

Position Title: Mental Health Occupational Therapist (Graduate)

Campus: Ballarat

Directorate: Grampians Mental Health & Wellbeing Service

Department: Mental Health

Reporting to: Occupational Therapy Clinical Educator/Discipline Lead

Direct Reports: NIL

Appointment Terms/Conditions:

Classification and Code: Occupational Therapist Grade 2 Year 1 - 4 (YB20 -YB23)

Enterprise Agreement: Victorian Public Mental Health Service 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.

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

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.

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

- Provide person-centred occupational therapy assessments, interventions, and recovery-focused care to individuals, groups, and families/carers.
- Undertake comprehensive biopsychosocial assessments to identify clinical needs, risks, strengths, and appropriate treatment or referral pathways.
- Develop, implement, monitor, and review Recovery and Wellness Plans incorporating evidence-based occupational, biological, psychological, and social interventions.
- Conduct risk assessments and implement risk management strategies in accordance with organisational policies, procedures, and legislative requirements.
- Collaborate with consumers, families, multidisciplinary team members, and external agencies to support coordinated care and psychosocial recovery outcomes.
- Maintain accurate clinical documentation, statistics, and electronic records in line with organisational and professional standards.
- Actively participate in multidisciplinary team activities, clinical consultations, and regional service delivery as required.
- Engage in ongoing professional development, clinical supervision, training programs, and reflective practice to maintain and enhance professional competence.
- Build and maintain effective professional partnerships through liaison, consultation, education, and collaborative care planning with internal and external stakeholders.
- Contribute to quality improvement, service development, research, committees, and other initiatives that support continuous improvement of mental health services.

KEY SELECTION CRITERIA

Qualifications

- Registration as an Occupational Therapist with the Australian Health Practitioners Registration Agency (AHRPA).
- 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 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 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. 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.