

Position Description

Position Title	Occupational Therapist Graduate – Mental Health
Position Number	30007079
Division	Clinical Operations
Department	Mental Health & Wellbeing
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Occupational Therapist Grade 2 Y1 – Y4
Classification Code	YB20 – YB23
Reports to	Unit Manager
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• National Police Record Check • Registration with Australian Health Practitioner Regulatory Agency (AHPRA) • 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](#)

As an organisation we are committed to delivering safe, inclusive and high-quality care to our diverse communities across the Loddon Mallee Region. We value and respect the unique backgrounds, cultures and experiences of the people we serve and those who work with us. We are a proud child safe organisation, dedicated to the safety, wellbeing and voice of all children and young people. We are committed to creating a culturally safe and welcoming environment where Aboriginal and Torres Strait Islander peoples—adults, children and families—are respected, supported and empowered to express and celebrate their culture.

Our Vision

To be a trusted regional healthcare service recognised for delivering exceptional care, being a great place to work, and being deeply connected to our community.

Our Values

PASSIONATE – We are passionate about doing our best – for our patients, our colleagues and our community.

ACCOUNTABLE – We take ownership of our actions and outcomes, always striving for integrity and improvement.

CARING – We care deeply for our community – and our community cares for us. Compassion is at the heart of everything we do.

TRUSTWORTHY - We are open, honest and respectful in all that we do – earning the trust placed in us every day.

The Mental Health Team

Clinical Rotations will include two rotations from any of the following areas:

Older Persons Acute Unit

A 20-bed inpatient unit providing acute mental health assessment, treatment and support to people generally over 65 across the Loddon Campaspe Southern Mallee region. The service also supports younger people where mental illness is complicated by neurodegenerative disorders, issues of ageing or significant physical health conditions.

Adult Acute Unit

A 35-bed short-term acute inpatient unit providing intensive treatment for people aged 16–64 experiencing an acute phase of mental illness. The multidisciplinary team supports recovery by helping patients identify triggers and develop coping strategies. The unit includes Low Dependency and Intensive Care areas according to clinical need.

Extended Care Unit

A 20-bed secure inpatient unit providing medium- to long-term treatment and rehabilitation for people aged 18–65 experiencing severe, enduring mental illness and significant psychosocial disability. The service supports people whose treatment and rehabilitation needs cannot be safely or effectively met in the community.

Parent Infant Unit

A 5-bed inpatient unit supporting parents and infants where the primary caregiver is experiencing significant mental health concerns. The service provides assessment and treatment while supporting the attachment relationship between parent and infant. Admissions include antenatal women in their third trimester and primary caregivers of infants up to 12 months of age, where needs can be safely managed in an open ward environment.

The Short-Term Treatment Team

The Short-Term Treatment Team (STTT) is a mental health multidisciplinary team who provide access to community based psychiatric assessment, support, and specialist treatment. The STTT is operational 7 days per week, and can be accessed through Regional Triage Service.

Youth Mental Health

The Youth Community Mental Health Service provides assessment, outreach treatment and continuing care for young people aged 16–24 experiencing complex or emerging mental health concerns, including anxiety, depression, eating disorders, early psychosis and personality disorders. The service also provides support and education to carers, professionals and the wider community.

Child and Adolescent Mental Health Service

Child and Adolescent Mental Health (CAMHS) is a community-based multidisciplinary service for children and adolescents aged 0–18 experiencing significant emotional, relational, personal care or behavioural difficulties affecting relationships or functioning at home, school or work.

Community Care Unit

The Community Care Unit (CCU) is a 12-bed residential rehabilitation program providing a home-like environment for people aged 18–64 requiring intensive support. It operates as a step-up/step-down service between inpatient care and the community, focusing on daily living, social, recreational and vocational skills. Admissions are extended but time limited and occur via referral.

Dual Diagnosis Rehabilitation Unit

Residential Rehabilitation (Dual Diagnosis) is an 8-bed service for people experiencing moderate to severe co-occurring mental health and alcohol and other drug use concerns. The average stay is approximately three months, with treatment tailored to individual needs. People requiring acute mental health or withdrawal management are stabilised through the appropriate service before admission.

Older Adult Community Mental Health

The Older Adult Community Mental Health Team (OACMHT) provides community-based assessment, treatment and support for people over 65 experiencing mental illness, including where this is complicated by neurodegenerative disorders, issues of ageing or significant physical health conditions. In some circumstances, the service also supports people under 65 experiencing age-related degenerative conditions.

Adult Community Mental Health

The Adult Community Mental Health Teams are based in Bendigo and five regional locations: Castlemaine, Maryborough, Kyneton, Echuca and Swan Hill. The multidisciplinary teams provide five-day-a-week community mental health care to people aged 24–64 across the Loddon Campaspe and Southern Mallee regions.

The Position

The Mental Health Graduate Program provides an opportunity for newly qualified Occupational Therapists to make the transition to professional practice in a structured and supported program. Each graduate is offered two six-month clinical rotations in two areas of the Mental Health and Wellbeing Service. The program encourages consolidation of mental health skills and knowledge within a holistic multidiscipline framework that also includes lived experience workers.

The Mental Health Graduate Program aims to support new graduates during their first year of professional practice to develop the skills, knowledge, applied experience and values to become an effective member of the mental health workforce. Graduates attend monthly study days facilitated by the Mental Health Professional Development Unit, completing assessment tasks and hurdle requirements to receive a certificate of completion.

Responsibilities and Accountabilities

Key Responsibilities

The Occupational Therapist Graduate (Grade 2) will develop, demonstrate and apply clinical competence through:

- Providing client focussed and comprehensive occupational therapy assessments and interventions regarding client's occupational roles, performance and functional levels
- Ensuring all clinical practise fulfils the competency standard of Occupational Therapy in mental health

- Working within the multi-disciplinary team, recognising and respecting the expertise and contribution of all team members, collaborating to refer patients to other services as necessary
- Engaging in effective communication so as to include the patient, carers, family and healthcare team in the immediate and ongoing health care
- Ensuring all patients, families, carers, visitors and other staff are treated with respect, dignity and courtesy
- Ensuring accurate documentation of patient records
- Assessing the need for and providing health education for patients and their families and carers within the scope of practice for a beginning practitioner
- Working within a scope of practice, accepting accountability for own actions and seeking guidance from those more experienced when limited by own level of expertise
- Attending relevant clinical reviews and family meetings
- Engage patients in treatment and therapeutic activities e.g., group program participation
- Actively participating in and satisfactorily completing all specific requirements of the Graduate Program competencies, and assessment requirements and identifying continual learning needs through reflective practice
- Actively participating in the review of one's own performance development on an ongoing basis with the discipline preceptor and managers identifying key areas for professional and personal growth

Key Selection Criteria

1. Bachelor of Occupational Therapy and current registration as an Occupational Therapist with the Australian Health Practitioner Regulatory Agency (AHPRA)
2. Ability to integrate theory into practice and demonstrated application of Occupational Therapy knowledge to safe clinical practice
3. Ability and willingness to learn and operate in an environment of change with a personal approach which demonstrates values such as caring, passionate, accountable and trustworthy
4. Knowledge and understanding of the key principles of the Mental Health and Wellbeing Act 2022, Vic
5. Understanding of recovery orientated principles and awareness of the current issues, trends and research in mental health
6. Understanding of what it means to provide safe patient care in a multidisciplinary environment
7. Well-developed written, verbal and electronic communication, computer literacy and interpersonal skills

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.
- Support research activities in alignment with the National Clinical Trials Governance Framework to ensure high-quality, safe, and ethical clinical trials and research practices across Bendigo Health
- 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.