

Position Description

Position Title	Mental Health Clinician – Hope Program
Position Number	30025730
Division	Clinical Operations
Department	Mental Health
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, Psychologist G2 Y1 – Y4
Classification Code	NP81-NP74, YB24 - YB27, YC46 - YC49, PK1-PK4
Reports to	Hope Clinical Manager and ETP 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 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 HOPE Program

The HOPE (Hospital Outreach Post-Suicide Engagement) Program provides support for people at the point of hospital discharge who are identified as at-risk of suicide or those who express serious suicidal ideation.

The aim of HOPE is to provide assertive, tailored and evidence based clinical outreach and support alongside psychosocial support for a period of up to three months.

The program will also provide support to the person's carers and families to identify and build the protective factors that help to reduce the risk of suicide and suicide attempts

The Position

Bendigo Health is committed to providing services which are recovery focused, trauma informed while promoting self-determination and collaboration with consumers, families and carers. As the Community

Mental Health Clinician, you will provide assertive outreach support to patients of the HOPE Program.

Structured interventions will be utilised focusing on assessment and management of suicidality. This will include the identification of drivers of suicide, establishment of a safety plan and treatment plan for the management of them and the application of interventions.

Responsibilities and Accountabilities

Key Responsibilities

Working in a multidisciplinary team under the direction the HOPE coordinator, senior clinician and manager:

- Provide intake, assessment, care planning and clinical treatment, including crisis assessment, intensive treatment, case coordination and support for patients, their families and carers.
- Complete risk formulations that identify drivers of suicidal ideation, foreseeable changes and develop suicide safety and recovery plans inclusive of the drivers of suicidality and lethal means interventions.
- In consultation with the patient, family and carer(s), and other care providers, formulate, negotiate, document, monitor and maintain a Recovery Plan, including safety plans for each patient to support optimum outcomes for the patients.
- Deliver evidence-based suicide prevention and intervention models of care for consumers presenting post suicide attempt or experiencing significant suicidal ideation.
- Effectively utilise various modes of patient engagement through a combination of face to face, videoconferencing, and telephone.
- Undertake a range of psychosocial interventions and therapies that can include Psycho-education, anxiety management strategies, Cognitive Behaviour Therapy, Motivational Interviewing etc.
- Engage in collaborative practice with other service providers, including GPs, involved in the provision of care (and post program discharge support requirements) consistent with the patients and family/carer(s) needs.
- Timely documentation of assessment and monitoring and maintenance of all required documentation, including clinical records and statistical data as per service policy.
- Provide supportive, trauma-informed, culturally-sensitive, recovery-oriented & family/carer inclusive experience for consumers.

- Participate in Multi-disciplinary Team processes and provide sound discipline specific advice to other clinicians within the team and guidance to more junior staff and students.
- Maintain compliance with the relevant Bendigo Health mandatory training.
- Actively participate in team and organisational service development activities as required.
- Contribute to Quality Assurance activities as part of the continual improvement process and accreditation requirements.
- Depending on service requirements work flexible hours, including weekends, as directed.

Key Selection Criteria

Essential

1. Current registration as a Registered Nurse, Occupational Therapist with the Australian Health Practitioner Regulation Agency or Social Worker – membership, or meets the eligibility requirements for membership, with the Australian Association of Social Work.
2. Post graduate qualifications in mental health or to have completed a specialist undergraduate psychiatric program and/or related field, is preferred but not essential.
3. Demonstrated experience and ability in community based psychiatric assessment, suicide assessment utilising evidence-based frameworks and approaches, and experience in support and treatment of people with a mental illness.
4. Ability to support collaborative practice and experience in liaising and consulting with relevant family members, team members, and a broad range of health professionals and community agencies.
5. Sound knowledge of the Mental Health Act 2014 and Mental Health & Wellbeing Service Frameworks, Procedures and Guidelines.
6. Ability to provide bio-psycho-social treatments and to work independently and as part of a team focused patients with suicide risk and mental illness.
7. High level of organisational, communication and interpersonal skills with ability to communicate effectively with a diverse range of people.

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.