

Position Description

Position Title	Senior Mental Health Clinician
Position Number	30027264
Division	Clinical Operations
Department	Mental Health - Psychiatry Parent and Infant Unit (PIU)
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Social Worker Grade 2
Classification Code	YC42 – YC45
Reports to	Nurse Unit Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Clinical Operations Division

The Clinical Operations Division encompasses acute, allied health, cancer and mental health services. We provide a wide range of general medical, surgical and specialty services including but not limited to; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics, Cancer Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

The Psychiatry Parent and Infant Unit (PIU) Team

A 5 bed mental health inpatient unit for parents and infants. The clinical team assess and treat the mental health of the primary caregiver and support/strengthen the attachment relationship between parent and infant. Parent Infant Unit (PIU) inpatient admissions are open to antenatal women in their third trimester of pregnancy and primary caregivers (mum, dad or carer) of infants up to the age of 12 months (unless walking) in the following circumstances: there is an existing diagnosis, or risk, of a serious mental illness with risk issues which may include the involvement of child protection, the needs and safety of caregivers and infants can be managed appropriately and safely in an open ward environment.

The Position

This position works as part of the Allied Health team, and provides Social Work services to Psychiatric Inpatient Services through mental health assessment, treatment and support to patients.

The team also provides advice, education and support to carers, family and health care providers. Working within the multi-disciplinary team, this position functions to strengthen and enhance the contribution of discipline specific skills, resources and experience available to patients of the service, their carers and other involved services and parties

All units are staffed by a multi-disciplinary team made up of Psychiatrists, Medical Officers, Nursing staff, Occupational Therapists, Carer & Consumer roles and Social Workers, incorporating aspects of the Safewards model utilising the associated interventions.

The Social Worker will ensure the delivery of service is in accordance with the Mental Health and Wellbeing Act 2022 and the Children, Youth and Families Act 2005, and is in accordance with Bendigo Health's vision, values and policies & procedures.

Responsibilities and Accountabilities

Key Responsibilities

- Provide Social Work services to inpatients and members of their family/support network
- As a key member of a multi-disciplinary team provide advanced assessment, treatment planning, recovery focused discharge planning and evidence-based psychological therapies (individual/group) for parent/s and infants in the Parent Infant Unit
- Provide counselling and therapeutic interventions to support parents in managing emotional challenges related to pregnancy, childbirth and early parenting.
- Address the issues of support for patients of the service, and their carers and service providers, with social work services aimed towards assisting them to function in the least restrictive environment
- Maintain current knowledge of community services/resources that can assist patients and families
- Connecting families with additional resources, such as paediatricians, financial assistance and parenting programs/support groups to support their overall well-being
- Carry out comprehensive psychosocial assessments of patients and the family initial referral
- Examine any 'at risk' factors and make appropriate social work intervention
- Liaise with, and refer to, other departments of Bendigo Health
- Liaise with, and refer to, other community services
- Participate in group programs to provide opportunity for education and support for patients and their families/carers
- Participate in the development and implementation of programs and initiatives within the Parent Infant Unit, aimed at improving perinatal and infant mental health
- Oversee the development and implementation of reports and applications for a range of medical/legal processes
- Assist in developing and enhancing secure and nurturing parent-child relationships
- Recognising and reporting cases of child abuse or neglect and taking appropriate steps to safeguard the welfare of the child
- Provide mentoring of PIU staff promoting skill development and knowledge acquisition for the treatment and care of parent/s and children
- Maintain accurate documentation and reports as needed by Bendigo Health
- Act as a role model and leader within the discipline of Social Work to peers and junior staff
- Advocating for the needs and rights of pregnant women, new parents, and infants within the Parent Infant Unit

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

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 socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Essential

Qualifications

1. Degree in Social Work recognised by the AASW and eligibility for AASW national accreditation status and ability to satisfy the requirements of the Bendigo Health Allied Health Credentialing and professional Standards document

Specialist Expertise

2. Previous experience in working with parents and families with infants experiencing parental psychosocial and psychiatric problems in the perinatal period with demonstrated knowledge of the impact of mental health problems and mental illness on parenting, parent-infant relationships and infant development

3. Capacity and commitment to work collaboratively in partnership with service providers across a range of sectors and build new cross sector links as required
4. Sound knowledge of the Victorian Mental Health Act 2014, the Mental Health and Wellbeing Act 2022, the Child Youth and Family Act 2005 and other relevant legislation
5. Evidence of a commitment to ongoing professional development

Personal Quality, Knowledge and Skills

6. Excellent interpersonal skills and the ability to communicate effectively with patients, families/carers, colleagues, service providers and the community
7. A personal approach which is positive, enthusiastic, friendly and helpful

Desirable

8. Approved post registration tertiary qualification relevant to perinatal and infant mental health and extensive clinical practice in the field of perinatal and infant mental health
9. Ability to introduce new concepts through innovation, influencing negotiating and persuasion skills
10. Demonstrated experience in providing assessment and evidence-based parenting or group interventions relevant to the perinatal period

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with the Bendigo Health's various infection control policy and procedures. All staff are required to have a current influenza vaccination prior to commencement at Bendigo Health.

Working with Children Check – A current and satisfactory Working with Children check must be presented to the Division of People and Culture prior to commencement at Bendigo Health. A current and satisfactory working with children check is required where the position unusually involves regular and direct contact with a child where the contact is not directly supervised by another person.

All Bendigo Health sites, workplaces and vehicles are smoke free.

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. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.