

Position Description

Position Title:	Mental Health Clinician
EBA / Award:	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022 <i>and any Fair Work Commission approved replacement agreements.</i>
Classification:	Level 4 Pay Point 1 to Level 5 Pay Point 1, depending on qualifications and experience
Reports to Operational:	Change & Consolidate Team Leader
Mode of Employment	Part time 64 hours per fortnight
Primary Site:	East Gippsland – Orbost and Bairnsdale
Salary Packaging	A range of salary packaging benefits are offered to part-time and full-time employees. Salary packaging results in a lower taxable income, meaning you pay less tax and increase your take home pay. Packaging options include living expenses up to \$15,900 per year (rent, mortgage, credit card payments); meal entertainment benefits up to \$2,650 per year; remote area housing; and novated leasing. More information is available on request.
Probationary Period:	A six month probationary period will apply

Be part of a major boost to mental health and wellbeing in Victoria!

The Mental Health and Wellbeing Locals are an important part of Victoria's reformed mental health and wellbeing system. The Victorian Government has committed to establishing 50 Mental Health and Wellbeing Locals.

Within East Gippsland, Wellways, Latrobe Regional Health and Gippsland Lakes Complete Health are working together to offer an easy way to access care and support for people aged 26 years and over who are experiencing mental health concerns – including people with co-occurring alcohol and drug support and care needs and their family, carers, and supporters.

Mental Health and Wellbeing Locals are free, voluntary, and easy to access, with no referral required. Importantly, these new services will be delivered on the basis of 'how can we help?' and a 'no wrong door' approach, focused on giving choice and control over how the participant wants to receive support.

This new service will make it easier for the participant to access the support they need, closer to home and family, carers, and support networks.

Most importantly, Mental Health and Wellbeing Locals are safe spaces for everyone.

Commitment to Reconciliation

The Mental Health and Wellbeing Local knows that Aboriginal and Torres Strait Islander people have not always been well-served by mental health and disability organisations. Their social and emotional wellbeing has been impacted by generations of trauma, injustice and deprivation. As partner organisations, we recognise our responsibility in addressing these issues of injustice, inequality and stigma as part of ensuring our services are both welcoming and helpful for people and their families. As part of our commitment to reconciliation, we are working to create culturally aware and safe services for First Nations Community Members.

Working together - how we will deliver services

The Mental Health and Wellbeing Local is community-led and integrated through partnership that shares power, creating a responsive, flexible and helpful service.

The Local will operate seven days a week, with extended operating hours to support a flexible and responsive service. The Local Service model will provide integrated clinical support care, and wellbeing support participants and their family members or carers. The provided services will be in response to participant experiencing a mental health challenge and co-occurring substance use or addiction. This approach will improve the capacity of individuals to engage in our community and respond to any future psychological distress.



Community

The Mental Health and Wellbeing Local Services will be community-led, and co-production will ensure a diverse range of perspectives are included in the design, delivery, and governance of the Local Services, ensuring it reflects, responds and is accountable to the local community it supports.

Connected

An integrated service system connected through governance (partnership, operational and clinical) systems and workforce ensures people can access the right support at the right time.

Creating capacity for citizenship

Our model of care and governance structure has been designed to create capacity. Our workforce, individuals, and their natural supports recognise and respond to psychological distress and address barriers that prevent people from participating in their community and leading meaningful lives.

Team

This role makes up part of the Change & Consolidate team and is a crucial part of the Victorian Mental health reform work that Wellways and its partners are undertaking. This role will be part of a growing service system that places the community in the centre of the Local Mental Health and Wellbeing network across Victoria.

Role Purpose

The Mental Health Clinician, employed by Gippsland Lakes Complete Health, will provide high quality mental health support including clinical, educational and consultative interventions to participants accessing the East Gippsland Wellbeing Local.

The role will be integrated into a multi-disciplinary team. This person will be focused on improving outcomes for participants, carers, and the wider community. They will be skilled in providing quality mental health support and have experience in providing evidence-based interventions. This person will be committed to building a culture that is inclusive and driven by values that are shared by the participant and the wider community.

The Mental Health Clinician will work in close partnership with participants, Lived Experience Professionals and their Clinical colleagues to support the recovery of psychological distress with a strong focus on transparent strengths-based care.

How you will make a difference

You will play a vital role in ensuring that participants, carers, and their families receive valuable and supportive mental health care. This role will fulfil the community's need for accessible clinical mental health service delivery and play an integral role in changing and shaping the way mental health and wellbeing services and supports are delivered to the East Gippsland community.

Now is your chance to shape the future of mental health and wellbeing in Victoria to ensure that everyone is supported and included.

