

## BENDIGO COMMUNITY HEALTH SERVICES

### POSITION TITLE: SENIOR MENTAL HEALTH CLINICIAN

<b>Name:</b>		PO Box 1121 Bendigo Central Victoria 3552
<b>Position number:</b>	1554	
<b>Award/Agreement:</b>	In accordance with qualifications	<b>Central Site:</b> Ph: (03) 5448 1600 Fax: (03) 5441 4200
<b>Classification:</b>	Dependent upon qualifications and experience	<b>Eaglehawk Site:</b> Ph: (03) 5434 4300 Fax: (03) 5441 4200
<b>Site:</b>	headspace Bendigo	<b>Kangaroo Flat:</b> Ph: (03) 5430 0500 Fax: (03) 5441 4200
<b>Hours per fortnight:</b>	76.0 hours per fortnight (negotiable)	
<b>Tenure:</b>	Twelve months fixed term	<b>Elmore Primary Health:</b> Ph: (03) 5432 6001 Fax: (03) 5432 6101
<b>Position description developed:</b>	November 2018	
<b>Responsible to:</b>	Clinical Team Manager	

#### 1. Position Role

headspace is the National Youth Mental Health Foundation providing early intervention mental health services to 12 - 25 years.

The service is designed to make it as easy as possible for a young person and their family to get the help they need for problems affecting their wellbeing. The service covers four core areas; mental and physical health, work and study support and alcohol and other drugs services.

headspace team members are required to provide outreach to areas in the region, work flexibly to meet the needs of young people and build relationships with schools, general practices and other youth specific services within the Bendigo region.

#### 2. Position Responsibilities

The responsibilities of the position are:

- Provide assessment, advice, casework and consultation to consumers, families and referrers with an emphasis on severe mental health presentation from 12 to 25 years of age.
- To use your advanced skills in assessing immediate and developmental risk.
- Provide clinical leadership within a multidisciplinary team.
- Conduct face to face mental health assessments and facilitate secondary consultations to community services and other referrers.
- Campaign for the integration of health promotion and the social model of health.
- Participate in appropriate organisational meetings and service planning with this cohort of young people.
- The provision of flexible service delivery, including some travel to engage with service providers as well as the young people in outlying townships and communities.

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### **3. The Role of the Team**

The headspace team consists of Mental Health Clinicians, Community Development Workers, Nurses, Sexuality and Gender Diverse Workers and Vocational Specialists who provide holistic supports to young people experiencing mental ill-health. The team works closely with the headspace General Practitioners, headspace National Allied Health Staff and external Mental Health providers across the sector to address mental ill-health for young people and their families.

### **4. Key Selection Criteria**

#### **4.1 Essential**

1. Approved Tertiary qualifications in a relevant discipline (Mental Health Nursing, Occupational Therapy, Social Work or Psychology).
2. Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) or membership or eligibility for membership of the relevant professional association.
3. A minimum of three years post-qualifying experience in the delivery of health services, including demonstrated experience in case management and assessment and practice relevant to young people (12 - 25).
4. Extensive experience in mental health clinical practice and the impact of mental ill-health on young people and their families:
5. Ability to deliver mental health assessments, crisis interventions, psychoeducation and treatment interventions to young people experiencing mental health and associated difficulties.
6. Ability to apply evidenced based psychological interventions including understanding of current theoretical concepts within mental health sciences and their application to mental health issues and problems.
7. Excellent interpersonal and communication skills with young people, their families, friends and key supports, including other practitioners and the ability to communicate effectively, both orally and in writing with consumer, internal and external agencies and the community.
8. The ability to liaise with internal and external services for the best health outcomes for our young people. This will include state-wide services such as SPECTRUM, CEED and public psychiatric services, both inpatient and outpatient facilities.
9. Personal commitment to promoting equality, diversity and human rights in all aspects of service deliver.
10. Demonstrated ability to work as a member of a multidisciplinary team and lead clinical discussions in a care team setting.
11. Support the clinical team in up-skilling to manage working with this cohort of young people.
12. A current Drivers Licence.
13. A current Working with Children Check.

#### **4.2 Desirable**

1. The ability to work autonomously and flexibly including at different sites when required to meet the needs of service users.
2. Intermediate to high level skills in Microsoft Office programs.
3. The ability to confidentially maintain accurate records in accordance with BCHS procedures.

### **5. Probationary Period**

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your Manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

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### **6. Staff Review and Development (SRD)**

*Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.*

#### **6.1 Self-Management:**

*Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth*

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.

#### **6.2 Communication and Team Work:**

*High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers*

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values, and Strategic Directions.

#### **6.3 Administration and Documentation:**

*Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.*

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

#### **6.4 Learning:**

*Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.*

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and team work plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

#### **6.5 Position Performance:**

*Demonstrate achievement of negotiated performance indicators specific to your position.*

- Provide service delivery to at least the minimum level required by the funder.
- Demonstrate positive outcomes for consumers through your intervention.
- Show evidence of an integrated service delivery approach for consumers.

#### **6.6 Diversity and Culture:**

*BCHS treats all people with respect; values diverse perspectives; participates in diversity training opportunities and provides a supportive work environment.*

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### 6.7 Child Safety:

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **ALL** children reach their individual potential.

## 7. Other Essential Requirements

### Staff will:

- Complete a satisfactory Police Check before employment is confirmed, the Police Check will be initiated by BCHS at the expense of the staff member.
- Sign the pre-existing Injury/Disease Declaration.
- Present a copy of your original professional qualifications document or registration.
- Receive and comply with the BCHS Code of Conduct.
- Comply with BCHS Privacy Policy and Procedures.

### BCHS believes that *"Quality is everyone's business, safety is my responsibility"*

Co-operate with and contribute to BCHS Health and Safety procedures and participate in appropriate safety information and education activities as required.

## 8. Other Information

- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.
- BCHS has a commitment to environmental sustainability.

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Approved: Jenny Singe  
Director - headspace

Date: ...../...../.....

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Agreed: Senior Mental Health Clinician

Date: ...../...../.....