

### **Qualifications and experience:**

- Relevant professional qualification in a health-related discipline (psychology, nursing, social work or occupational therapy); current AHPRA registration where applicable.
- A valid Victorian drivers' licence and Working with Children Check.
- Experience in the delivery of evidence-based and best practice, age appropriate, family inclusive treatments for young people 'at risk' of, or presenting with, a severe mental disorder is preferable; demonstrated proficiency in the application of knowledge in current evidence-based treatment practices and approaches.
- Post-Graduate qualifications highly desirable.

### **Technical/Professional Knowledge and Skills**

- Well-developed mental health and risk assessment skills.
- Clinical expertise including in the provision of biopsychosocial assessment, formulation, care co-ordination, evidence-based interventions, and recovery-oriented practice.
- Understanding of trauma-informed care and the impact of substance use on mental health.
- Demonstrated awareness of relevant legislation, including but not limited to: the Mental Health and Wellbeing Act 2022 and Amendments, Guardianship and Administration Act 2019, Privacy Act 2014.

### **Work Environment**

- Demonstrate effective communication and interpersonal skills which includes the ability to develop and maintain effective working relationships with colleagues and other health service providers, conflict resolution, and facilitating open discussions.
- Ability to work independently as well as consulting and collaborating with others to deliver outcomes.
- Demonstrated competency in IT.

### **Personal attributes**

- A commitment to providing high levels of consumer-focused care and service.
- Sound working knowledge and understanding of ethnic and culturally sensitive issues and practice.
- Demonstrated ability to manage time effectively, manage conflicting priorities and workload in a timely manner.

### **Interpersonal skills**

- Demonstrate effective communication, interpersonal and conflict resolution skills within the immediate work environment. Demonstrated ability to develop and maintain positive and constructive relationships with patients, families, significant others, colleagues and other health service providers.

## **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.
- 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 an 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.