

**Position Title:** Senior Community Mental Health Clinician

**Campus:** Ararat Community Mental Health & Wellbeing, 70 High Street, Ararat 3377

**Directorate:** Community and Aged Care

**Department:** Grampians Mental Health and Wellbeing Service

**Reporting to:** Operational – Team Leader Ararat – Active Stream  
Professional – Relevant Discipline Lead

**Direct Reports:** Subordinate Clinicians for day-to-day clinical matters

### Appointment Terms/Conditions:

**Classification and Code:** Registered Nurse RPN4 Grade 4, Year 1 – Year 2 (NP75-NP77)  
Occupational Therapist Grade 3, Year 1 – Year 4 (YB24 – YB27)  
Social Worker Grade 3, Year 1 – Year 4 (YC46 – YC49)  
Psychologist Grade 3, Year 1 – Year 4 (PL1 - PL4)

**Enterprise Agreement:** Victorian Public Mental Health Services Enterprise Agreement  
Medical Scientists - Pharmacists and psychologists Victorian Public Sector (single interest employers) 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 for people and their families, carers and supporters, living within the Grampians Region, who experience mental ill health and/or psychological distress.

The Senior Clinician works directly with consumers, their families and supporters under the line management of the Team Leader. The Senior Clinician works collaboratively with the Team Leader to ensure an effective, evidence-based, person-centred provision of service on a day-to-day basis. This will require a presence to provide team support and direction on a daily basis, initiating and driving continuous improvement projects/activities, working with established links with other departments across Grampians Health and also established relationships with external agencies.

The Senior Clinician works to the strengths and scope of their specific discipline, in compliance with discipline specific standards and codes of conduct, including the Victorian Public Services Code of Conduct, APHRA (where applicable). The Senior Clinician will support the Team Leader to: Manage and co-ordinate daily operational requirements of the team

- Provide input into GMHWS policy development
- Participate in continuous improvement activities related to the team
- Participate in the monitoring and evaluation of service and program delivery by the Ararat Community Mental Health and Wellbeing Team

The Senior Clinician role is required to undertake various functions within the team including (but not limited to) a duty function as rostered and weekend work as rostered. Senior Clinicians employed to rural teams will be required to work on-call rosters on weekends and afterhours.

## **KEY ACCOUNTABILITIES**

- Provide evidence-based clinical assessments consistent with organisational processes
- Provide evidence-based treatments in accordance with scope of practice and the Capability Framework for Mental Health and Wellbeing Workforce
- Work within discipline specific professional standards.
- Work effectively within a multidisciplinary team and contribute to the generic and discipline specific expertise of the team.
- Undertake comprehensive biopsychosocial assessments, identify and prioritise consumer, carer 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 wellbeing within the Equally Well Framework.
- Co-ordinate admission to bed-based services and actively engage with the inpatient unit to facilitate discharge planning.
- Completion and submission of statistical data collection.
- Compliance with all GMHWS Policies and Procedures.
- Participation in orientation processes for new staff
- Supervision and facilitation of student placements relevant
- Provide clinical supervision in accordance with discipline requirements
- Actively participate in clinical supervision for self and development
- Actively participate in ongoing professional development
- Instigate and lead a positive culture of change, innovation and human right based, recovery-oriented service delivery

## KEY SELECTION CRITERIA

### Qualifications and experience

- AHPRA Registration, Nurse Division 1 – Post Graduate qualification in Mental Health and substantial work experience, usually 5 years' experience in mental health service delivery, or;
- Degree or Master's qualification in Social Work along with the Accredited Mental Health Social Work credential. Must be eligible for membership to the Australian Association of Social Workers (AASW). Minimum of 7 years' experience in Mental Health Clinical service delivery, or;
- AHPRA Registration, Degree or Masters qualification in Occupational Therapy and a minimum of 7 years' experience post qualification in Mental Health Clinical service delivery, or;
- AHPRA Registration, Masters qualification in Clinical, Forensic or Neuropsychology and at least 7 years of experience post qualification in Mental Health Clinical service delivery.

### Technical/Professional Knowledge and Skills

- Advanced level of clinical knowledge and skill in the treatment, care and support of people experiencing mental distress
- Thorough knowledge of mandatory reporting requirements
- Thorough knowledge of relevant legislation, including but not limited to:
  - Mental Health and Wellbeing Act 2022
  - Children and Young People Act 2012
- Demonstrated family and diversity inclusiveness
- Experience Leadership skills
- Evidence of ongoing professional development
- Demonstrated understanding of the Victorian mental health system
- Understanding of the Royal Commission into Victoria's Mental Health System and its recommendations and, the commitment to change
- Computer literacy at intermediate level for Microsoft 366 applications the ability to use a digital medical record

### Work Environment

- Located in Ararat
- The role requires some travel across the Grampians Region

### Personal attributes

**Adaptability:** The ability to maintain flexibility and effectiveness in a climate of major change in work responsibilities or environment; adjusting effectively to work within new work structures, systems and processes, cultures

**Work Standards:** Setting high standards of performance for self; assuming responsibility and accountability for successfully completing clinical work and project; self-imposing standards of excellence rather than having standards imposed

**Stress Tolerance:** Maintaining effective performance under pressure or opposition (such as time pressure or role ambiguity); managing self in relation to work pressures in a manner that is consistent with GH values

**Quality Orientation:** Accomplishing tasks in a timely manner and consistent with organisation requirements; ensuring quality is at the centre of consumer and family outcomes

**Driving for Results:** Setting achievable goals for personal development; using measurement methods to monitor progress toward goals; working to meet or exceed goals while deriving satisfaction from that achievement and continuous improvement

**Innovation:** Generating innovative solutions in work situations

**Collaboration:** Working effectively and cooperatively with others; establishing and maintaining good working relationships

**Communication:** Clearly conveying information through a variety of media to individuals or groups in a manner that engages the audience and helps them understand and retain the message; ensuring all stakeholders are recipients of relevant communication

**Managing Conflict:** Dealing effectively with potential or actual antagonistic situation; using appropriate interpersonal styles and methods to reduce tension or conflict between two or more people

**Negotiation:** Effectively exploring alternatives and positions to reach outcomes that gain the support and acceptance of all parties.

## **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.