

## POSITION DESCRIPTION

<b>Position Title:</b>	Mental Health Clinician (Care Hub)
<b>Award:</b>	In accordance with qualifications
<b>Classification:</b>	Dependent on applicant qualifications and experience
<b>Site:</b>	This position is primarily based at our Kangaroo Flat site, however, may be required to work from any BCHS site or outreach location as negotiated.
<b>Hours per fortnight:</b>	76 hours per fortnight (1.0 EFT)
<b>Tenure:</b>	Ongoing
<b>Position description developed:</b>	Updated January 2025
<b>Responsible to:</b>	Senior Leader Mental Health

### ABOUT BENDIGO COMMUNITY HEALTH SERVICES (BCHS)

BCHS is located across five sites in the City of Greater Bendigo, Central Victoria. BCHS has a proud 50-year history and provides more than 50 services across medical and allied health, family services, drug and alcohol, mental health, settlement services, health promotion and more, with a focus on vulnerable people and communities.

The organisation has more than 280 staff supporting people of all ages and stages of life to access quality, person-centred care. We foster a values-aligned, positive and thriving culture where staff feel safe and supported. Staff have clarity of roles and work in an environment of accountability. The success of BCHS is dependent on our staff who provide a high level of professionalism and dedication.

#### VISION

**Better health and wellbeing across generations.**

#### PURPOSE

**Supporting you and your family to live healthy lives.**

#### VALUES

**Lived and Living Experience:** We listen to understand. We value our communities, their backstories, lived and living experiences and cultures and learn from them to tailor our services.

**Equity:** We provide equitable and inclusive health and wellbeing services, ensuring they are culturally responsive and accessible.

**People:** We maintain a skilled, engaged and professional workforce, including people with lived experience, and enable a culture of continuous learning.

**Partnership:** We understand trust and partnerships are key to achieving our purpose. We listen and learn - and share our knowledge and expertise in collaboration and co-design with our community, ensuring we are providing local solutions to community need.

**Integrity:** We uphold the values of the Universal Declaration of Human Rights and approach all we do with kindness and respect. We are ethical in all we do.

## **TEAM ROLE**

The Loddon Care Hub is a new initiative that brings together a number of organisations to form an integrated team of professionals to support Children and Young People in the areas of Mental Health, AOD, Cultural Connection, Family Work, Community Engagement and Therapeutic Support.

The team is based in a single location in Bendigo, forming a collaborative, integrated team of staff helping support those entering care for the first time. The aim of the Care Hub is to provide a wraparound service and team of staff to support effective assessment, planning and intervention to help support the Children, Young People and Families through the process and ensure all needs are met.

The integrated team includes professionals from Anglicare Victoria (as the Lead Organisation) and a host of other partner organisations, all working together to do better. The Care Hub provides early assessment, planning and wrap around supports by a single integrated team (formed from a consortium of organisations) for children and young people who are first time entrants into care.

The Mental Health Clinician will provide support to the child, young person, or parent/carer to meet their goals, monitor their progress and assist in navigating other mental health services. They will assess the mental health needs of the child, young person, or parent/carer and contribute to the plan to address these needs.

The service and support are delivered in a child-centred, family focused way and works alongside families to address the changes that may need to occur for their child/ren or young person to be safe at home.

## **POSITION ROLE**

- Provide individual and group mental health services to a range of young clients and their families.
- Facilitate information and education groups.
- Regularly engage in the intake and allocation process that could include a comprehensive risk assessment and safety plan.
- Provide an integrated practice model that has service providers, internal and external to the consortia partners, supporting an inclusive, comprehensive and equitable intervention for consumers.
- Contribute to Care Team Meetings.
- Provide assessments and/or recommendations on assessments and interventions that promote the long-term well-being of the child and care-giver capacity.

## **POSITION RESPONSIBILITIES**

### **The responsibilities of the position are:**

To provide individual mental health therapeutic interventions to children, young people, and parents/carers using a range of evidence based clinical models and frameworks.

Provide mental health services through a range of psychosocial interventions including intake and assessment functions.

- Develop case plans in consultation with the client/s.

- To work alongside the Program Manager Care Hub and other identified Care Hub consortia team members to provide high quality consultancy, advice and education to staff in delivering appropriate responses to mental health concerns.
- Participate in group and/or individual clinical supervision and commit to critical reflection and discussion of values and ethical conduct.
- Participate in line management supervision and discussion of all clients including those that present a risk to self, counsellors and or organisation.
- Accurately record and document client and administrative information and collect and collate data within given timeframes.
- Contribute to service integration and team development.
- 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. A tertiary qualification and experience relevant to the role of Mental Health Clinician.
2. Relevant accreditation or credentialing with AHPRA, AASW, ACA, or PACFA.
3. Demonstrated experience in successfully delivering a range of evidence-based interventions, including individual counselling and group interventions (therapeutic and psycho-educational).
4. Ability to manage a complex case load and provide a demand management function (with support) as required.
5. Excellent interpersonal and communication skills (both verbal and written).
6. Demonstrated ability to work as a member of a multidisciplinary team and evidence of competence in providing integrated care.
7. A current employee Working with Children Check and Driver's Licence.
8. The successful applicant will also be required to undertake and complete a Satisfactory National Police Check.

### **Desirable**

1. Registered psychologist with interest and experience in psychometric testing.
2. Excellent organisational and time management skills.
3. Comprehensive knowledge of the local service system.
4. Intermediate to high level computer skills such as use of Microsoft Office programs including Microsoft Teams, and electronic client management systems.

## **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 team plans and the following performance indicators.

#### **Position Performance:**

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

- Demonstrate positive outcomes for consumers through your intervention.
- Maintain positive relationships with internal and external stakeholders
- Maintain records and achieve service delivery targets.
- Participate in supervision and professional development as negotiated with line manager.
- Knowledge and compliance with the BCHS privacy and confidentiality procedures.

#### **Communication and Teamwork:**

*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 the 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

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 all required probity checks **before** employment is confirmed.
- Provide vaccination 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 would be 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 and vape free workplaces.
- BCHS has a commitment to environmental sustainability.