

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: MENTAL HEALTH CLINICIAN

Award:	Dependent on qualifications
Classification:	Dependent on qualifications and experience
Site:	This position is primarily based at our Eaglehawk site, however, may be required to work from any BCHS site or outreach location as negotiated.
Hours per fortnight:	76 hours per fortnight (1.0 FTE)
Tenure:	Ongoing
Position description developed:	June 2023
Responsible to:	Senior Leader – Forensic Mental Health

We want (Vision)

Better health and wellbeing across generations.

We exist (Mission)

To work hand in hand with our community to achieve healthier lives.

We strive for (Values)

- Integrity**
 We are authentic and accountable, and we honour our obligations.
- Respect**
 We build respectful relationships through trust, empathy, and collaboration.
- Inclusive**
 We recognise and promote accessible, safe, and holistic supports and services as a basic human right.
- Innovation**
 Through continuous learning, we ensure an agile, responsive, and sustainable service.
- Togetherness**
 We create a sense of connectedness, pride, and support through enjoying our work and being passionate about making a difference.

Our pillars	Consumer and Community	Influence	Visible	Sustainable
The change we want to see	People in our community, especially those most in need, have improved health and wellbeing	We use evidence, data and the voice of our community to shape our supports and services	Our service is identified as a quality provider and our people are recognised as leaders	Our sustainability is based on a healthy culture, improved systems, outcomes and growth

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Position Role

The Forensic Mental Health in the Community Health Program (FMHiCH) is an initiative funded by the Victorian State Government. The program is designed to provide high quality mental health services to adults who are currently completing Correction Orders or on Parole 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 multidisciplinary team of mental health professionals who will provide assessment and treatment 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 the Department of Families, Fairness and Housing (DFFH), Department of Justice (DoJ), Community Corrections Services (CCS), Area Mental Health Services, Forensic Clinical Specialists and General Practitioners.

Position Responsibilities

The responsibilities of the position are:

- Day to day care and evidenced based treatment for people entering the service and at other times as required that align with the care plans and the 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
- 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 participants, service, and program outcomes
- Build strong partnerships with CCS staff, area mental health staff and other key providers to ensure appropriate information sharing to meet the needs of the 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 group work to assist clients to develop better awareness of mental health, healthy living, how to improve coping skills, have healthier relationships and improve problem solving skills.
- Participate in professional and clinical supervision
- Engage in professional development activities to ensure appropriate skills to provide service
- 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 (PDSA)
- Relationship management with key stakeholders including consumers and external agencies
- Provision of secondary consultation with external agencies, including the delivery of training to community corrections staff

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- Work alongside Aboriginal health services to embed culturally safe practices into FMHiCHP
- Collect data and produce high quality written reports and presentations
- Other duties as directed.

Key Selection Criteria

Essential

1. Bachelor's degree in nursing, occupational therapy, social work, or psychology including current registration with the Australian Health Practitioners Regulation Agency (AHPRA) or AASW 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. Current Working with Children and Police check.
10. Ability to provide vaccination information that meets the requirements for healthcare workers.

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 wellbeing services to Aboriginal people.
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 practice.
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 & 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.

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Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Participate in supervision and professional development as negotiated with line manager.
- Knowledge and compliance with BCHS privacy and confidentiality procedures.

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.

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.
- Demonstrate understanding and behaviour to reflect BCHS' values.

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 teamwork 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.

Diversity and Culture:

BCHS treats all people with respect; values diverse perspectives; provides diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

Child Safety:

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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 to reach their individual potential.

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Other Essential Requirements

Staff will:

- Complete all required probity checks **before** employment is confirmed.
- Provide vaccination status information that meets the requirements for healthcare workers.
- Present a copy of original professional qualifications document or registration (if required).
- Receive and comply with BCHS' policies and procedures including the Code of Conduct.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification, and management.

BCHS believes that *“Quality is everyone’s business, safety is my responsibility”*

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

Other Information

- Salary Packaging is available to the successful applicant.
- BCHS' Employee Assistance Program is available to employees and immediate family.
- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS has a commitment to environmental sustainability.

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