

Position Description

Position Title	Lead Clinician
Position Number	
Division	Clinical Operations
Department	Swan Hill Older Adult Community Mental Health
Enterprise Agreement	Victorian Public Mental Health Services Enterprise Agreement 2021-2024
Classification Description	Registered Nurse Gr3, Social Worker Gr2, Occupational Therapist Gr2
Classification Code	NP81-NP74, YC42-YC45, YB20-YB23
Reports to	Manager of Older Adult Community Mental Health Team
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 4,500 staff and volunteers and covering an area a quarter of the size of Victoria, Bendigo Health, is an expanding regional health service offering the advantages of city life combined with the beauty and freedom that comes from living in a regional area.

Bendigo Health is a 700 bed service that treats more than 45,000 inpatients, triages more than 65,000 emergency attendees and welcomes more than 1,600 new born babies in a year. In addition more than 15,000 operations are performed in our operating theatres and more than 100,000 occasions of services are provided in our clinics to outpatients.

The organisation provides services in emergency, maternity, women's health, medical imaging, pathology, rehabilitation, community services, residential aged care, psychiatric care, community dental, hospice/palliative care, cardiology, cancer services and renal dialysis to the people of the Loddon Mallee region.

With our main campus based in Bendigo, our services extend throughout the Loddon Mallee with sites in areas such as Mildura, Echuca, Swan Hill, Kyneton and Castlemaine.

Demand on services is increasing rapidly with Bendigo being one of Victoria's fastest growing regional cities.

Our Vision

Excellent Care. Every Person. Every Time.

Our Values

CARING – We care for our community

PASSIONATE – We are passionate about doing our best

TRUSTWORTHY - We are open, honest and respectful

All staff at Bendigo Health should have, or aspire to the personal qualities, knowledge and skills as described in the Bendigo Health Staff Capabilities Statement. Refer to link at top of page.

The Clinical Operations Division

The Clinical Operations Division encompasses acute and mental health services. We provide a wide range of general medical, surgical and speciality services including; Oncology, Cardiology, Renal, Emergency, Women's and Children's, Critical Care, Specialist Clinics and Mental Health Services. Our Allied Health teams provide a diverse range of programs and person centred care in inpatient, outpatient, community, home and residential care settings.

Within a state-of-the-art hospital, our Ambulatory and Critical Care, Medical Services, Surgical Services and Women's and Children's area use the latest technologies to provide excellent care. Our world class Cancer Centre uses a multi-disciplinary, integrated approach to treat specific cancers. The Cancer Centre offers medical oncology, radiation oncology, specialist nurses, clinical trials and cancer research, palliative care, and a Cancer Wellness Program.

The Mental Health Service provides psychiatric care and treatment across a large catchment area in Victoria stretching from Swan Hill in the north of the state to Gisborne in the south. Family sensitive practice is central to our models of mental health care and best practice ensures the identification, inclusion and support of families, carers and children.

Each year our onsite Specialist Clinics provide over 100,000 service events, we also see more than 60,000 people in our Emergency Department and welcome around 1700 babies into the world. The Clinical Operations Division assists with the admission of more than 50,000 patients into the hospital each year.

The Older Adult Community Mental Health Team

The team is part of Bendigo Health's Mental Health Department.

The Older Adult Community Mental Health Team provide community based mental health assessment, treatment and support to patients who are aged over 65 years suffering from mental illness or are aged over 65 and suffer from a mental illness complicated by a neurodegenerative disorder and/or issues of ageing and/or severe comorbid physical illness.

In some cases, indicated by clinical assessment, OPCMHT will provide services to persons under the age of 65 years who exhibit symptoms of degenerative diseases related to aging.

While based out of the John Bomford Centre in Strathdale, Bendigo, OPCMHT staff are also located in 5 regional locations across the Loddon-Campaspe, Southern Mallee region including: Swan Hill, Echuca, Castlemaine, Maryborough and Kyneton.

The Position

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In the context of an integrated community mental health team, and under the direction of the Manager and team Consultant Psychiatrist(s), the community mental health clinicians will provide psychiatric triage, intake, assessment and treatment and short-long term interventions Monday to Friday. Out of hours and weekend crisis assessment and treatment is managed through the Regional Psychiatric Triage Service.

Responsibilities and Accountabilities

Key Responsibilities

In a multi-disciplinary integrated community mental health team, and under the direction of the team Consultant Psychiatrist(s), Senior Clinician and Manager:

