

Position Title: Mental Health Clinician – Psychologist, Occupational Therapist, Registered Psychiatric Nurse, Social Worker

Directorate: Community and Aged Care

Department: Mental Health and Wellbeing Service

Professionally reports to: Discipline Lead

Operationally reports to: Aged Persons Community Mental Health Team Leader

Campus: Ballarat

Appointment Terms/Conditions:

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

Enterprise Agreement: Public Mental Health Services Enterprise Agreement

Victorian Public Health Sector (Medical Scientists/Pharmacists and Psychologists) Multi 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

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 7,000 people across 21 campuses. 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 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 Aged Persons' Community Mental Health and Wellbeing team provides timely access to secondary consultation, comprehensive mental health assessment, early intervention and evidence-based treatment to older adults, their families/carers and other services within the community. As a clinician you will provide high quality, and recovery focussed psychosocial treatment and care to older adults and their families/support people that are evidence-based and best practice to enhance the person's recovery from mental health and wellbeing challenges.

Some travel across the Grampians Area Mental Health Service region may be required

KEY ACCOUNTABILITIES

Clinical

- Undertake comprehensive biopsychosocial assessments of older adults to identify their and family/carer needs, including risk assessment and management, and/or referral options.
- Routinely provide best practice assessment and recovery-oriented psychosocial treatment provision and care; the level of expertise commensurate with the role and years of experience.
- Provide risk assessment and management to older adults, inclusive of their families/carers where appropriate and the wider system consistent with GMHWS policies and procedures.
- Clinically manage a caseload of older adults within a multidisciplinary team that emphasises, practices and continually seeks to improve person-centred, trauma informed, family-inclusive, community based, evidence-based and best practices.
- Develop, administer, implement and review clinical treatment plans that target identified biological, psychological, and social needs of older adults and their families/carers and include targeted evidence-based treatment strategies consistent with GMHWS policies, procedures and discipline-specific standards.
- For nurses - administer LAI medication as prescribed by the treating psychiatrist.
- Refer to and engage with supporting agencies such as Aged Care Services, NDIS, forensic assessment services, private psychologist and GP.
- Develop collaborative care plans within a recovery framework that works towards discharge from the service.
- Attend the Mental Health Tribunal and complete reports for the Tribunal as necessary.
- Monitor physical health conditions and promote the physical wellbeing.
- Co-ordinate admission to the inpatient unit and actively engage with the inpatient unit to facilitate discharge planning.
- Complete and submit of service hours data daily and outcome measures.
- Compliance with all GMHWS Policies and Procedures.
- Evaluate the effects of implemented treatment of all people in accordance with state and local policies and procedures.

Service Development/ Quality Improvement

- Proactively participate in GMHWS committees, working parties, focus groups and other sub- groups relevant to the continuous development of knowledge and skill and clinical processes that underpin the quality of clinical services provided.
- Participate in relevant research projects as required.

Professional Development

- Proactively engage in line and clinical supervision
- Proactively engage in ongoing professional development

- Adhere to your discipline specific registration standards and Grampians Health, Mental Health and Allied Health Supervision Policies and Protocols.

Team Work

- Actively and effectively work within a multidisciplinary team and contribute to the generic and discipline specific clinical expertise of the multidisciplinary team.
- Regularly meet with the consultant psychiatrist and/or Team Leader for supervision and consultation regarding workload management and clinical decision making.
- Establish and maintain effective and appropriate interagency professional relationships via regular liaison and consultation, to ensure an integrated seamless service provision for older adults and their families/carers who require a multiple service response.

Administration

- Maintain statistics and records reflecting the expectations and required standards consistent with GMHWS policies, procedures and discipline-specific standards.
- Maintain computer literacy skills to a level necessary to fulfil the function of the role.

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's Degree in Social Work (Qualifying) or Master's Degree in Social Work (Qualifying).

Registered Nurse:

- Registration with AHPRA as a Registered Nurse.

Experience

- Recent clinical experience in a mental health or related setting either bed-based or community.
- Relevant experience in and an ongoing commitment to the delivery of evidence-based, family inclusive interventions for consumers in high-risk categories who experience significant mental health concerns.

Clinical knowledge

- Demonstrated knowledge of factors impacting on the mental health of older adults including physical health and wellbeing, trauma, grief and loss and psychosocial circumstances.
- Well-developed mental health and risk assessment skills
- Demonstrated ability to clinically formulate a presentation and work within a recovery-based framework to create and deliver appropriate and evidence -based treatment plans.
- Demonstrated knowledge of the Mental Health and Wellbeing Act (2022) and other legislation pertaining to the care and treatment of older adults presenting with mental health difficulties and/or psychological distress.
- Demonstrated knowledge of medications commonly used in the treatment of mental health conditions and/or a willingness to develop this knowledge.

Personal attributes

- Demonstrated effective communication and interpersonal skills; the ability to develop and maintain effective working relationships with older adults, families, significant others, colleagues and other service providers such as health, aged care and private 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, 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.