

Position Description

Position Title	YPARC Mental Health and Wellbeing Lead Clinician
Position Number	30100090
Division	Clinical Operations
Department	Mental Health
Enterprise Agreement	VICTORIAN PUBLIC MENTAL HEALTH SERVICES ENTERPRISE AGREEMENT 2021-2024
Classification Description	Registered Nurse Gr 3, Occupational Therapist Gr 2, Social Worker Gr 2
Classification Code	NP81-NP84, YB20-YB23, YC42-YC45
Reports to	Manager YMHWS & YPARC
Management Level	Non Management
Staff Capability Statement	Please click here for a link to staff capabilities statement

Bendigo Health

With more than 4,000 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 and wellbeing 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.

Within a state-of-the-art hospital, the team provides high-quality services using the latest technologies. Our eleven operating theatres (including two endoscopy rooms), critical care, emergency and women's wards all have access to critical services lifts that link to the helipad allowing rapid transfer of patients both in and out of the health service.

The Mental Health Wellbeing 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.

The Mental Health and Wellbeing Team

The Community Mental Health and Wellbeing Team includes Bendigo Adult Community Mental Health, Child and Adolescent Mental Health, Older Persons Community Mental Health, Rural North Community Mental Health, Rural South Community Mental Health and Youth Community Mental Health and Youth Prevention and Recovery Care (YPARC).

The YPARC clinician provides clinical support to the residents in YPARC undertaking, intake, assessment and treatment, psycho-education and support for patients and their families /carer(s).

The Position

Bendigo Health Mental Health and Wellbeing Services provides a range of public mental health and wellbeing services to residents of the Loddon Campaspe Southern Mallee area.

Most mental illnesses first present in young people in their teens to mid-twenties. The Youth Community Mental Health and Wellbeing Service enhances the capacity of Bendigo Health Care Group Mental Health and Wellbeing Services to provide treatment to young people who have complex mental health disorders. The service also aims to improve access and treatment for young people with more prevalent mental health problems including complex anxiety, depression and eating disorders, and early manifestations of psychosis and personality disorders and co-morbid drug and alcohol problems.

Service provision includes comprehensive assessment, treatment and care for young people aged 16 to 24yrs with complex mental health issues; and support and education to their carers, associated professionals and the wider community about the nature of mental illness and its treatment.

The team is located at a service hub in Bendigo and provides Tier 3 youth clinical mental health and wellbeing services across the Loddon Campaspe Southern Mallee (LCSM) region and at Bendigo YPARC.

Objectives of the team are:

- To reduce the prevalence of untreated mental illness amongst young people
- To reduce the duration of untreated mental illness in young people
- To provide education, consultation and liaison services to specialist mental health and primary care works on assessment and timely, phase specific treatment of young people experiencing mental illness
- To provide a comprehensive and assertive community mental health service for the target group
- To minimise the need for acute inpatient admissions
- To maximise the use of community supports available to the patient
- To work collaboratively with patients and their carers in relation to their treatment, recovery and rehabilitation
- To create constructive working relationships and to develop collaborative treatment plans with workers providing services for young people

Responsibilities and Accountabilities

Key Responsibilities

Working under the direction of the YMHWS Manager and Consultant Psychiatrist:

Provide clinical services at YPARC on an extended hours clinical roster

In consultation with the patient and significant others formulate, negotiate, document, monitor and maintain an Individual Service Plan for each allocated patient

Monitor patient's mental state, conduct risk assessments and take appropriate action as required

Monitor treatment compliance and response to prescribed treatments and document and report changes to the team psychiatrist

Provide support for patients, their families and carers

Develop and facilitate therapeutic group programs as directed

Identify and co-ordinate other key community agencies and service providers involved in the provision of services to young people

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

Essential

Qualifications / Certificates

1. Bachelor Degree (minimum) in Nursing, Occupational Therapy or Social Work, as well as Post graduate qualifications in Mental Health, or working toward same

Specialist Expertise

2. Knowledge of the relevant state-wide Psychiatric Service frameworks, procedures and guidelines, and a sound knowledge of the Mental Health and Wellbeing Act 2022 (as amended) and its application to clinical practice.

3. Knowledge of underlying principles, clinical care and best practice models associated with treatment of complex mental health disorders in young people.
4. Relevant work experience, usually at least 2 years, in a variety of mental health settings.

Personal Qualities, Knowledge and Skills

5. High level of organisational, leadership, communication and interpersonal skills.
6. Knowledge of Quality Improvement and flexibility to operate in an environment of change and continuous improvement.

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 Bendigo Health's Staff Immunisation Policy and various infection control policy and procedures. All staff are required to provide evidence of vaccinations prior to commencement at Bendigo Health

Working with Children Check Bendigo Health has a responsibility to provide a child safe environment. This position is a defined "child-related role" at Bendigo Health. As such you must maintain a valid working with children check. In addition you will be required to assist Bendigo Health in providing a child safe environment by participating in any training or reporting required to ensure the protection of children in our care.

Registration with Professional Regulatory Body or relevant Professional Association For example, AHPRA, AHRI, RACS etc. 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.

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.