1. Provide mental, social and physical assessment, care coordination, clinical treatment and support for patients, their families and carers.
2. In conjunction with the manager and senior clinicians, support and/or provide a range of bio-psycho-social treatment modalities including individual, family and group settings in the community.
3. Provide clinical care to resolve or ameliorate emotional distress of patients.
4. In consultation with the patient and significant others formulate, negotiate, document, monitor and maintain a Recovery Plan for each allocated patient, and complete other documentation, including Outcome Measures, as per service policy.
5. Monitor patient's mental state, undertake social and physical assessments of patients, conduct risk assessments and take appropriate action as required
6. Monitor the effects of medication and consult with either nursing or medical staff regarding any concerns they encounter. Ensure that all appropriate documentation is completed.
7. Identify and co-ordinate other key community agencies and service providers involved in the provision of recovery, support and discharge planning consistent with the patient and carers needs
8. Under the supervision of the manager, participate in community consultation, awareness and education activities and develop community resources to increase the understanding of psychiatric disorders and service delivery models in the community
9. Provide Collaborative Therapy and other appropriate therapies to patients identified to receive these, when appropriate referring some patients to other clinicians.
10. Provide support and supervision to specific discipline students on placement, in close liaison with the relevant professional discipline.
11. Staff with Allied Health qualifications may be required to provide discipline specific care to patients and family, education and supervision to the team.
12. Undertake careful discharge planning to minimise the risk of relapse following discharge from the service.
13. Support patients for whom you are the allocated lead clinician, if they are admitted to an inpatient unit (IPU), by visiting them in the IPU and participating in case review meetings on the IPU.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Generic Responsibilities

Code of Conduct - The Victorian Government's Code of Conduct is binding on all Bendigo Health staff. Contravention of a provision in the code may constitute misconduct and/ or regarded as a breach of the employee's employment agreement and will be dealt with under the organisations Counselling and Disciplinary Action Policy.

Compliance with policies and procedures - All Bendigo Health's policies and procedures are set out in its clinical and managerial policy manuals located on the intranet under PROMPT and in hard copy. All staff must ensure they comply with policies, procedures and standard ways of work practices when carrying out their work. Any breach in compliance may result in disciplinary action.

Occupational Health and Safety - Every staff member has the responsibility to take reasonable care of their own health and safety and the safety of others, to cooperate with Bendigo Health's OH&S policies and to participate in appropriate safety education and evaluation activities. All staff are expected to participate in reporting any health, safety and wellbeing issues. Any breach in compliance may result in disciplinary action.

Infection Control - Every staff member has the responsibility to minimise incidents of infection/ cross infection of residents, staff, visitors and the general public. All staff must adhere to the policies and procedures as set out in Bendigo Health's infection control manuals. Any breach in compliance may result in disciplinary action.

Confidentiality - All information concerning Bendigo Health, its patients, clients, residents and staff should remain strictly confidential. Any unauthorised disclosure of such information may result in disciplinary action.

Quality Improvement - Bendigo Health is dedicated to improving the quality and safety of health services by providing care within the following domains of quality: Consumer Participation, Clinical Effectiveness, Effective Workforce and Risk Management. As a result, we apply the concept of the quality cycle for all our quality activities, initiatives and projects thereby ensuring the best possible care and treatment results are achieved. The underlying principle of the cycle is that an activity is not complete until evaluation shows that it has been effective and reached the desired outcome. As a Bendigo Health employee you have a responsibility to participate in and commit to ongoing quality improvement activities using the framework of the NSQHSS (National Safety and Quality Health Service Standards).

Diversity – Each person has a right to high-quality health care and opportunities regardless of diversity factors, which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age and socio-economic status. Every staff member has a responsibility to recognise and respect diversity. Inclusiveness improves our service to our community and promotes engagement amongst staff.

Employees are required to carry out lawful directions outlined above or delegated to them. The work to be performed is set out in this position description and, where relevant, any professional standards and codes of conduct and ethics issued by the relevant professional association.

Key Selection Criteria

Qualifications / Certificates

- Registered Nurse
- Occupational Therapist
- Social Worker

Post graduate qualifications in mental health and/or related field or commitment towards completing same.

Specialist Expertise

1. Demonstrated experience and ability in community-based assessment, support and treatment of people with a mental illness and associated complex issues
2. Sound knowledge of the Mental Health and Wellbeing Act 2022, the relevant state-wide Psychiatric Service Frameworks Procedures and Guidelines and Bendigo Health policy and procedures
3. Demonstrated experience in, and commitment to, an integrated community-based treatment model for people with a mental illness and associated complex issues
4. Proven ability to liaise and consult with relevant family members, team members, and a broad range of health professionals and community agencies

Personal Qualities, Knowledge and Skills

5. Commitment to an integrated community-based treatment model for people with a mental illness
6. High level of organisational, leadership, communication and interpersonal skills
7. Evidence of a commitment to ongoing professional development and compliance with all Bendigo Health mandatory training requirements.

Mandatory Requirements

National Police Record Check A current and satisfactory National Police Record Check must be completed by all new staff prior to commencement at Bendigo Health.

Immunisation As a health provider dedicated to providing quality patient care, we all need to be aware of the critical importance of infection control. Each staff member has a responsibility to comply with the Bendigo Health's various infection control policy and procedures. All staff are required to have a current influenza vaccination prior to commencement at Bendigo Health.

Registration with Professional Regulatory Body or relevant Professional Association

Division 1 Nurse or Occupational Therapist - Current registration with the Australian Health Practitioner Regulation Agency or if a Social Worker – membership, or meets the eligibility requirements for membership, with the Australian Association of Social Work

Drivers Licence A current Victorian driver's licence is required for this position.

All Bendigo Health sites, workplaces and vehicles are smoke free.

This position description is intended to describe the general nature and level of work that is to be performed by the person appointed to the role. It is not intended to be an exhaustive list of all responsibilities, duties and skills required. Any elements of this document may be changed at Bendigo Health's discretion and activities may be added, removed or amended at any time.