

POSITION TITLE: MENTAL HEALTH CLINICIAN

Award:	Victorian Public Sector Mental Health Services EBA 2021-2024
Classification:	RPN Grade 3, SW Grade 2, OT Grade 2, Music Therapist Grade 2, Art Therapist Grade 2, Play Therapist Grade 2, Psychologist PK2-3
Site:	The LCHWL covers the Loddon, Campaspe, Mt Alexander, Central Goldfields, Macedon & City of Greater Bendigo Shires. There are site locations within each LGA.
Hours per fortnight:	Ongoing Part Time & Full Time positions available. No less than 48 hours per fortnight
Tenure:	Ongoing
Responsible to:	Belinda Crossley – CAMHWS Bendigo Health

Loddon Children's Health and Wellbeing Local

The Loddon Children's Health and Wellbeing Local has recently been established in response to the Royal Commission into Victoria's Mental Health System. Led by Bendigo Community Health Services in partnership with Bendigo Health and regional partners Bendigo and District Aboriginal Cooperative, Njernda Aboriginal Corporation, Echuca Regional Health, Dhelkaya Health, Sunbury & Cobaw Community Health, North Central LLEN and Maryborough District Health.

This position is employed by Bendigo Health however will be based within the Loddon Children's Health and Wellbeing Local office sites. Mental Health Clinicians will be required to work from regional offices on a regular basis in locations such as Bendigo, Echuca, Castlemaine, Kyneton, Maryborough and Loddon.

About Bendigo Health

Bendigo Health are a leader in regional health care, combining outstanding services with a strong education, training and personal development culture. Created by our community in the 1850s, we have a long, proud history of delivering excellent care to our community. Our organisation is diverse, welcoming and committed to delivering our vision of Excellent Care. Every Person, Every Time.

Bendigo Health has around 5000 staff and a catchment area covering a quarter of the size of Victoria. The three main campuses of Bendigo Health are in Bendigo, with many services extended to regional settings including areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

We offer a fantastic range of benefits for our staff, including:

- Staff health and wellbeing programs

- Career development and education opportunities
- Generous salary packaging opportunities, to increase your take-home pay each fortnight
- Flexible Working Arrangements
- Use of staff gym and pool and access to other fitness facilities through fitness passport program

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

About Bendigo Community Health Service (BCHS)

BCHS is located across five sites in the City of Greater Bendigo, Central Victoria. BCHS has a proud 50-year history and provides more than 50 services across medical and allied health, family services, drug and alcohol, mental health, settlement services, health promotion and more, with a focus on vulnerable people and communities.

The organisation has more than 280 staff supporting people of all ages and stages of life to access quality, person-centred care. We foster a values-aligned, positive and thriving culture where staff feel safe and supported. Staff have clarity of roles and work in an environment of accountability.

The Role of the Loddon Children's Health and Wellbeing Local Team

The Loddon Children's Health and Wellbeing Local provides a range of targeted health and wellbeing services to children up to 11 years of age who may be experiencing challenges such as developmental, emotional, relational or behavioural concerns. Services are available to families across the shires of Campaspe, Central Goldfields, Loddon, Macedon Ranges, Mt Alexander, and Greater Bendigo. The LCHWL is an innovative model co-designed with partners – paediatric service providers, and people with lived experience - to provide a regionally based system response that improves access across prevention, primary and tertiary care in the Loddon region. The service is particularly targeting those children who are not accessing support under other mechanisms such as NDIS and therapeutic interventions that are offered are time limited but targeted on the primary presenting need.

Services provided through the LCHWL include paediatric health, mental health, parenting support, specialist assessments, allied health, family services and care coordination.

Position Role

This position is employed by Bendigo Health and works as part of the LCHWL team, alongside colleagues employed by other partner agencies. The position actively engages in the multi-disciplinary LCHWL team to provide mental health assessment and treatment to children aged 0-11 years and their families.

The Mental Health Clinician positions aim to

- Respond to the mental health needs of children aged 0-11 years who are engaged with the LCHWL through assessment and targeted interventions in a short-term capacity.
- Work collaboratively with the broader multidisciplinary LCHWL team, providing consideration to the mental health needs of children in the context of broader complex physical and psycho-social presentations.
- Provide direct mental health assessment of and targeted treatment to children of the LCHWL.
- Increase mental health awareness and understanding across the LCHWL team. Contributing sound mental health and discipline specific advice to the broader team.

Position Responsibilities

The responsibilities of the position are:

- Collaborate as a member of the LCHWL team to support child and family access to LCHWL services and broader service system navigation.
- Provide comprehensive bio psychosocial assessment of infants and children aged 0-12 years who are engaged with the LCHWL.
- In conjunction with the multi-disciplinary team, their families and carers, formulate strategies for their mental health treatment and support needs.
- Deliver a range of targeted mental health treatment modalities in both individual, family and group settings in the community.
- Contribute clinical time to the LCHWL Intake team, giving consideration to the mental health needs of referrals and supporting the Intake team in clinical decision making around these presentations.
- Participate in the development and facilitation of the LCHWL Group Parenting Program and Therapeutic Group Programs
- Participate in delivery of other LCHWL programs and services such as Single Session Family therapy and Autism assessments
- Provide consultation, secondary consultation, liaison and education to relevant agencies and professionals in relation to client needs and community mental health development.
- Participate in regular care team meetings.
- Participate in all relevant clinical and LCHWL service meetings
- Maintain timely statistical records
- Align all engagement with local families with the LCHWL client journey policies and procedures
- Other duties as directed.

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

1. Baseline Bachelor qualification in Nursing, Social Work, Occupational Therapy, Play Therapy, Music Therapy or Art Therapy & associated current registration with regulatory body (AHPRA or eligibility with AASW),
2. Minimum of 2 years post-graduation of experience working with children and families in a mental health field or demonstrated aptitude for the work.
3. Demonstrated commitment to working as part of a multidisciplinary team and experience working within an integrated community-based treatment model.
4. Ability to provide biopsychosocial assessment, therapeutic interventions and experience in group work, or demonstrated aptitude to develop same.
5. Ability to liaise and collaborate with family members, a wide range of health professionals and community agencies.
6. Evidenced of commitment to ongoing professional development and demonstrated engagement in the support and training of other staff. Preferably completion of post-graduate qualification in Mental Health or related field or working towards same.

7. High level of organisational, leadership, communication and interpersonal skills with a sound ability to strategically prioritise work requirements and demands.
8. Proficient computer and data entry skills.

Probationary Period

Employment with Bendigo Health and BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

Diversity and Inclusion

Bendigo Health is an Equal Opportunity Employer. We embrace diversity and social inclusion and encourage people from a diverse cultural background, people with disabilities and or Aboriginal or Torres Strait Islander people to apply.

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 Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Working with Children Check Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Registration with Professional Regulatory Body or relevant Professional Association For example, AHPRA, AHRI, RACS etc. 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.

Drivers Licence A current Victorian driver's licence is required for this position. There will be a requirement to travel between sites across the region.