

Position Description

Position Title	Senior Mental Health Clinician – HOPE Programme
Position Number	30028743
Division	Clinical Operations
Department	ECAT Triage PARC
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2024-2028
Classification Description	Psych Nurse G4 Y1 – Y3, Social Worker G4 Y1 – Y4, Occ Therapist G4 Y2 – Y3, Psychologist G2 Y1 - Y4
Classification Code	NP75 - NP77, HR25 - HR28, HR10 - HR12, PK1 – PK4
Reports to	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 Position

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.

Responsibilities and Accountabilities

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

Key Responsibilities

- Provide high level assertive clinical aftercare services including: assessment, care planning, psychotherapeutic intervention and holistic care support to consumers presenting post suicide attempt or experiencing significant suicidal ideation.
- Deliver evidence-based suicide prevention and intervention models of care, including, but not limited to: Advance Suicide Assessment and Planning (ASAP- incorporating the Chronological Assessment of Suicide Events (CASE) approach), the Systemic Tailors Assessment for Responding to Suicidality (STARS) protocol and the Collaborative Assessment & Management of Suicide (CAMS) approach.
- Clear documentation of suicide risk assessment and monitoring.
- In partnership with clients, families and carers and relevant agencies, develop treatment plans consistent with Victorian MHA 2014 and current service delivery frameworks to promote optimum outcomes for patients
- Provide primary and secondary consultation for professionals in Bendigo Mental Health services.
- In consultation with the client, family and carer(s), and other care providers, formulate, negotiate, document, monitor and maintain a Recovery Plan for each patient of the service, and complete other documentation, including Outcome Measures, as per service policy
- Ensure the delivery of a safe, supportive, trauma-informed, culturally-sensitive, recovery-oriented & family/carer inclusive experience for all consumers of the HOPE Program.
- May include provision of clinical care/ and supervision of clinicians working with HOPE patients in regional and rural settings (outreach).
- Development of collaborative suicide safety planning within the first 1-2 sessions of engagement.
- Undertake a range of psychosocial interventions and therapies that address the consumer's drivers of suicidality including psycho-education, Cognitive Behaviour Therapy, recovery-orientated practice, trauma informed care, anxiety management strategies, behaviour modification etc.
- In collaboration with the Coordinator and MH PDU, provide education to the broader service in evidence-based psychotherapeutic interventions for consumers experiencing suicidal ideation.

- May include the provision of Clinical Supervision to psychosocial support workers and the supervision and support for this work.
- Provide mentoring and supervision to staff (graduate positions (SW/ Nursing) and undergraduate students) during rotations to the HOPE program.
- Clinicians are required to complete & maintain compliance with the relevant Bendigo Health mandatory training modules.
- In addition, HOPE Clinicians are required to complete & maintain compliance with the Victorian Department of Health HOPE Program learning domains.
- Commitment to undergoing further training in therapeutic models of care.

Key Selection Criteria

Essential

1. Current registration as a Registered Nurse, Occupational Therapist with the Australian Health Practitioner Regulation Agency, 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.
3. Demonstrated knowledge, experience and expertise in the assessment, care planning & therapeutic interventions of consumers whom have attempted suicide; or are at risk of suicide;
4. Demonstrated experience of working with at-risk and vulnerable populations groups, including, but not limited to ATSI; CALD; LGBTQIA+; Youth; Disabilities; Neurodiversity and Victims of Trauma;
5. Ability to liaise, consult & work collaboratively with Primary & Tertiary Mental Health Professionals; Community Support Service Providers; the Lived Experience Workforce and a Consumer's chosen family/carers/support network in pursuit of achieving optimum outcomes for consumers.
6. Commitment to a client-centred, trauma informed, culturally sensitive & recovery-oriented practices.
7. Demonstrated experience in clinical supervision, mentoring and supporting staff, with strong time management skills to prioritise workloads, coordinate tasks and meet deadlines.
8. A current Victorian driver's licence.
9. High level of organisational, communication and interpersonal skills.
10. Evidence of a commitment to ongoing professional development and compliance with Bendigo Health mandatory training requirements.

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.