

## Position Description

<b>Position Title:</b>	Mental Health Psychologist
<b>EBA / Award:</b>	Psychologists, Dietitians, Audiologists and Pharmacists (Victorian Stand-Alone Community Health Services) Enterprise Agreement 2023-2026 <i>and any Fair Work Commission approved replacement agreements.</i>
<b>Classification:</b>	Grade 2
<b>Mode of Employment</b>	Part time 64 hours per fortnight
<b>Reports to Operational:</b>	Change & Consolidate Team Leader
<b>Primary Site:</b>	East Gippsland – Orbost and Bairnsdale
<b>Salary Packaging</b>	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.
<b>Probationary Period:</b>	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.

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 Psychologist is employed by Gippsland Lakes Complete Health (GLCH) and will provide services to the East Gippsland Mental Health and Wellbeing Local.

You will be responsible for the development, planning, provision and evaluation of psychological services including clinical, educational and consultative interventions, with the goal of improving outcomes for participants, carers, and the wider community.

## 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 focus on providing direct clinical treatment, including evidence based assessment and treatment 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"> <li>• Provide high quality, evidence based therapeutic interventions, and counselling to a range of clients experiencing mental health issues.</li> <li>• Provide mental health screening and assessment.</li> <li>• Engage with clients and their support people to develop and review an individualised recovery and treatment plan in a manner that promotes hope, self-identity, meaning and personal responsibility</li> <li>• Arrange and coordinate referrals appropriate to the needs of the client and their support people.</li> <li>• Participate in multi-disciplinary case review meetings, contribute to care plans and participate in planned case conferences with GP's and other health professionals involved in the clients care as required.</li> <li>• Participate in community development activities with the service, including liaising, consultation and education for other healthcare professionals, consumer groups and community agencies.</li> <li>• Identify and develop opportunities and pathways that will improve access to the range of mental health and other support services that can benefit a person's mental health.</li> <li>• Ensure client records and other documentation and data collection is maintained at a high level.</li> <li>• Participate in clinical supervision.</li> <li>• Participate in quality improvement activities and other relevant duties in consultation with the Team Leader.</li> </ul>

## Key Requirements

Area	Description
Qualification	<ul style="list-style-type: none"> <li>• A tertiary qualification in Psychology</li> <li>• Registered with Australian Health Practitioner Regulation Agency (AHPRA) and meet the requirements of the Psychology Board of Australia</li> </ul>
Required skills and experience	<ul style="list-style-type: none"> <li>• Demonstrated knowledge and skills in undertaking clinical assessments, delivering a range of evidenced based psychological interventions and service coordination, within a client centred framework.</li> <li>• High level of skill in working with people who have a high level of complex needs, with a proven ability to work non-judgementally, in a culturally appropriate manner and underpinned by sound social justice principles.</li> <li>• Commitment to and understanding of contemporary mental health service provision.</li> <li>• Sound knowledge of the Victorian Mental Health Act 2014 and other relevant legislation and its application to clinical practice.</li> <li>• Demonstrated ability to function independently and within a multidisciplinary team environment.</li> </ul>
Information Technology	<ul style="list-style-type: none"> <li>• Willingness to learn and adapt to technology platforms relevant to the role.</li> <li>• Proficiency in Microsoft Office Suite</li> </ul>
Compliance	<ul style="list-style-type: none"> <li>• Current Drivers Licence</li> <li>• National Police Check</li> <li>• International Police (if required)</li> <li>• Working with Children Check (Employee)</li> <li>• NDIS Workers Screening Check</li> <li>• NDIS Workers Orientation Modules – free online course</li> </ul>

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

Area	Description
Authenticity and Integrity	<ul style="list-style-type: none"> <li>• We will bring our whole selves to the table and work from a position of trust and belief in the other, recognising community and wellbeing belongs to all of us.</li> <li>• 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.</li> </ul>
Compassion	<ul style="list-style-type: none"> <li>• We will commit to a compassionate approach and understanding leading with curiosity.</li> </ul>
Respectful Collaboration	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Quality and Safety	<ul style="list-style-type: none"> <li>• Ensure any risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all participants.</li> <li>• Ensure and take all reasonable care for your personal safety and the safety of, participants and colleagues.</li> <li>• 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.</li> <li>• Comply with all Policies and Procedures.</li> </ul>

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