

# POSITION STATEMENT

Position Title: Community Mental Health Clinician

Directorate: GMHWS Grampians Mental Health and Wellbeing Service (GMHWS)

Department: Mental Health

Reporting to: Team Leader – Adult Community

## Appointment Terms/Conditions

- **Classification:** Registered Nurse RPN3, SW2, OT2, P2
- **Award Coverage:** Victorian Public Mental Health Service Enterprise agreement, Medical Scientists, Pharmacists and Psychologists Enterprise Agreement
- **Time Fraction:** As per contract of employment

## ORGANISATIONAL INFORMATION

### Vision

Excellence in health care.  
Our patients / Our Staff / Our community

### Mission

Ballarat Health Services' primary role is to deliver quality care to the communities we serve by providing safe, accessible and integrated health services resulting in positive experiences and outcomes.

| Values                                                                                                                                                                                                                |                                                                                                                                                            |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Teamwork</b><br>We commit to common goals based on open and honest communication while showing concern and support for all.<br><br>We are dedicated to working together for common interests and responsibilities. | <b>Respect</b><br>We acknowledge everyone's unique strengths and values diversity.<br><br>We operate in a spirit of co-operation and honour human dignity. |
| <b>Accountability</b><br>We personally commit to delivering our best, taking responsibility for all of our decisions and actions                                                                                      | <b>Compassion</b><br>We treat people with kindness and empathy.<br><br>We care about our patients, our people and our community.                           |

## **POSITION PURPOSE**

GMHWS Adult Community Mental Health Team deliver a timely and consistent service to clients and families requiring mental health support. GMHWS adult community clinicians undertake biopsychosocial assessments and provide ongoing treatment in collaboration with the consumer, carers/families, the MDT and other supportive agencies to achieve agreed goals and outcomes. Clinicians use a recovery framework, focusing on a strengths based approach.

Community clinicians are required to work a rostered duty function, covering weekends to facilitate urgent assessments and support to clients in their own homes, in addition to clients from aged and youth services. The duty function includes assessments over the telephone and medication management.

## **KEY ACCOUNTABILITIES**

- Provide evidence based and best practice clinical assessments and treatments in accordance with GMHWS policies, procedures and discipline specific professional standards.
- Actively and effectively work within a Multi-disciplinary Team and contribute to the generic and discipline specific expertise of the team.
- Undertake comprehensive biopsychosocial assessments, identify and prioritise consumer and family needs, including risk assessment and management.
- For nurses - administer LAI medication as prescribed by treating psychiatrist.
- Refer to and engage with supporting agencies such as NDIS, forensic assessment services, private psychologist and GP
- Develop collaborative care plans within a recovery framework that works towards discharge from the service.
- Attendance at the Mental Health Tribunal and completion of tribunal reports.
- Monitoring of physical health conditions and promotion of physical well being.
- Co-ordinate admission to the inpatient unit and actively engage with the inpatient unit to facilitate discharge planning.
- Completion and submission of contact stats daily.
- Compliance with all GMHWS Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Ballarat Health Services Infection Control Manuals.
- Participation in the GMHWS integrated risk management and quality improvement 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 Ballarat Health Services, 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 Ballarat Health Services.
- At GMHWS 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 GMHWS employees.
- GMHWS is committed to a patient/client centred approach in the provision of health care and services, consistent with the GMHWS values, mission and vision. It is expected that you demonstrate the core values of patient centred care in every interaction with patients, carers and colleagues.

## **KEY SELECTION CRITERIA**

### **Qualifications:**

For Registered Nurses: Approved degree/diploma/post graduate certificate from a recognised School of Nursing and current registration within the Australian Health Practitioner Regulation Agency.

For Social workers: Approved degree from a recognised Educational Facility for Social Workers

For Occupational therapist: Approved degree from a recognised Educational Facility for Occupational Therapist and current registration within the Australian Health Practitioner regulation Agency.

For Psychologist: Approved degree from a recognised Educational Facility and general registration under Australian Health Practitioner regulation Agency.

### **Experience:**

- Recent clinical experience in a mental health setting including inpatient and/or community.
- Well-developed mental health and risk assessment skills
- A commitment to providing high levels of consumer focused care and service
- Good knowledge of the recovery model and how this informs engage with clients and families.
- Good knowledge and understanding of the MHA 2022 and other relevant legislation, policies and strategic directions of Public Mental Health Services
- Well-developed communication and interpersonal skills (written and verbal) and demonstrated ability to problem solve, negotiate and communicate with staff and other service providers.
- Sound working knowledge of understanding of ethnic and culturally sensitive issues and practice.
- Knowledge and experience of community liaison and the development of community networks.
- Sound knowledge of medication and side effects specific to consumers with a mental illness, use of side effect rating scales and physical co-morbidities associated with mental illness and prescribed medication
- Knowledge of trauma informed care.
- Knowledge of substance use and impact on mental health.

## **OCCUPATIONAL HEALTH, SAFETY AND QUALITY RESPONSIBILITIES**

### **Responsibilities and Accountabilities**

All Ballarat Health Services employees share responsibility for occupational health and safety, (OH&S) with specific responsibilities and accountabilities allocated to positions within the organisational structure.

Employees also have a responsibility to the National Safety and Quality Standards (NSQHS) in ensuring the effective and safe delivery of healthcare services.

Any employee who fails to meet his/her obligations concerning health and safety may, depending on the circumstances, face disciplinary action up to, and including, dismissal.

### **Employees**

Employees have a responsibility to comply with all relevant GMHWS OH&S management system Policies, Procedures and programs. This includes the GMHWS Injury Management Program.

Employees have a responsibility to take all reasonable care to prevent incident or injury to themselves or to others in the workplace. Employees are expected to learn and follow approved standards and Procedures that apply to their activities and check with their Manager when they have any doubts concerning potential hazards.

Employees have a responsibility for:

- Looking after their own health and safety and those of others in the workplace;
- Follow safe work practices and use personal protective equipment as required;
- Participate in OH&S consultation and OH&S training initiatives;
- Report any accidents, incidents, injuries "near misses", safety hazards and dangerous occurrences, assist with any investigations and the identification of corrective actions;
- Cooperate with managers and supervisors so that they can meet their OH&S responsibilities;
- Don't wilfully interfere with or misuse anything provided in the interest of health and safety or wilfully put anyone at risk;
- Performing only those tasks for which they have received appropriate training and instruction;

- Ensuring that they understand and comply with those responsibilities which apply to them while performing their duties at the workplace;
- Participate in emergency evacuation exercises.

#### OTHER RELEVANT INFORMATION

- Appointment is subject to a satisfactory Staff Immunisation clearance and a satisfactory current Police Record Check.
- 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 interim performance development and review discussion will occur with your Manager three months from your commencement date and annually thereafter. 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.

#### HOW TO APPLY

##### Your application should include:

- Clearly state the **Job No.** specified on the advertisement for this position.
- A statement addressing each “**Key Selection Criteria**” clearly demonstrating your ability to meet the objectives of the role. **Note:** Read the Position Description carefully so you have a good understanding of what is required and remember to address what skills, knowledge and attributes you have.
- General resume
- Copies of any formal qualifications. **Note:** If emailing your application note that hard copies of your qualifications will need to be produced at interview.
- Two (2) professional referees

Apply on-line at: [www.org.au](http://www.org.au)

#### AUTHORISATIONS

|                                    |               |
|------------------------------------|---------------|
| Employee                           |               |
| Department Manager                 |               |
| Director / Chief Executive Officer |               |
| Date Written:                      | Date Revised: |