

Position Title: Senior Mental Health Clinician

Campus: Ballarat

Department: Mental Health and Wellbeing Service

Professionally reports to: Discipline Lead

Operationally reports to: Infant, Child and Youth Team Leader

Direct reports: NIL

Appointment Terms/Conditions:

Classification and Code: Registered Nurse RPN4 (NP75-NP77)
 Allied Health Professionals Grade 4 (Occupational Therapist and Social Worker) (YB24-YB27) (YC46-YC49)
 Psychologist Grade 3 (Clinical, Forensic or Neuropsychology) (PL1-PL4)

Enterprise Agreement: Public Sector Psychiatric Services Agreement Victorian Public Health Sector (Medical Scientists, Pharmacists & 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

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.

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

Infant, Child and Youth Mental Health and Wellbeing Service provides timely access to secondary consultation, comprehensive mental health assessment, early intervention and evidence-based treatment for young people aged 0 to 25 years, their families and other services within the community. As a Senior Clinician you will have substantive professional experience and postgraduate qualification in your discipline.

You will provide high quality, and recovery focussed psychosocial treatment, and care, to young people and their families that are evidence-based and best practice to enhance the person's recovery from mental health and wellbeing challenges. In addition, you will provide clinical supervision to mental health clinicians or students in your discipline. You will support your Discipline Lead in developing, implementing, and promoting discipline specific activity throughout GMHWS.

KEY ACCOUNTABILITIES

Technical/Professional Knowledge and Skills

- Demonstrated ability to provide discipline specific education and supervision.
- Knowledge and ability to support discipline specific clinical activities in mental health and wellbeing.

Clinical

- To undertake comprehensive biopsychosocial assessments of people to identify the young person's and family needs, 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.
- Provision of risk assessment and management of people, inclusive of their families where appropriate and wider system consistent with GMHWS policies and procedures.
- To clinically manage a caseload of clients within a multidisciplinary team that emphasises, practices and continually seeks to improve client-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 people and their families and include targeted evidence-based treatment strategies consistent with GMHWS policies, procedures and discipline- specific standards.
- Evaluate the effects of implemented treatment of all people in accordance with state and local policies and procedures.

Leadership

- Provide discipline specific consultation both internally and externally to promote appropriate service delivery and care.
- To provide specialist support through primary, secondary and tertiary consultation to children's services through identification of complex needs and prioritization of client /family/significant other needs and/or referral and treatment options.
- Demonstrate clinical leadership, influence and actively participate in relevant training and education for self and team members aiming to attain best health outcomes for patients, their families and the community in accordance.

Service Development/ Quality Improvement

- Proactive participation 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.
- To participate in relevant research projects as required.

Professional Development

- Proactive engagement in the pursuit, application, and provision of clinical supervision, both discipline specific and generic.
- Adhere to your discipline specific registration standards and Grampians Health, Allied Health Supervision Policies and Protocols.

Team Work

- To actively and effectively work within a multidisciplinary team and contribute to the generic and discipline specific clinical expertise of that multidisciplinary team.
- To regularly meet with the consultant psychiatrist for supervision and consultation regarding clinical decision making.
- To establish and maintain effective and appropriate interagency professional relationships via regular liaison and consultation, to ensure an integrated seamless service provision to people and their families who require a multiple service response.

Administration

- To 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).
- Minimum Master's Degree in Clinical Psychology or Neuropsychology with area of Practice Endorsement in Clinical Psychology or Neuropsychology.
- Minimum of 5 years experience.

Social Worker:

- Minimum Bachelor Degree in Social Work or Master's Degree in Social Work.
- Minimum of 5 years clinical experience.

Occupational Therapist:

- Registration as an Occupational Therapist with the Australian Health Practitioners Registration Agency (AHPRA).
- Minimum of 5 years experience
- 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.).

Registered Nurse:

- Registration with AHPRA as a Registered Nurse.
- 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.
- Minimum of 5 years clinical experience.

Desirable: having completed the developmental psychiatry course through Mindful.

Experience

Relevant experience in and an ongoing commitment to the deliver of evidence-based, family inclusive interventions for infants and children in high-risk categories who experience significant mental health concerns. Demonstrated proficiency in the application of knowledge in current evidence-based treatment practices and approaches.

Clinical knowledge

Demonstrate expert knowledge of child development including health, wellbeing, and emotional and psychological disturbance. Demonstrated ability to clinically formulate a presentation and work with a recovery-based framework to create and deliver appropriate and evidence -based treatment plans.

Personal attributes

- 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
- 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.

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 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.