

## BENDIGO COMMUNITY HEALTH SERVICES

### POSITION TITLE: MENTAL HEALTH CLINICIAN

<b>Name:</b>	
<b>Position number:</b>	(allocated by HR)
<b>Award/Agreement:</b>	In accordance with qualifications
<b>Classification:</b>	Based on qualifications and experience
<b>Site:</b>	Eaglehawk however the position may work from any Bendigo based BCHS site as negotiated
<b>Hours per fortnight:</b>	76.0 hours per fortnight
<b>Tenure:</b>	Ongoing
<b>Position description developed:</b>	April 2019
<b>Responsible to:</b>	Director - headspace and Bendigo Community Health Services Mental Health Services

PO Box 1121  
Bendigo Central  
Victoria 3552

**Central Site:**  
Ph: (03) 5448 1600  
Fax: (03) 5441 4200

**Eaglehawk Site:**  
Ph: (03) 5434 4300  
Fax: (03) 5441 4200

**Kangaroo Flat:**  
Ph: (03) 5430 0500  
Fax: (03) 5441 4200

**Elmore Primary Health:**  
Ph: (03) 5432 6001  
Fax: (03) 5432 6101

### Vision

Better Health and wellbeing across generations.

### Mission

Working hand in hand with our community to achieve healthier lives.

### Values

- **Respect**  
We build respectful relationships through trust, empathy and collaboration.
- **Inclusive**  
We recognise and promote accessible, safe and holistic health care as a basic human right.
- **Integrity**  
We are authentic, accountable and we honour our obligations.
- **Innovation**  
Through continuous learning, we ensure an agile, responsive and sustainable service.

### Strategic Directions

1. **Programs for Equity**  
Commitment to achieving equitable health and wellbeing.
2. **Consumer and Community Centred Organisation**  
Understand and respond to community needs and consumer's lived experience.
3. **Quality, Safety and Consumer Experience**  
Deliver the best consumer experience that is of consistent quality, safe and evidence-based.
4. **Sustainability**  
Sustainable for purpose organisation.

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Bendigo Community Health Services (BCHS) delivers a range of health and support services across Bendigo regional areas and this program is in partnership with cohealth. cohealth is one of Australia's largest community health organisations delivering a range of health and support services across Melbourne's central business district and the northern and western suburbs.

BCHS aim is to strengthen community and make a difference to the lives and wellbeing of people particularly those who experience stigma and the risk of marginalisation. We create impact through a powerful combination of advocacy, innovation in service delivery and partnership with consumers, communities and other stakeholders.

BCHS provides a range of vital local health and support services including medical, allied health, mental health and counselling.

Staff enjoy being part of a supportive environment with strong leadership and a collegiate and communicative approach. A not for profit organisation built on strong values, BCHS' commitment to all staff and volunteers is to ensure a positive and supportive work environment.

The Forensic Mental Health in Community Health Program (FMHiCHP) is an exciting new initiative funded by the Victorian State Government. The program is designed to provide high quality mental health services to adults who are currently completing Corrections Orders and where these orders have a Mental Health and Treatment Rehabilitation (MHTR) condition. Improved mental health outcomes and reduced recidivism are the main desired outcomes of the service.

The service will be delivered by a multi-disciplinary team of mental health professionals who will provide treatment and assessment to eligible consumers, with a focus on Aboriginal and Torres Strait Islander communities. The service will be expected to operate from a trauma informed and culturally safe platform and will operate in close collaboration and partnership with Department of Health and Human Services (DHHS), Department of Justice (DoJ), Corrections, Area Mental Health Services, Forensic Clinical Specialists and General Practitioners.

### **Position Role**

The Forensic Mental Health in Community Health Program (FMHiCHP) is an exciting new initiative funded by the Victorian State Government. The program is designed to provide high quality mental health services to adults who are currently completing Corrections Orders and where these orders have a Mental Health and Treatment Rehabilitation (MHTR) condition. Improved mental health outcomes and reduced recidivism are the main desired outcomes of the service.

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### **Position Responsibilities**

The responsibilities of the position are:

- Day to day clinical care and evidence-based treatment for people entering the service and at other times as required that align with the care plans and MHTR conditions imposed.
  - Provide discipline specific input into assessment and initial service planning.
  - Formulate and deliver against individual service plans for participants.
  - Provide appropriate follow-up care including review and referral to other agencies and General Practitioners as required that support person centred care and recognise people's strengths within a community-based forensic framework.
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- Undertake ongoing clinical risk assessments of participants and support risk managements plans based on clinical and forensic information to provide a safe environment for the participants and others.
- Gather clinical and other data aligning with program needs to monitor participant, service and program outcomes.
- Build strong partnerships with Corrections staff, Area Mental Health staff and other key providers to ensure appropriate information share to meet the needs of participants and the program.
- Work within an internal and external team approach to assessment, ongoing care and treatment.
- Participate in the development and implementation of local work instructions and processes to ensure high quality and safe service delivery.
- Participate in professional and clinical supervision.
- Engage in professional development activities to ensure appropriate skill to provide services.
- Monitoring the quality and safety of services through undertaking consumer file auditing, supervision, appropriate documentation and enabling the service to engage in continuous quality improvement.
- Relationship management with key stakeholders including consumers and external agencies.
- Provision of secondary consultation with cohealth and to external agencies, including the delivery of training to Community Corrections staff.
- Work alongside Aboriginal Health Services to embed culturally safe practices in to FMHiCHP.
- Produce high quality written reports and presentations.

### **Key Selection Criteria**

#### **Essential**

1. Bachelor's degree in nursing, occupational therapy, psychology or social work including current registration with the Australian Health Practitioner Regulation Agency (AHPRA) where appropriate.
2. Recent demonstrated experience in a mental health, alcohol and other drug and/or forensic health setting.
3. Understanding of relevant legislation and regulations related to the delivery of forensic mental health services.
4. Extensive clinical capabilities including mental health care and treatment for people with complex needs.
5. Well-developed interpersonal, written and verbal communication skills and a proven history being able to illustrate strong emotional intelligence qualities.
6. Demonstrated ability to work collaboratively, constructively and cooperatively within a diverse multidisciplinary team.
7. Demonstrated professional competencies providing evidence based, comprehensive psychosocial treatment plans/interventions with achievable goals for participants.
8. Demonstrated capacity to handle change with enthusiasm, resilience and flexibility.
9. A current Working with Children Check.

#### **Desirable**

1. Post graduate qualifications or working towards same.
2. Demonstrated knowledge of current issues, standards and trends in the delivery of mental health and social and emotional well-being services to Aboriginal people.

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3. Demonstrated awareness of and sensitivity to Aboriginal culture and history and knowledge of issues impacting on Aboriginal children and families, youth and adults and those affected by Stolen Generations' policies and practices.
4. Demonstrated experience working with Aboriginal people and the ability to communicate effectively and in a culturally appropriate manner.

### **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.

### **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.*

#### **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.

#### **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.

#### **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.

#### **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.

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### **Position Performance:**

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

- Participate in the development of key program documents
- Develop strong working relationships with key partners across the region including with Community Corrections.
- Demonstrate positive outcomes for consumers through your intervention.
- Show evidence of an integrated service delivery approach for consumers.

### **Diversity and Culture:**

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

### **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.

### **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 (if required).
- 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.

### **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: Peter Richardson  
Executive Director

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Agreed: Mental Health Clinician