

**Position Title:** Mental Health Clinician – Programs

**Directorate:** Community and Aged Care

**Department:** Mental Health and Wellbeing Service

**Professionally reports to:** Discipline Lead

**Operationally reports to:** Infant, Child and Youth Team Leader

**Campus:** Ballarat

### Appointment Terms/Conditions:

**Classification and Code:** Psychologist Grade 2, Speech Pathologist, Social Worker, Occupational Therapist Grade 3, Registered Psychiatric Nurse Grade 3

**Enterprise Agreement:** Victorian Public Health Sector (Medical Scientists/Pharmacists and Psychologists) Multi Enterprise Agreement;  
Public Mental Health Services 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**

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

The Department of Health has an approved budget to provide funding to allow for the service to implement group-based programs within Grampians Health (GH).

The Mental Health Clinician - Programs will work with the Senior Mental Health Clinician - Programs in the facilitation, review and reporting of group-based programs GH.

The Mental Health Clinician – Programs will be required to travel and work across the entire Grampians Area Mental Health and Wellbeing Service region, including Bacchus Marsh, Ararat and Horsham.

The Mental Health Clinician – Programs is expected to work a roster in accordance with service requirements. This *may include* working outside of normal business hours (8.30am – 5pm) to meet consumer demand and facilitate groups. This *may include* overnight stay in rural areas upon occasion.

## **KEY ACCOUNTABILITIES**

- To co-facilitate multi-week group evidence-based sessions for parents/carers of children accessing Infant, Child and Youth Area Mental Health and Wellbeing Services, along with the parents and children participating in the CAMHS and Schools Early Action (CASEA) school-based early intervention program. You will be provided with a co-facilitator and will work closely with the lived experience workforce to deliver these group sessions.
- To assist in the ongoing evaluation of the sessions leading to adaptations where required to meet the needs of parents, families and children at the local level.
- To provide accessible, appropriate and culturally safe groups in a non-stigmatising way to help overcome hesitation about accessing parenting supports and children's programs.
- To be able to reflect on the developmental differences in children aged 0-11, including developmental differences due to delay or disability and appropriately tailor content and delivery accordingly.
- Meet required reporting requirements.
- Collect and analyse data on participant experience, behaviour change and child and parent outcomes.
- To incorporate mechanisms to prevent avoidable dropouts and maintain engagement over time.
- Provide professional development and training to school staff as part of CASEA program to increase supports for teaching staff, parents and children as required.
- Provide secondary consultation and support to schools participating in the CASEA program.
- Conduct ongoing program evaluation with all program participants.
- Any administrative or operational tasks related to the groups as delegated by the Team Leader.
- Assists the carers and/or families of people receiving service from GMHWS to be aware of their rights and responsibilities.
- Contributes effectively to the ongoing use of recovery orientated practice within GMHWS.
- To receive clinical supervision, including discipline specific clinical supervision.
- Adhere to infection control policies and procedures as identified in the Grampians Health Infection Control Manuals.
- In collaboration with Team Leader or Discipline Lead, you may be required to undertake tasks not outlined in this position description.

## **KEY SELECTION CRITERIA**

### **Qualifications**

#### **Psychologist:**

- Registered as a Psychologist with the Australian Health Practitioners Regulation Agency (AHPRA).

#### **Occupational Therapist:**

- 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.).

#### **Social Worker:**

- Minimum Bachelor Degree in Social Work (Qualifying) or Master's Degree in Social Work (Qualifying).
- Eligibility for membership to the AASW.

#### **Registered Nurse:**

- Current registration registered nurse with AHPRA.
- Masters or Post Graduate Diploma in Psychiatric/Mental Health Nursing or equivalent.

#### **Personal attributes**

- Operates with a high level of individual integrity, responsibility and professionalism.
- Ability to engage in public speaking, presenting, and ability to use related IT for presenting.
- Demonstrates effective communication and interpersonal skills; the ability to develop and maintain effective working relationships with patients, families, significant others, colleagues and other service providers such as health, education, welfare and child services, maternal child health services and private providers.
- Work from a recovery and strengths-based framework.
- Current driver's licence.

#### **Experience/Training:**

- Preferred experience in running groups or delivering presentations to a group.
- Having completed any training in parent groups is not essential, training will be provided where required.

## **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, consumers 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 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.