

## BENDIGO COMMUNITY HEALTH SERVICES

### POSITION TITLE: MENTAL HEALTH CLINICIAN – IHSY (INNOVATIVE HEALTH SERVICES FOR HOMELESS YOUTH)

<b>Award:</b>	Dependent upon skills and experience
<b>Classification:</b>	Dependent upon skills and experience
<b>Site:</b>	headspace Bendigo – 78-80 Pall Mall, however may be required to work from any BCHS site or outreach location as negotiated.
<b>Hours per fortnight:</b>	45.6 hours per fortnight (0.6 FTE)
<b>Tenure:</b>	Ongoing
<b>Position description developed:</b>	June 2023
<b>Responsible to:</b>	Senior Leader – headspace Bendigo

#### 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 IHSY program operates at the interface between those young people who are marginalized within our society, and the health system. As the name suggests, the program is to be directed to innovative responses to young people who are homeless, or at risk of becoming homeless.

Young people are at risk of developing or exhibiting a range of individual and social problems, including but not limited to mental health problems and problems associated with substance use, or who are engaging in risky behaviors that may impact their health and well-being may be seen to be at risk of homelessness.

Young people who experience homelessness have substantial challenges in accessing consistent health care, and are at higher risk of chronic health issues, mental health problems, and may be more likely to experience problematic drug and alcohol use. Many only access health care in a crisis but benefit from well-developed support networks to address their health care needs beyond the initial crisis.

This role is collocated within the headspace Bendigo team.

### **Position Responsibilities**

The responsibilities of the position are:

- Provide a comprehensive, accessible and quality service to homeless young people and/ or those at risk of becoming homeless.
- The provision of comprehensive health assessments and referral to identified, specialist health services both internal and external
- Provide secondary consultation to both internal and external services including housing services such as Haven and Anglicare.
- Provide psychosocial mental health assessment, counselling and other interventions and consultations related to young people aged 12-24 years of age who may be at risk of, or experiencing, earlystage mental health, emotional health and/or generalised health and wellbeing issues which could impact upon housing stability
- Provide consultations with family and friends of young people and engage in family inclusive practice
- Participate in care plan development, case coordination and case conferencing as a member of the headspace team
- Contribute to service integration, team development and team goals.
- Maintain clear and accurate records that support BCHS & headspace performance accountabilities; these may include targets, budgets, reports and/or reviews
- Undertake responsibilities of the position adhering to professional standards, relevant legislation and Occupational Health and Safety Legislation and requirements.
- Working within current equity and access legislation/standards inclusive of all abilities, cultures, genders, sexuality, age and faith.
- Perform other duties as directed that are within the limits of the staff member's skill, competence and training and the scope of the staff member's award/agreement classification.

### **Key Selection Criteria**

#### **Essential**

1. Tertiary qualification in a relevant discipline with current membership of an appropriate professional body (for example AHPRA, AASW).
2. Knowledge of the complex health needs of young people; particularly those who are homeless or at risk of homelessness.
3. Experienced in completing comprehensive health / psycho social assessments.

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4. A strong desire to work in the field of youth health / mental health and an ability to provide practice that is sensitive to the needs of diverse young people.
5. Demonstrated ability to assist clients to clarify their needs and develop the young persons' skills to achieve their goals.
6. Ability to participate in clinical, operational and group supervision and a commitment to critical reflection and discussion of values and ethical conduct.
7. Demonstrated capacity to engage external service providers to ensure the target group have access to innovative health services.
8. Demonstrated ability to work as a member of a multidisciplinary team and the ability to work independently when required.
9. Ability to accurately record and document information and to collect and collate data within given timeframes and in keeping with legal, ethical and professional standards.
10. Highly developed communication skills.
11. Current Working with Children Check, Police Check and Driver's License.

### **Desirable**

1. Show evidence of knowledge and understanding of Bendigo Community Health Services and headspace philosophy, purpose.
2. Experience working with young people and innovative skills to engage our most vulnerable young people.
3. Demonstrated understanding of the social model of health and its integration into counselling service provision.
4. Intermediate to high level skills in Microsoft Office programs.

### **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.

### **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.
- 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

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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 that BCHS aims to treat all people with respect, values diverse perspectives and participates in diversity training opportunities.

### **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.

### **Diversity and Culture:**

BCHS treats all people with respect; values diverse perspectives; participates in 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:**

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.

## **Other Essential Requirements**

### **Staff will:**

- Complete all required probity checks BEFORE employment is confirmed.
- 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' policies and procedures.

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- 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**

- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS has a commitment to environmental sustainability.