

## POSITION DESCRIPTION

<b>Position Title:</b>	Senior Clinician – Emergency Mental Health
<b>Business Unit/Department:</b>	Emergency Mental Health (EMH) Consultation Liaison (CL) Mental Health & Police (MHaP) Response Program
<b>Division:</b>	Mental Health & Wellbeing Services
<b>Award/Agreement:</b>	Victorian Public Mental Health Services Enterprise Agreement; Medical Scientists, Pharmacists & Psychologists (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement
<b>Classification:</b>	<i>Mental Health Professional:</i> Registered Psychiatric Nurse: Grade 4 – Year 1 to Year 3 (NP75 to NP77) Occupational Therapist: Grade 3 – Year 1 to Year 4 (YB24 to YB27) Social Worker: Grade 3 – Year 1 to Year 4 (YC46 to YC49); <i>Psychologist:</i> Grade 3 – Year 1 to Year 4 (PL1 to PL4)
<b>Reports To:</b>	Manager – EMH/CL/MHaP
<b>Direct Reports:</b>	N/A
<b>Date Prepared/Updated:</b>	22 April 2026

### Position Purpose

The Emergency Mental Health (EMH) service is an integral component of the Emergency Departments at Sunshine and Footscray Hospitals, delivering timely, comprehensive assessment, intervention, and treatment to consumers presenting with acute mental health conditions, psychological distress, and associated risk behaviours. All care is provided in accordance with the principles of the Mental Health and Wellbeing Act 2022 (Victoria), including the provision of least restrictive, recovery-oriented, and trauma-informed care that promotes autonomy, dignity, and human rights.

EMH provides holistic, person-centred support to consumers, as well as their families, carers, nominated support persons, and other support networks. Care delivery emphasises supported decision-making, inclusion of the consumer's preferences (including Advance Statements where applicable), and recognition of the important role of carers and supporters in treatment, care, and recovery.

The service delivers specialist mental health consultation to Emergency Department staff, supporting safe, timely, and evidence-based responses to consumers with mental health needs. EMH clinicians play a key role in identifying when compulsory assessment or treatment may be required under the Act, ensuring that any use of compulsory powers is lawful, proportionate, and applied as a last resort. EMH also functions as a critical interface between community-based mental health services and inpatient units, facilitating continuity of care and seamless transitions across the service system.

In addition, EMH clinicians contribute to the Mental Health and Police Response (MHaP) program in partnership with Victoria Police, providing joint assessment and intervention in community settings. This

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work is guided by Act principles, prioritising de-escalation, safety, and least restrictive responses wherever possible.

The EMH Clinician is responsible for delivering high-quality, evidence-based assessments and interventions to consumers presenting to Western Health Emergency Departments, including support for their families and carers. The role requires advanced clinical expertise and a strong understanding of legislative requirements, ensuring that all care is compliant with the Mental Health and Wellbeing Act 2022 (Victoria), particularly in relation to compulsory assessment, treatment, and the protection of consumer rights.

The EMH Clinician works both autonomously within the Emergency Department environment and collaboratively as part of the multidisciplinary EMH and MHaP teams. They provide clinical leadership, guidance, and supervision to EMH clinicians and Emergency Department staff, promoting best practice, reflective practice, and adherence to legislative and organisational requirements.

Working in partnership with Emergency Department teams and the Mental Health Nurse Navigator, the EMH Clinician supports the delivery of consistent, high-quality, recovery-oriented mental health care across all areas of the Sunshine and Footscray Emergency Departments, ensuring care is safe, culturally responsive, and aligned with the rights, preferences, and wellbeing of consumers.

### **Business Unit Overview**

The Division of Mental Health and Wellbeing Services spans across multiple Western Health sites and within the local community and services consumers across the lifespan.

The Division has recently been established following a key recommendation from the Royal Commission into Victoria's Mental Health System. The Western Health catchment includes the local government municipalities and growth areas of Brimbank, Sunbury, Maribyrnong and Melton.

Our recovery-oriented approach to care is provided by a multidisciplinary workforce comprising skilled clinicians, consumers and carers. These services include hospital based, community and specialist mental health and wellbeing services for adults, older adults, children and adolescents who are experiencing, or are at risk of developing a serious mental illness.

The Division collaborates across a number of Divisions within Western Health and partners with external health services and community services to ensure the provision of Best Care.

The Division aims to innovate and develop services and care options across Western Health to ensure Best Care for the community of Western Melbourne.

### **Key Responsibilities**

- Provide high quality, timely, clinical mental health assessment, support, interventions and treatment to mental health consumers across all areas of Sunshine and Footscray ED and MHaP programs.
- Provide support to families, carers and support people of consumers.
- Effectively collaborate with ED staff to provide timely and high-quality care to mental health consumers across all areas of ED.
- Complete all required clinical and legal documentation in a comprehensive, clear and articulate manner.
- Take reasonable care for your safety and wellbeing and that of others.
- Work in your scope of practice and seek help where required.
- Work in partnership with consumers, patients and where applicable carers and families.
- Work collaboratively with colleagues across all Western Health programs.
- Continue to learn through mandatory training and other learning activities.
- Seek feedback on your work including participation in annual performance discussion.
- Speak up for safety, our values and wellbeing.

