

Position Description

Position Title	Aboriginal Mental Health Clinician Trainee
Position Number	30027957
Division	Clinical Operations
Department	Mental Health and Wellbeing
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Aboriginal Health Worker Trainee
Classification Code	SP40
Reports to	Manager Mental Health Professional Development Unit
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• 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

The traineeship program provides full-time employment to Aboriginal Victorians who successfully undergo supervised workplace training and clinical placements while concurrently completing the three-year full-

time Bachelor of Health Science (Mental Health) degree at Charles Sturt University. This study is completed via distance education including two week-long residential intensives per annum. On completion of the program, trainees will be eligible to become mental health professionals of the health service's multidisciplinary mental health teams. The traineeship will consist of placement rotations across various programs in the Mental Health and Wellbeing Service (MHWS) aligned to the course content and the individual's learning goals and needs. Areas will be drawn from: inpatient, residential and community programs.

Ability to travel to attend two university study blocks per year is a requirement of the position.

The Aboriginal Mental Health Clinician Traineeship Program is a key policy initiative of the Balit Murrup: Aboriginal social and emotional wellbeing framework 2017-27. The position also links to the *Bendigo Health Strategic Plan* with the goal of *Responding to the needs of our community to deliver appropriate care and services*: understanding the diverse needs and improving our services to Aboriginal and Torres Strait Islander and communities.

Responsibilities and Accountabilities

Key Responsibilities

- Undertake a three-year university course Bachelor of Health Science (Mental Health) and attend all requirements of the university degree
- Develop a learning plan with the appointed manager/supervisor each year based around key learning priorities and review this plan 6 monthly to monitor progress within the workplace including performance and satisfactory completion of the academic and clinical placement requirements
- Contribute to Aboriginal Cultural responsiveness by sharing with the MHWS teams knowledge of the issues facing Aboriginal individuals, families and communities and the most effective ways to communicate and respond
- Actively develop skills to conduct mental health assessments, risk assessments and mental health care plans
- Work within scope of practice whilst employed as an Aboriginal Mental Health Clinician Traineeship in the mental health program
- Document and record interventions in the prescribed clinical record systems
- Active participation and attendance in Mental Health and other approved education sessions provided at Bendigo Health
- Contribute to quality improvement activities
- Actively engage in reflective supervision as agreed with the allocated clinical supervisor
- Work in accordance with the policies and procedures pertaining to Bendigo Health

Key Selection Criteria

Essential

1. Be of Aboriginal and/or Torres Strait Islander background. This is a designated position established as a special measure under Section 12 of the Equal Opportunity Act 2010. Only Aboriginal and/or Torres Strait Islander people are eligible for this position, confirmation of identity may be requested
2. Willingness and commitment to undertake and complete the Bachelor of Health Science (Mental Health) at Charles Sturt University
3. Knowledge of and/or experience working within Aboriginal and/or Torres Strait Islander communities and understanding of social and emotional issues experienced by Aboriginal people
4. Commitment to work as an Aboriginal Mental Health Worker Trainee under supervision, with consumers who have mental health, trauma and/or drug and alcohol issues
5. Able to demonstrate well developed communication and interpersonal skills
6. Willingness and ability to work within a multidisciplinary team and be available to work rostered shifts as required

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.