

Position Description

Position Title	Lead Clinician
Division	Clinical Operations
Department	Youth Community Mental Health And YPARC
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Registered Nurse Gr 3, Occupational Therapist Gr 2, Social Worker Gr 2
Classification Code	NP81-NP84, YB20-YB23, YC42-YC45
Reports to	Manager YMHWS & YPARC
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association • Drivers Licence • Immunisation Requirements

Bendigo Health

Bendigo Health is a leading regional health service, learn more about us by visiting our website: [Bendigo Health Website - About Bendigo Health](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

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

The Position

Bendigo Health Mental Health and Wellbeing Services provides a range of public mental health and wellbeing services to residents of the Loddon Campaspe Southern Mallee area.

Most mental illnesses first present in young people in their teens to mid-twenties. The Youth Community Mental Health and Wellbeing Service enhances the capacity of Bendigo Health Care Group Mental Health and Wellbeing Services to provide treatment to young people who have complex mental health disorders. The service also aims to improve access and treatment for young people with more prevalent mental health problems including complex anxiety, depression and eating disorders, and early manifestations of psychosis and personality disorders and co-morbid drug and alcohol problems.

Service provision includes comprehensive assessment, treatment and care for young people aged 16 to 24yrs with complex mental health issues; and support and education to their carers, associated professionals and the wider community about the nature of mental illness and its treatment.

The team is located at a service hub in Bendigo and provides Tier 3 youth clinical mental health and wellbeing services across the Loddon Campaspe Southern Mallee (LCSM) region and at Bendigo YPARC.

Objectives of the team are:

- To reduce the prevalence of untreated mental illness amongst young people
- To reduce the duration of untreated mental illness in young people
- To provide education, consultation and liaison services to specialist mental health and primary care works on assessment and timely, phase specific treatment of young people experiencing mental illness
- To provide a comprehensive and assertive community mental health service for the target group
- To minimise the need for acute inpatient admissions
- To maximise the use of community supports available to the patient
- To work collaboratively with patients and their carers in relation to their treatment, recovery and rehabilitation
- To create constructive working relationships and to develop collaborative treatment plans with workers providing services for young people

Responsibilities and Accountabilities

Key Responsibilities

- Working under the direction of the YMHWS Manager and Consultant Psychiatrist:
- Provide clinical services at YPARC on an extended hours clinical roster
- In consultation with the patient and significant others formulate, negotiate, document, monitor and maintain an Individual Service Plan for each allocated patient
- Monitor patient's mental state, conduct risk assessments and take appropriate action as required
- Monitor treatment compliance and response to prescribed treatments and document and report changes to the team psychiatrist
- Provide support for patients, their families and carers
- Develop and facilitate therapeutic group programs as directed
- Identify and co-ordinate other key community agencies and service providers involved in the provision of services to young people

Key Selection Criteria

Essential

Qualifications / Certificates

- Bachelor Degree (minimum) in Nursing, Occupational Therapy or Social Work, as well as Post graduate qualifications in Mental Health, or working toward same

Specialist Expertise

- Knowledge of the relevant state-wide Psychiatric Service frameworks, procedures and guidelines, and a sound knowledge of the Mental Health and Wellbeing Act 2022 (as amended) and its application to clinical practice.
- Knowledge of underlying principles, clinical care and best practice models associated with treatment of complex mental health disorders in young people.
- Relevant work experience, usually at least 2 years, in a variety of mental health settings.

Personal Qualities, Knowledge and Skills

- High level of organisational, leadership, communication and interpersonal skills.
- Knowledge of Quality Improvement and flexibility to operate in an environment of change and continuous improvement.

Generic Responsibilities

All Bendigo Health staff are required to:

- Adhere to the **Victorian Government's Code of Conduct**
- Uphold **Occupational Health and Safety** responsibilities, including self-care, safeguarding others, and participating in safety initiatives and reporting.
- Comply with all **Bendigo Health policies and procedures**, including those related to clinical, managerial, and standard work practices.
- Follow **Infection Control** procedures to prevent cross-contamination and ensure the health and safety of all.
- Maintain **strict confidentiality** regarding all organisational, patient, and staff information.
- Engage in **continuous quality improvement** activities aligned with the National Safety and Quality Health Service Standards (NSQHSS).
- Recognise and respect **diversity**, fostering inclusive practices in the workplace and service delivery.
- Staff must carry out all lawful and reasonable directions and comply with relevant professional standards and ethical codes.
- 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 Bendigo Health.

- Maintain ability to perform the inherent requirements of this role. Inherent requirements are the essential tasks necessary to perform this role, including reasonable adjustments. Bendigo Health is committed to a safe workplace that supports all employees. The role may require specific physical and cognitive abilities, which can be discussed with the manager during recruitment or at any time. We understand that personal circumstances can change and impact your ability to meet these requirements; additional policies are available to guide you through this process. Please request the relevant procedures for more information.

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.