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- Prioritise wellbeing and ensure safe work practices are developed and adhered to in their area.
- Respect that Western Health is a smoke-free environment.
- Demonstration of Western Health values, being a role model for living the values;
- Successful completion of required mandatory training activities, including training related to the National Standards;
- Achievement of Western Health and portfolio specific KPI targets as they apply to your area;
- Acceptance of accountability for all reasonable care to provide a safe working environment within your area of responsibility and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity
- Acceptance of responsibility for Continuing Professional Development (CPD) of self that is aligned with the practice domains endorsed by Western Health, and actively keep a CPD portfolio as required by the standards of your profession.
- Compliance of clinical governance, legislative and documentation requirements, (e.g. Clinical Review discussions, completion of relevant documentation compliant with requirement of the Mental Health and Wellbeing Act 2022).
- Accept accountability to ensure that all clinical information is documented and stored in compliance with the Victorian Health Records Act 2001.
- Participation in formal performance and annual discussion review processes.
- Operate within the legal frameworks e.g. Mental Health and Wellbeing Act and Privacy Act.
- Compliance with Health Service and Divisional specific Regulations, Western Health Policy & Procedures, Code of Conduct and the by-laws and Policies and the ethical standards of the profession.

In addition to the key responsibilities specific to your role, you are required to deliver on the [Key Organisational Accountabilities](#) which are aligned with the Western Health strategic aims.

### Key Working Relationships

#### Internal:

- EMH Manager
- EMH Lead Consultant
- EMH Registrars
- Western Health Emergency department clinical staff
- Western Health Drug Health Services clinical staff
- All Western Health mental health and wellbeing programs
- Western Health Acute Health services

#### External:

- General Practitioners
- Private Psychiatrists and Psychologists
- AOD, housing and homelessness services
- Forensic mental health services
- Relationship services
- Consumers, family and carers
- Primary Health Network and other stakeholders
- Victoria Police
- Ambulance Victoria

### Selection Criteria

#### Formal Qualifications:

##### *Registered Psychiatric Nurses:*

- Registration as a registered nurse under the Australian Health Practitioner Regulation National Law Act (2009) with the Nursing and Midwifery Board of Australia.
- Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor Degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

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#### *Occupational Therapists:*

- Registration under the Australian Health Practitioner Regulation National Law Act (2009) with the Occupational Therapy Board of Australia.
- 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 Workers:*

- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers.

#### *Psychologists:*

- Registration as a Psychologist under the Australian Health Practitioner Regulation National Law Act (2009) with practice endorsement as a Clinical, Forensic or Clinical Neuro Psychologist with the Psychology Board of Australia (or eligibility to enter a registrar program as a clinical, forensic or clinical neuro psychologist with the Psychology Board of Australia where relevant).

#### **Essential:**

- A minimum 5 years' demonstrated experience in a variety of clinical mental health settings, including acute mental health
- High level skills and knowledge in conducting mental health and risk assessments.
- High level skill in developing management plans and comprehensive care formulations.
- High level verbal and written skills.
- Demonstrated ability to deliver best practice brief therapeutic interventions
- Demonstrated supervision and consultation skills, and experience in developing professional competencies.
- Strong leadership skills and evidence of contributing to a cohesive multidisciplinary team.
- Demonstrated ability to develop and maintain working relationships with a wide variety of stakeholders
- Demonstrated ability to consult, liaise and negotiate sensitively with consumers, their family or carers, treating teams and members of other community services.
- Experience in supporting clinical students on placement.
- Ability to work in a computerized environment.

#### **Additional Requirements**

##### All employees are required to:

- Obtain a police/criminal history check prior to employment
- Obtain a working with children check prior to employment (if requested)
- Obtain an Immunisation Health Clearance prior to employment
- Report to management any criminal charges or convictions you receive during the course of your employment
- Comply with relevant Western Health clinical and administrative policies and guidelines.
- Comply with and accept responsibility for ensuring the implementation of health and safety policies and procedures
- Fully co-operate with Western Health in any action it considers necessary to maintain a working environment, which is safe, and without risk to health
- Protect confidential information from unauthorised disclosure and not use, disclose or copy confidential information except for the purpose of and to the extent necessary to perform your employment duties at Western Health
- Safeguard children and young people in our care, by ensuring that your interactions are positive and safe, and report any suspicions or concerns of abuse by any person internal or external to Western Health
- Be aware of and comply with relevant legislation: Public Administration Act 2004, Victorian Charter of Human Rights and Responsibilities Act 2006, the Victorian Occupational Health and Safety Act 2004, the Victorian Occupational Health and Safety Regulations 2017 (OHS Regulations 2017), Fair Work Act 2009 (as amended), Occupational Health and Safety (Psychological Health) Regulations 2025, the Privacy Act 1988 and responsibilities under s141 Health Services Act with regard to the sharing of health information, the Family Violence and Child Information Sharing

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Schemes, Part 5A and 6A Family Violence Protection Act 2008, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2022

- Be aware of and comply with the Code of Conduct for Victorian Public Sector Employees and other Western Health employment guidelines

### General Information

- Redeployment to other services or sites within Western Health may be required
- Employment terms and conditions are provided according to relevant award/agreement
- Western Health is an equal opportunity employer and is committed to providing for its employees a work environment which is free of harassment or discrimination. The organisation promotes diversity and awareness in the workplace
- Western Health is committed to Gender Equity
- Western Health provides support to all personnel experiencing family and domestic violence
- This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Western Health reserves the right to modify position descriptions as required. Employees will be consulted when this occurs
- Western Health is a smoke free environment

*I confirm I have read the Position Description, understand its content and agree to work in accordance with the requirements of the position.*

Employee's Name: \_\_\_\_\_

Employee's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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