

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: MENTAL HEALTH CLINICIAN

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| Name: | (existing employees only) | P.O. Box 1121 |
| Position number: | (allocated by HR) | Bendigo Central |
| Award: | According to qualifications | Victoria 3552 |
| Classification: | Dependent upon qualifications and experience | Central Site: |
| Site: | headspace | Ph: (03) 5448 1600 |
| Hours per fortnight: | 76.0 hours per fortnight | Fax: (03) 5448 1699 |
| Tenure: | Fixed term to 29 June 2018 | Eaglehawk Site: |
| Position description developed: | March 2017 | Ph: (03) 5434 4300 |
| Responsible to: | Program/Clinical Manager - headspace, Jenny Singe | Fax: (03) 5434 4355 |
| | | Kangaroo Flat: |
| | | Ph: (03) 5430 0500 |
| | | Fax: (03) 5430 0544 |
| | | Elmore Primary Health: |
| | | Ph: (03) 5432 6001 |
| | | Fax: (03) 5432 6101 |

1. Position Role

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

The service is designed to make it easy as possible for a young person and their family to get the help they need for problems affecting their wellbeing and covers four core areas; Mental Health, Physical Health, Work and Study Support and Alcohol and other Drug 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:

1. Provide assessment, advice, casework and consultation to clients, families and referrers with a particular emphasis on severe mental health presentation from 12 to 25 years of age.
2. To use your advanced skills in assessing immediate and developmental risk.
3. Provide clinical leadership within a multidisciplinary team.
4. Conduct face to face mental health assessments and facilitate secondary consultations to community services and other referrers.
5. Campaign for the integration of health promotion and the social model of health.
6. Participate in appropriate organisational meetings and service planning with this cohort of young people.

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7. 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.

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. A qualification in Social Work, Psychology, Mental Health Nursing or Occupational Therapy with appropriate credentialing for registration.
2. A minimum of three years post-qualifying experience in the delivery of human services, including demonstrated experience in case management and assessment and practice relevant to young people (12 - 25 years olds).
3. Extensive experience in mental health clinical practice and the impact of mental ill-health on young people and their families:
 - a. Delivery of mental health assessments, crisis interventions, psychoeducation and treatment interventions to young people experiencing mental health and associated difficulties.
4. 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.
5. Excellent interpersonal skills and communication skills; with young people, their families, friends and key supports, including other practitioners.
6. Proven high level of communication skills including the ability to communicate effectively, both orally and in writing with client, internal and external agencies and the community.
7. The ability to liaise with internal and external services for the best health outcomes for our young people.
8. Personal commitment to promoting equality, diversity and human rights in all aspects of service delivery.
9. Demonstrated ability to work as a member of a multidisciplinary team and lead clinical discussions in a care team setting.

4.2 Desirable

- Ability to work autonomously and flexibly, including at different sites when required to meet the needs of service users.
- Intermediate to high level skills in Microsoft Office programs.
- The ability to confidentially maintain high quality 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

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your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

6. Staff Review & 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.
- Maintain your qualifications and registration in line with the mandatory requirements for this position.

6.2 Communication and Team Work:

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

- 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 clients through your intervention.
- Show evidence of an integrated service delivery approach for clients.

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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.

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 (if required).
- Present a current Working with Children Check (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.

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: Kim Sykes
Chief Executive Officer

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

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Agreed: Mental Health Clinician

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