

Position Description

Position Title	Mental Health Clinician – Mt Alexander Local
Position Number	30011812
Division	Clinical Operations
Department	Mental Health Local
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Psych Nurse G3 Y1 – Y4 ANUM Y2, Social Worker G3 Y1 – Y4, Occ Therapist G3 Y1 – Y4
Classification Code	NP81- NP74, YC46 - YC49, YB24 - YB27
Reports to	Manager – ETP / Locals
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	• 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](#)

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 Position

The Mental Health and Wellbeing Locals services, otherwise known as “Locals”, are a key recommendation from Victoria’s Royal Commission into the mental health service system. As such, the Locals are a key feature of the current system transformation. The Locals will act as a front door to the mental health service system utilising a no wrong door approach. The Locals will provide a continuum of care and support including clinical interventions, wellbeing supports, and therapeutic support through an integrated mental health and alcohol and other drug framework.

Mind Australia is the lead agency in a consortium comprising Bendigo Health, Echuca Regional Health, The Salvation Army, Thorne Harbour Health and Bendigo District Aboriginal Co-op. Our shared vision is a Locals service that delivers integrated care and support that puts the person accessing the service at the very centre of their treatment, support and care coordination using a range of evidence informed approaches. Each of the Locals partners is committed to embedding lived and living experience within all aspects of the service including program design and evaluation, leadership, service delivery and governance. With a recovery and prevention focus, the program adopts a ‘broad front door’ philosophy that integrates treatment, care and support for the person experiencing mental health and AOD challenges.

The next phase of expansion of Locals services encompasses Mt Alexander, servicing Central Goldfields and the Macedon Ranges. The Locals have adopted a ‘Hub and Spoke’ model in this latest phase of implementation - the Bendigo Local is the ‘Hub’, whilst the Mt Alexander Local is the ‘Spoke’, and will operate out of various sites including Kyneton, Castlemaine and Maryborough.

As an experienced mental health clinician, you are a key member of the Mt Alexander Locals team providing contemporary and evidence-based interventions and treatment aimed at individuals with mental health problems. You will be providing initial screening and assessment, care planning and coordination, clinical treatment and therapies, and linkage with other services. You will work closely with a range of clinical and wellbeing workers, and contribute to the maintenance of a strong clinical governance structure. You will demonstrate clinical leadership, advocacy and support that prioritises preferences and goals of consumers, carers, families and supporters.

Responsibilities and Accountabilities

Key Responsibilities

Working within a multi-disciplinary and integrated team servicing adults and older adults, and under the direction of the BH ETP / Locals Manager and Locals Operations Manager:

- Provide expert mental health assessment, ensuring individualised and tailored treatment, planning, co-ordination and review
- Provide immediate support and intervention when people present to the Local in extreme distress, utilising best practice to recognise and respond to deterioration in physical and mental state; and coordinating with the team to ensure consumer and staff safety; and advocacy for consumer preferences wherever possible
- Ensure smooth referral pathway for acute presentations e.g. to a designated mental health and wellbeing services (DMHWS) by conducting mental health/AOD triage and screening; ensuring assessments are coordinated in a timely and responsive fashion

- Facilitate handovers, transfer of critical communication and safe referral pathways to a DMHWS, when clinically indicated
- Facilitate handover between Local sites/staff and GP's where shared-care exists, and participate in the Locals outreach model where required
- arrange and conduct comprehensive mental health assessments, and provide expert mental health advice and information to consumers, families/supporters and community members
- Support Bendigo Health staff to understand the role and function of the Local, and advocate and support referrals to the Local service
- Support the Local to establish and implement the clinical governance framework
- Provide treatment and care that has been co-designed with the consumer and is based on a clear structured treatment approach, utilising the principles of shared care
- Support care coordination to ensure continuity of care and coordinate effective referrals, information transfer and communication between services, as well as assist the consumer to access the range of health and social support services they need in the local community
- Provide secondary consultation for staff employed within the Local for complex case presentations
- Identify, engage and include other key community agencies and service providers involved in the provision of recovery support, and discharge planning consistent with consumer and family/carer(s) needs, to minimise the risk of relapse following discharge from the service
- Monitor the effects of prescribed medications, educating patients and their families about medication adherence, potential side effects, and the importance of follow-up appointments
- Participate in multidisciplinary team processes and provide clinical support and advice to other Locals staff and students
- Maintain open communication with peer practitioners, psychiatrists, psychologists, social workers, and other team members to ensure coordinated and integrated care for patients. Participate in multidisciplinary meetings to discuss patient progress and develop treatment strategies
- Offer psychoeducation to patients and their families, providing information about mental health conditions, treatment options, coping strategies, and resources available for ongoing support
- Accurately document consumer assessments, care plans, interventions, and progress notes in compliance with Locals' organisational policies and regulatory standards
- Perform other relevant duties as directed

Key Selection Criteria

Essential

1. Bachelor of Nursing, and postgraduate diploma in mental health and/or related field; or having completed a specialist undergraduate psychiatric nursing program or a specialist post basic course of training which led to registration as a Division 3 Nurse.
2. Minimum of 5 years full time equivalent post-registration experience in Mental Health with experience across a range of settings such as community mental health and mental health triage, assessment and treatment of mental health and AOD problems.
3. Significant experience in screening, assessment, review and treatment planning of individuals with mental health and addiction problems.
4. A demonstrated commitment to working within a peer led service framework, and a willingness to advocate for the value and voice of lived expertise in its contribution to strengthened service provision and clinical outcomes.
5. Extensive experience in liaising and consulting with nominated family members, team members, and a broad range of health professionals and community agencies to support achievement of consumer goals and preferences.
6. Demonstrated evidence of participation in education and training to other staff, and commitment to ongoing professional development.

7. High level of organisational, leadership, communication and interpersonal skills with a sound ability to strategically prioritise work requirements/demands.

Ability to adapt and be flexible with the challenges of establishing a new service and/or experience in working within and contributing to the establishment of a new community health service.

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.