

POSITION DESCRIPTION

Position Title:	Mental Health Clinician
Business Unit/Department:	Community Team Central
Division:	Mental Health & Wellbeing Services
Award/Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024 <u>OR</u> Medical Scientists, Pharmacists & Psychologists (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement 2021-2025
Classification:	Registered Psychiatric Nurse – Grade 3 Occupational Therapist – Grade 2 Social Worker – Grade 2 Psychologist – Grade 3
Reports To:	Manager – MH&WS Central Community Team
Direct Reports:	N/A
Date Prepared/Updated:	6 January 2025

Position Purpose
Working within our catchment area allows for challenging and rewarding careers, where teamwork, flexibility and achievement are apparent in everything we do. We recognise that it takes a team to run a successful service and we value and support all our team members. The team is comprised of enthusiastic and passionate clinicians (nursing, occupational therapy, social work, psychology and medical) who strive to promote mental health and wellbeing for our registered consumers while supporting their carers. Clinicians provide recovery orientated community mental health services aligned to a core functions of intake, ACIS, case management or the intensive support program. Rotating roster over 7 days per week required for ACIS clinicians, Monday to Friday BH's employment may be negotiated. This role includes a combination of administrative duties and direct clinical work therefore effective organisational skills are a must. You will have demonstrated ability to apply initiative while requesting support and guidance from your team as required. Your typical day will include: • Assessing and providing interventions to consumers with various psychiatric illnesses • Coordinating medical, psychosocial and legal aspects of care delivery • Engaging with consumers, their family members and other service providers • Development and delivery of evidence-based practice and appropriate treatment options • Working in collaboration with your multi-disciplinary mental health team

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Business Unit Overview
Western Health's Mental Health and Wellbeing Service (MH&W) provides a comprehensive range of specialist mental health services to people who reside in the local government areas of Melton, Brimbank and parts of Hume (Sunbury/Bulla). We deliver specialist clinical programs across Adult Community Services, EMH/PARC/CL psychiatry, St Albans Community Care Unit and our Adult Mental Health Rehabilitation Unit and Adult Acute Inpatient Units. The MHWS is situated in a growth corridor where continuous development, service expansion and innovative new programs are on the rise. Central Community team is one of two MH&WS adult mental health programs and responsible for community mental health care of consumers living in the city of Brimbank and parts of Hume (Sunbury, Bulla).
Key Responsibilities
• Assessing and providing interventions to consumers with various psychiatric illnesses • Capacity to effectively assess and or screen consumer need/ referrals and make clinically informed decisions regarding the appropriate course of action, consulting colleagues/ external services as required. • Coordinating medical, psychosocial and legal aspects of care delivery • Engaging with consumers, their family members and other service providers • Accurate documentation, in a timely manner, of all clinical work as required by WH policy and procedure • Take reasonable care for your safety and wellbeing and that of others. • Work in your scope of practice and seek help where required. • Seek feedback on your work including participation in annual performance discussion. • Development and delivery of evidence-based practice and appropriate treatment options • Working in collaboration with your multi-disciplinary mental health team • Attend weekly clinical review team meetings and participate as an integral member of the multidisciplinary team • Participate in local KPI achievement (contacts; OM's; R&W plans; 7/7 pre & post contact; 91 day clinical reviews); clinical supervision and community workload management processes • Work within the Mental Health Act 2014 as required (a new MH&W Act will come into place on 1/9/23 at which time staff will be required to have a working understanding of the principles and application to their practice). • Actively contribute to the team dynamic and culture with potential for additional tasks focusing on broader service development initiatives. • Continue to learn through mandatory training and other learning activities. • Seek feedback on your work including participation in annual performance discussion.
About You: • You are a motivated mental health clinician committed to continued learning and developing your clinical skills. • You have a passion for caring and making a genuine difference in the lives of public mental health consumers. • You enjoy being part of a dynamic team and draw on the experience of your colleagues yet are confident to work autonomously. • You communicate clearly, openly and effectively within internal and external stakeholders in verbal and written form.
Your Experience: • Experience in working within a team environment and with a range of consumers from varied cultural backgrounds and psychiatric presentations. • Knowledge of relevant treatment models and interventions for high and low prevalence psychiatric illnesses. • Comprehensive understanding of legislative and policy directions within the Victorian public mental health services including, but not limited to, the Recovery Framework and the Mental Health Act (2014).

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- Skilled in engaging consumers and family members, developing rapport and following up with community linkages/referrals to specialist services.

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:

- Community Team Manager
- Community Team Leaders
- Multidisciplinary Team
- Administration staff
- MW&W clinical programs

External:

- Centralised Triage
- Local Mental Health & Wellbeing Service
- Non-Government agencies, drug and alcohol services and primary health providers

Selection Criteria

Formal Qualifications:

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.).

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's degree in Psychiatric/Mental Health Nursing or equivalent, or, Bachelor's degree in Nursing plus a Postgraduate qualification in Psychiatric/Mental Health Nursing.

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, endorsement program available for eligible psychologists).

Social Workers:

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

Essential:

- Experience, minimum 2years, in the provision of clinical services in a high demand environment with consumers who have complex needs OR clinical psychologist eligible for endorsement program.
- Understanding of consumer Rights and Responsibilities, and the ability to facilitate consumers to make informed choices for recovery.
- Understanding of practical application of your professions Code of Ethics
- Understanding of Legislation pertinent to the provision of mental health services and in particular the Mental Health Act (2022) and of policies and strategic directions of Public Mental Health Services
- High level of reliability and professional conduct

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- Excellent interpersonal and communication skills (written and verbal) and the ability to problem solve, negotiate and communicate with staff, consumers and other service providers.
- Ability to work with clients from a range of cultural backgrounds within a recovery-based service delivery framework inclusive of gender sensitivity and family-based practice
- A current Victorian Drivers' License and capacity to drive work vehicles
- Comply with all legal requirements pertaining to the position including responsibility for maintaining current registration as required by your professional organisation

Desirable:

- Ability to speak a community language
- Advanced computer skills
- Knowledge of AMHS's and appropriate evidence-based interventions/ management of high risk and complex consumer behaviour.
- Experience working collaboratively with primary health care providers and relevant community services

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), 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 Schemes, Part 5A and 6A Family Violence Protection Act 2008, Safe Patient Care Act 2015, Mental Health & Wellbeing Act 2023
- 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

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- 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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