

Position Description

Position Title	Senior Mental Health Clinician
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 Y1 – Y4, Psychologist G2 Y1 – Y4
Classification Code	NP75 - NP77, HR25 - HR28, HR9 – HR12, PK1 – PK4
Reports to	Manager, ETP STTT
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 • Registration with Professional Regulatory Body or relevant Professional Association • 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

Bendigo Health is a key partner in the establishment and delivery of the Locals service across the Greater Bendigo Loddon Campaspe area. The position is therefore a new role, and will report to both the Service Manager (employed by Mind) on a day-to-day operational basis, and professionally, to the Manager of Bendigo Health's ECAT, Triage and Adult PARC service (ETP).

The Bendigo Local will be located in a new co-designed, fit for purpose space, close to Bendigo's city centre. As a key member of the Bendigo Locals staffing group, you will work closely with a range of wellbeing workers, such as Peer and Community Mental Health Practitioners, Aboriginal Wellbeing Workers and LGBTQI+ Peer Practitioners; as well as a range of specialists, including Psychologists, Art Therapists, AOD Clinicians, Psychiatrists and Allied Health.

The Local Service will provide evidence-based treatment, care and support. You will be a key member of the team providing initial screening and assessment, care planning and coordination, clinical treatment and therapies, and care coordination, particularly in support of people and their families who may require more intensive support and referral to an area service (e.g.: Bendigo Health). The position will also advocate for and support the establishment and maintenance of a strong clinical governance capability, and compliance with health care standards in operation at the Local and Bendigo Health.

To be successful in this role, you will be an advocate and supporter of peer led services that prioritises treatment and care in the community, and the preferences and goals of consumers, carers, families and supporters. The senior clinician will deputise for the manager and provide leadership in the team through coaching and modelling Bendigo Health values.

Responsibilities and Accountabilities

Key Responsibilities

In a multi-disciplinary integrated adult/ older adult Local's service, and under the direction of the Locals Service Manager and ETP Manager:

- Provide immediate support and intervention during times when people may present to the Local in extreme distress, utilising best practice to recognise and respond to deterioration in mental state and coordinating with the team to ensure consumer and staff safety and consumer preferences are supported wherever possible
- Facilitate handovers, critical communication transfer and referral pathways into Area Mental Health and Wellbeing and across to the Echuca site, where clinically indicated
- Facilitate quality handover to Locals staff and between Echuca and Bendigo Locals where shared care exists, and participate in the Locals outreach model where required
- Ensure referral pathway fidelity to Area Mental Health Service is maintained for acute presentations by conducting Mental Health Telephone Triage assessment and screening, arrange and conduct comprehensive psychiatric assessments, coordinate response to psychiatric crises 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 from Area services into the Local service
- Support the Local to establish and implement the clinical governance framework for the Local

- 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 psychiatric medications, educating patients and their families about medication adherence, potential side effects, and the importance of follow-up appointments.
- Participate in Multi-disciplinary Team processes and provide sound discipline specific advice to other Locals staff in the team and guidance to more junior 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
- Advocate for consumer rights and collaborate with other local services to support consumer preferences
- Participate in a 7-day week roster (weekdays 10am to 8pm and weekends 10am to 4pm)
- Perform other duties as directed

Key Selection Criteria

Essential

1. Bachelor of Nursing, Social Work, Psychology, or Bachelor of Applied Science plus post graduate qualifications in Occupational Therapy and;
 - Post graduate 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, and;
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 support in the treatment of people with a mental illness and or psychological distress.
3. Significant experience in screening and intake processes, comprehensive mental health assessment, review, discharge and follow up functions, including quality documentation of same.
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.
8. 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.

Desirable

9. Understanding of the Royal Commission into Victoria's Mental Health Service recommendations as they relate to Area and Locals services and the aims of Locals as a new service system.

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.