

Position Title: Senior Mental Health Clinician

Campus: Ballarat

Directorate: Mental Health

Department: Community Mental Health Service

Reporting to:

- **Direct:** Manager
- **Indirect:** Mental Health Operations Director

Direct Reports: Nil

Appointment Terms/Conditions:

Classification and Code: Registered Psychiatric Nurse Grade 4 (NP75 -NP77), Psychologist Grade 3 (PL1-PL4), Social Worker Grade 3 (YB51-YB54), Occupational Therapist Grade 3 (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

In conjunction with the Team leader, the senior mental health clinician will provide clinical leadership in the ongoing development of clinical expertise within the team through mentoring, teaching, supervising and organisation of the day to day operational functioning of the team

KEY ACCOUNTABILITIES

- Expertise in the provision of evidence-based best practice. A level of expertise commensurate with the role and years of experience.
- To provide care consistent with the guiding principles of the Mental Health Act 2014 - voluntary treatment in preference to compulsory treatment; robust safeguards and oversight mechanisms to protect the rights, dignity and autonomy of people living with a mental illness. Promote supported decision-making and encourage strong communication between health practitioners, consumers, their families and carers. Support people with a mental illness to make and participate in treatment decisions and to have their views and preferences considered and respected.
- The facilitation of clinical team meetings, coordination of clinical case reviews, and daily operational coordination with appropriate delegation of responsibilities as needed.
- Provide direct and indirect support for complex presentations within the team and carry a caseload in consideration of other portfolio responsibilities.
- To provide specialist support through primary, secondary and tertiary consultation through identification of complex needs and prioritization of client /family/significant other needs and/or referral and treatment options.
- To actively influence the discipline-specific clinical expertise of a multidisciplinary team, consistent with organisational and industry wide policies and procedures.
- To undertake comprehensive mental health assessments, identifying and prioritising patient and family needs, demonstrating expert clinical judgement.
- Routinely develop, implement and review clinical treatment plans for the most complex of patients that target identified biological, psychological, and social needs of patients and their families and include targeted evidence-based treatment strategies and discipline specific standards.
- Proactive clinical leadership and participation in the clinical activities of a multidisciplinary clinical team.
- Demonstrate leadership in establishing and maintaining 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.
- Engagement in the provision and receipt of discipline and operational specific supervision.
- Monitoring, analysis and evaluation of team data. Ensuring CMI/ODS statistical data collection is per departmental guidelines and in accordance with continuous quality improvement.
- Provide relevant training and education to clinical staff as identified and required.
- Participation in organisational committees and other working groups.
- To participate in relevant research projects as required.
- Compliance with all Grampians Health Policies and Procedures.
- Adherence to infection control policies and procedures as identified in the Grampians Health 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 Victorian drivers' licence (not expired nor suspended) is required
- Experience required is relevant to the respective enterprise agreement.
- Appointment to RPN4 positions must have completed either a post-graduate diploma in Psychiatric/Mental Health nursing or a specialist undergraduate psychiatric nursing program or a specialist post basic course of training which led to registration as a division 3 nurse. A substantial period of work experience (usually at least 5 years) to achieve expert knowledge.
- Occupational Therapist Grade 3 and Social Worker Grade 3 (usually at least 7 years of experience), possessing specific knowledge in the branch of the profession.
- Psychologist Grade 3 is a person who is registered as a Psychologist with the PBA with a minimum of five years professional experience as a Psychologist Grade 2 (or equivalent), complies with the code of ethics and legal requirements of the psychology profession.

Technical/Professional Knowledge and Skills

- Demonstrated knowledge, experience and understanding of contemporary evidence-based treatments and best practices. Ability to recognise and proactively co-ordinate clinical responses within a multidisciplinary team context on a day-to-day basis. Provides authoritative advice, reasoned recommendations and evidence-based solutions to complex presentations.
- Demonstrates highly developed communication and interpersonal skills. The ability to develop and maintain effective working relationships with patients, families, significant others, colleagues and other service providers.
- Demonstrates an ability to provide leadership, including developing clinical expertise within the team through mentoring, training, teaching and supervision. Operates with a high level of individual integrity, responsibility and professionalism. Has the capacity to be a consistent and reliable role model within the team.

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.