

Position Description

Position Title	Senior Clinician
Position Number	Various
Division	Clinical Operations
Department	Youth Mental Health and Wellbeing Service
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Registered Nurse G4, Occupational Therapist Gr3; Social Worker Gr3
Classification Code	NP75-NP77; YB24-YB27; YC46-YC49
Reports to	Manager Youth Mental Health & Wellbeing Service and YPARC
Management Level	Tier 4 - Shift Managers, Team Leaders & Supervisors
Staff Capability Statement	Please click here for a link to staff capabilities statement
Mandatory Requirements	<ul style="list-style-type: none"> • National Police Record Check • Working with Children Check • Registration with Professional Regulatory Body or relevant Professional Association (ie APHRA, AASW) • 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](#)

Our organisation is a child safe organisation, committed to the safety and wellbeing of all children and young people. All Aboriginal and Torres Strait Islander adults, children and families will be supported to express and be proud of their culture in an environment that is culturally safe and supported.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community,

PASSIONATE – We are passionate about doing our best,

TRUSTWORTHY - We are open, honest and respectful

The Position

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

Most mental illnesses first present in young people in their teens to mid-twenties. The Youth Mental Health and Wellbeing Service provides comprehensive assessment, outreach treatment, and case management for young people aged 18–25 who have complex mental health disorders. The service also aims to improve access and treatment for young people with more prevalent mental health problems including complex anxiety, depression and eating disorders, and early manifestations of psychosis and personality disorders and co-morbid drug and alcohol problems. We also deliver education and support to carers and professionals involved in youth mental health care, including support to Headspace. Based at our service hub in Bendigo, the team supports the Loddon Campaspe Southern Mallee (LCSM) regions. Some staff regularly travel to Swan Hill, Echuca, Maryborough, Castlemaine, Kyneton, and surrounding areas to deliver crisis assessments and ongoing case management. The Youth Mental Health Service consists of sub teams - each team has clinicians from a range of disciplines nurses, social workers, psychologist, occupational therapists and are supported by a Psychiatrist and a Registrar to ensure high-quality clinical oversight.

In the context of an integrated community mental health and wellbeing team, and under the direction of the Manager and team Psychiatrist(s), the community mental health senior clinician will provide psychiatric triage, intake, assessment and treatment, psycho-education and support for patients of Psychiatric Services and their families /carer(s), as well as lead a small team of lead clinicians.

Responsibilities and Accountabilities

Key Responsibilities

In a multi-disciplinary integrated community mental health team, and under the direction of the Manager and Consultant Psychiatrist(s):

- Provide strong leadership, clinical supervision, mentorship and preceptorship to junior staff/student
- Assume responsibilities associated with the effective management of the team, day to day operational and clinical leadership to the multidisciplinary team, conducting staff performance reviews, and undertake portfolio roles within the program
- Lead a 'sub team', coordinating and supporting staff in both rural and regional areas, chairing clinical team meetings and sub team meetings, working closely with the consultant psychiatrist and Manager
- Provide intake coordination, assessment and clinical treatment, including crisis assessment, intensive treatment, case management 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
- Oversee and ensure clinicians complete and maintain a Recovery Plan for each patient of the service and other documentation, including Outcome Measures, as per service policy
- Identify, engage and include other key community agencies and service providers involved in the provision of rehabilitation, recovery, support, and discharge planning consistent with the patients and family/carers(s) needs
- 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
- Participate in Multi-disciplinary Team processes and provide sound discipline specific advice to other clinicians within the team and guidance/preceptorship to more junior staff and students
- Depending on service requirements, work flexible hours, as directed
- Perform 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.

Desirable

3. Extensive work experience, usually at least five years, and expertise in community based psychiatric triage, assessment, support and treatment of people with a mental illness and associated complex issues
4. Extensive experience working with the Mental Health and Wellbeing Act 2022 and relevant state-wide Psychiatric Service Frameworks Procedures and Guidelines and Bendigo Health policy and procedures
5. Extensive experience in, and demonstrated commitment to, an integrated community based treatment model for people with a mental illness and associated complex issues
6. High level of organisational, leadership, communication and interpersonal skills with the ability to develop effective working relationships
7. Experience in liaising and consulting with relevant family members, team members, and a broad range of health professionals and community agencies
8. 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.
- 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.