Key areas of accountability

Area	Deliverable
Service Delivery	<ul style="list-style-type: none"> • Undertake comprehensive assessment of client needs to develop treatment plans which are person centred, strengths-based and client focused. • Deliver appropriate treatment interventions and therapeutic supports. • Provide one to one and group facilitation, brief intervention and bridging support where appropriate. • Communicate and escalate any arising risk and safety concerns. • Ensure client records and other documentation and data collection is maintained at a high level. • Liaise with appropriate internal and external stakeholders regarding treatment plans and referrals. • Create and sustain strong interagency connections with local Aboriginal services, medical services, housing, child protection, family services, employment services, community health services and others. • Identify treatment pathways where multiple interventions are required including service coordination activities and participation in case conferencing and case reviews. • Work flexibly to meet peoples varying needs including on an outreach basis as appropriate. • Participate in clinical supervision. • Participate in quality improvement activities and other relevant duties in consultation with the Team Leader.

Key Requirements

Area	Description
Qualification	<ul style="list-style-type: none"> • Qualification as a registered nurse, social worker, psychologist or occupational therapist • Current registration and/or membership with relevant governing body
Required skills and experience	<p>Essential:</p> <ul style="list-style-type: none"> • Demonstrated experience, skill and/or knowledge in the provision of direct clinical care to people who have experienced mental illness or psychological distress. • Demonstrated experience of working within a community mental health service setting. • Demonstrated ability to contribute to the development, implementation and evaluation of programs, policies, procedure and staff development activities • Demonstrated time management abilities. • Excellent communication (written and oral), interpersonal skills and solution focused problem-solving skills. • Demonstrated friendly, proactive approach and the ability to work with competing needs and deadlines. • Ability to work independently and as part of a multidisciplinary team. <p>Desirable:</p> <ul style="list-style-type: none"> • Experience working with vulnerable/priority populations in a mental health setting • A good understanding of Federal, State and Local Mental Health policy and current reform along with a working knowledge of the relevant Mental Health and Wellbeing Act 2022 and associated regulatory frameworks.
Information Technology	<ul style="list-style-type: none"> • Willingness to learn and adapt to technology platforms relevant to the role. • Proficiency in Microsoft Office Suite
Compliance	<ul style="list-style-type: none"> • Current Drivers Licence • National Police Check • International Police (if required) • Working with Children Check (Employee) • NDIS Workers Screening Check • NDIS Workers Orientation Modules – free online course

Other	<ul style="list-style-type: none"> • Personal lived experience of mental health challenges or have cared for someone who has. • Aboriginal, Torres Strait Islander, people living with a disability and Culturally and Linguistically Diverse people and who identify as LGBTIQ+ are encouraged to apply.
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Required Values & Behaviours

Area	Description
Authenticity and Integrity	<ul style="list-style-type: none"> • We will bring our whole selves to the table and work from a position of trust and belief in each other, recognising community and wellbeing belongs to all of us. • We are committed to leading a culture that is helpful and understands people exist and have complex intersectional circumstances that can lead to psychological distress.
Compassion	<ul style="list-style-type: none"> • We will commit to a compassionate approach and understanding leading with curiosity.
Respectful Collaboration	<ul style="list-style-type: none"> • We are respectful and recognise the power in our different experiences and organisations work views and recognise we all have something to learn from each other.
Quality and Safety	<ul style="list-style-type: none"> • Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all participants. • Ensure and take all reasonable care for your personal safety and the safety of, participants and colleagues. • Actively participate in workplace health and safety initiatives and consult with colleagues and management in relation to issues that impact on the safety of the workplace. • Comply with all Policies and Procedures • Maintain confidentiality as per East Gippsland Mental Health Local policies and procedures and in accordance with relevant privacy and health records legislation. • Actively involve participants and/or carers in quality and safety improvement activities.

	<ul style="list-style-type: none"> • Maintain up-to-date immunisation status related to own health care worker category. • Ensure that the principles of general and participant manual handling are adhered to.
People & Culture	<ul style="list-style-type: none"> • Act in accordance with the 'Code of Conduct' and 'Workplace Behaviour' Policies. • Actively participate in relevant professional development. • Display high levels of professional behaviour at all times
Equality and Equity	<ul style="list-style-type: none"> • We will strive for equality and equity in our approach to partnership and the community we serve. • We aim to break down the barriers of power and privilege recognising we come together toward a common goal.
Honesty and Courage	<ul style="list-style-type: none"> • We will have robust feedback mechanisms in our model of care and governance structure to actively engage with community and participants to ensure we are meeting their needs, and we are accountable to these. • We lean into difficult conversations realising this is when there is the greatest opportunity to learn.
Excellence and Appreciation	<ul style="list-style-type: none"> • Our work will be evidence based and we commit to continuous quality improvement processes to ensure the people using our service have excellent outcomes.
Commitment to reconciliation	<ul style="list-style-type: none"> • Demonstrates commitment to reconciliation. • Work towards creating culturally aware and safe services for First Nations Community Members.