Position Description

Position Title	Mental Health Lead Clinician
Position Number	
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Registered Nurse Grade 3, Social Worker Grade 3, Occupational Therapist Grade 3
Classification Code	NP81-74, YC46-49, YB24-27
Reports to	Manager, Bendigo Adult Community Mental Health Team.
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 Position

The position is with the Bendigo Adult Community Mental Health Team (BACMHT) and is based at the John Bomford Centre.

The BACMHT is an integrated and multidisciplinary team, delivering 5 day a week community care to persons aged 25 to 65 years, providing a case management response to individual patients. Treatment is recovery focused and provided during all stages of illness. As well as providing proactive treatment and support in the community setting, lead clinicians remain involved in the care, treatment and discharge planning of their patients throughout any inpatient and/or residential admissions.

Responsibilities and Accountabilities

The community mental health clinician provides psychiatric triage, intake, assessment and treatment, psycho-education and support for patients of Mental Health and their families /carer(s) across the Loddon-Campaspe Region.
In the context of an integrated community mental health team, and under the direction of the Manager and team Psychiatrist, the community mental health clinician will provide intake, assessment and treatment, psycho-education and support for patients of Mental Health Services and their families /carer(s).

Key Responsibilities

Working under the direction of the Manager and Consultant Psychiatrist(s):

- Provide mental, social and physical assessment, care coordination, clinical treatment and support for patients, their families and carers.
- In conjunction with the manager, support and/or provide a range of bio-psycho-social treatment modalities including individual, family and group settings in the community.
- Provide clinical care to resolve or ameliorate emotional distress of patients.
- In consultation with the patient and significant others formulate, negotiate, document, monitor and maintain a Recovery Plan for each allocated patient, and complete other documentation, including Outcome Measures, as per service policy.
- Monitor patient's mental state, undertake social and physical assessments of patients, conduct risk assessments and take appropriate action as required.
- Monitor the effects of medication and consult with either nursing or medical staff regarding any concerns they encounter. Ensure that all appropriate documentation is completed.
- Identify and co-ordinate other key community agencies and service providers involved in the provision of recovery, support and discharge planning consistent with the patient and carers needs.
- Under the supervision of the manager, participate in community consultation, awareness and education activities and develop community resources to increase the understanding of psychiatric disorders and service delivery models in the community.
- Provide Collaborative Therapy and other appropriate therapies to patients identified to receive these, when appropriate referring some patients to other clinicians.
- Provide support and supervision to specific discipline students on placement, in close liaison with the relevant professional discipline.
- Staff with Allied Health qualifications may be required to provide discipline specific care to patients and family, education and supervision to the team.

- Undertake careful discharge planning to minimise the risk of relapse following discharge from the service.
- Support patients for whom you are the allocated lead clinician, if they are admitted to an inpatient unit (IPU), by visiting them in the IPU and participating in case review meetings on the IPU.
- Other duties as directed.

Key Selection Criteria

Essential

1. Current registration as Registered Nurse or Occupational Therapist with the Australian Health Practitioner Regulation Agency (AHPRA) or; Social Worker – membership/meets the eligibility requirements for membership, with the Australian Association of Social Work.
2. Post graduate qualifications in mental health and/or related field/or relevant experience.
3. Relevant work experience, at least two years' experience working within a variety of mental health settings
4. Knowledge in community based psychiatric triage, assessment, support and treatment of people with a mental illness and associated complex issues.
5. Knowledge and experience working with the Mental Health and Wellbeing Act 2022, and knowledge of relevant state-wide Psychiatric Service Frameworks Procedures and Guidelines and Bendigo Health policy and procedures
6. Demonstrated commitment and experience in an integrated community-based treatment model for people with a mental illness and associated complex issues
7. Experience in liaising and consulting with relevant family members, team members, and a broad range of health professionals and community agencies
8. Ability to work as part of a team, as well as to work independently
9. Demonstrated evidence of participation in education and training to other staff and commitment to ongoing professional development
10. High level of organisational, leadership, communication and interpersonal skills with the ability to develop effective working relationships.

Desirable

11. Knowledge of Quality Improvement and flexibility to operate in an environment of change and continuous improvement.

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.