

Position Title:	Mental Health Clinician
Directorate:	Mental Health
Department:	Community Mental Health
Reporting to:	
Direct:	Senior Clinician (Daily Operational/Clinical Matters)
Indirect:	Team Leaders
Direct Reports:	NIL

Appointment Terms/Conditions:

Classification and Code:	Registered Psychiatric Nurse Grade 3 (NP81-NP82) Psychologist Grade 2 (PK1-PK4) Social Worker Grade 2 (YC42-YC45) Occupational Therapist Grade 2 (YB20-YB23)
Enterprise Agreement:	Victorian Public Mental Health Service Enterprise agreement or the Victorian Public Health Sector (Medical Scientist, Pharmacists and 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

The mental health clinician in conjunction with the Senior Mental Health Clinicians and Team Leader provides comprehensive bio-psycho-social clinical assessments, treatment and care with patients and their families that are evidence-based and best practice to enhance the person's recovery from mental disorder.

KEY ACCOUNTABILITIES

- Expertise in the provision of evidence-based and best practice assessment, treatment provision and care. A level of expertise commensurate with the role and years of experience.
- To provide specialist support through primary, secondary and tertiary consultation to services through identification of complex needs and prioritization of client /family/significant other needs and/or referral and treatment options.
- Actively and effectively, work within a multidisciplinary team and contribute to the generic and discipline specific clinical expertise of that multidisciplinary team.
- Undertake comprehensive mental health assessments, identify and prioritise patient and family needs and/or referral options.
- Clinically treat a caseload of patients as the primary treating clinician within a multi- disciplinary team that emphasises, practices and continually seeks to improve patient-centred, family-inclusive, community-based, evidence-based and best practices.
- Proficient development, administration, implementation and review clinical treatment plans that target identified biological, psychological, and social needs of patients and their families and include targeted evidence-based treatment strategies consistent with Grampians Health Mental Health Service policies, procedures and discipline- specific standards.
- Demonstrate knowledge and skills in daily clinical practice with respect to the routine, active involvement of families in the delivery of clinical treatments consistent with Grampians Health Mental Health Service policies, procedures and discipline specific standards.
- Evaluate the effects of implemented treatment of all patients and their families in accordance with Grampians Health Mental Health Service policies, procedures and discipline-specific standards.
- Establish and maintain effective and appropriate interagency professional relationships via education and consultation to enhance the development of the workforce and promote collaborative care planning with relevant agencies for clients consistent with Grampians Health Mental Health Service policies, procedures and discipline-specific standards.
- Proactive engagement in the pursuit and application of clinical supervision, both discipline- specific and generic, consistent with Grampians Health Mental Health Service policies, procedures and discipline-specific standards.
- Maintain statistics and records reflecting the expectations and required standards consistent with Grampians Health Mental Health Service policies, procedures and discipline-specific standards.
- Actively participate in relevant training, education and professional knowledge and skills development programs that are aimed at attaining the best health outcomes for patients, their families and the community in accordance with relevant legislation, Grampians Health Mental Health Service policies, procedures and discipline-specific standards.
- Actively participate, as appropriate, in Grampians Health Mental Health Service committees, working parties, focus groups and other subgroups relevant to the continuous development of the mental health services.
- To participate in relevant research projects as required.
- Travel across the Grampians Area Mental Health Service may be required.
- Other duties as directed.
- Work a roster appropriate to the services requirement.
- Compliance with all Grampians Health Policies and Procedures.

- Adherence to infection control policies and procedures as identified in the Ballarat Health Services Infection Control Manuals.
- Participation in the Grampians Health 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 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.
- 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.
- Grampians Health is committed to a patient/client centred approach in the provision of health care and services, consistent with the Grampians Health 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 and experience

- Relevant professional qualification in a health-related discipline (psychology, nursing, social work or occupational therapy); current registration where applicable. Current drivers' licence.

Experience required is relevant to the respective enterprise agreement.

- Relevant experience in, and ongoing commitment to, the delivery of evidence-based and best practice, aged friendly, family inclusive treatments for people 'at risk' of, or presenting with, a severe mental disorder is preferable; demonstrated proficiency in the application of knowledge in current evidence-based treatment practices and approaches.

Technical/Professional Knowledge and Skills

- Able to demonstrate knowledge and understanding of contemporary evidence-based treatments and/or best practices within a clinical, social, and political healthcare environment that drives proficient routine practices. Able to demonstrate knowledge of cognitive, behavioural, and social learning principles that enable proficient routine evidence-based clinical practices.
- Ability to recognise and co-ordinate proactive clinical responses within an interdisciplinary team context on a day-to-day basis. Provide advice, reasoned recommendations, and evidence-based solutions to clinical presentations as required.
- Demonstrated awareness of relevant legislation, including but not limited to: Mental Health Act 2014 and Amendments, Guardianship and Administration Act, Privacy Act 2014.

Work Environment

- Awareness of current trends and issues in the provision of mental health services.

Personal attributes

- Actively participates in own Performance Review program, participates as required in quality improvement activities, evidence of, and a commitment to, ongoing professional development and achievement of professional goals.

Interpersonal skills

- Demonstrate effective communication and interpersonal skills; the ability to develop and maintain effective working relationships with patients, families, significant others, colleagues and other service 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.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.
- 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.