

Mission Statement

Bellarine Community Health – Strategic Directions 2018 -2022

VISION

Bellarine Community Health will be the leader in primary health services in Victoria.

MISSION

Bellarine Community Health delivers a broad scope of health services and wellbeing programs for all people in our diverse communities.

VALUES & BEHAVIOURS

Community First: We work with our diverse communities to deliver what matters and what makes a difference. We make decisions with empathy and recognise that our communities are at the core of every decision we make.

A positive and inclusive environment: We respect, care, support, nurture, empower, and help each other. We promote a creative, open and safe inclusive environment. Everyone is encouraged to explore opportunities, share ideas, enjoy themselves, excel in their personal development and achieve high levels of personal satisfaction.

Excellence: We take pride in delivering services and programs that exceed client, carer, and community expectations. We continually improve what we do, aim for professional excellence and deliver person centred outcomes.

Leadership: We are all leaders in the achievement of our vision, mission, strategic objectives, and our organisational values. We work together, using our skills and knowledge to identify and meet the challenges.

Integrity: We are honest and transparent. We share our knowledge, say what we believe, and do what we say. We listen and respond. We take responsibility, individually and as a team.

STRATEGIC DIRECTIONS

Strategic Objective One - SERVICES & PROGRAMS

Create and extend services and programs which are designed, delivered and responsive to our changing and diverse communities

Strategic Objective Two - COMMUNITY

Increase inclusive participation and community empowerment, and facilitate two-way awareness between BCH and our diverse communities

Strategic Objective Three - STAFF & VOLUNTEERS

Ensure the best mix of staff & volunteers, with the right culture, right skills, and right numbers, as we grow our services & programs

Strategic Objective Four - QUALITY & SAFETY

Ensure that all our services and programs are excellent

Strategic Objective Five - STRATEGIC FINANCES

Ensure BCH is financially viable and sustainable for the future through exploring funding opportunities.

Position Information

Position Summary	<p>The Mental Health Professional is focused on the provision of mental health counselling and support for a case load of young people accessing headspace Ocean Grove satellite services. This includes the provision of evidence based counselling and psychosocial support and may include the provision of short-medium term interventions including group programs and centre based or outreach support.</p> <p>The Mental Health Professional will work closely with a multidisciplinary team including general practitioners (GPs), allied health and nursing staff to facilitate the provision of coordinated clinical care and treatment</p> <p>The key objectives of this role are:</p> <ul style="list-style-type: none"> • To engage, assess and provide support to young people and their friends and family and friends. • To discuss and initiate young people referrals to appropriate community supports • To participate in supporting a timely, responsive and efficient youth mental health counselling service. <p>A headspace centre operates in accordance with the headspace Centre Service Model and provides all four core streams including Mental Health, Physical and Sexual Health, Alcohol and other drugs and Vocational and Educational support.</p> <p>A headspace satellite provides a minimum of 3 of the 4 core streams and is linked to a parent headspace centre.</p> <p>headspace Ocean Grove is a satellite of headspace Geelong.</p> <p>To find out more about headspace visit http://headspace.org.au/.</p>
Reports to	Operations Lead – headspace Ocean Grove Practice Lead – headspace Ocean Grove
Direct reports	None
Program	Child, Youth and Families
Location	Bellarine Community Health – headspace Ocean Grove
Agreement	As per applicable agreement
Employment type/term	Part time – 30.4 hours per week (0.8 FTE) Fixed term (tied to national funding) Probation Period: 6 months
Remuneration and benefits	Salary commensurate with experience and qualifications Access to excellent salary packaging provisions Employer Superannuation of 9.5%

Employment Conditions	<p>The position holder must present evidence of the following:</p> <ul style="list-style-type: none"> • Current Working with Children's check • Current and satisfactory Police Check (12 months from date of application). • Current Victorian Drivers' License • Eligibility to work in Australia (if applicable) • NDIS worker screen (if applicable)
Organisational Requirements	
Diversity	<ul style="list-style-type: none"> • Commit to providing a safe and welcoming health service for everyone, and being respectful towards the organisation, colleagues, young people, family, friends and consumers at all times
Child safety	<ul style="list-style-type: none"> • Commit to protect children and reduce any opportunities for abuse or harm to occur
Policies and Practices	<ul style="list-style-type: none"> • Read, understand and comply with all BCH policies, procedures and reasonable directions whilst demonstrating professional workplace behaviours in accordance with the BCH code of conduct
Consumer engagement	<ul style="list-style-type: none"> • Seek and facilitate consumer and community participation to ensure the healthcare we deliver is safe, high quality and meets the needs and preferences of our diverse communities and their voice supports the design, development, and delivery of services
Person/Family centred practice	<ul style="list-style-type: none"> • Ensure young people/family participation allows their central and continuous involvement regarding matters that impact their health and wellbeing
Occupational Health and Safety (OH&S)	<ul style="list-style-type: none"> • Take reasonable care for your own safety and that of others in the workplace or who may be affected by your actions or omissions • Co-operate with any actions taken by BCH to comply with the OH&S Act 2004 and attendant regulations • Not intentionally or recklessly interfere with or misuse anything provided at your place of work in the interests of health, safety and welfare • Report hazards, injuries and incidents as necessary, particularly as they relate to client risk
Strategy and Planning	<ul style="list-style-type: none"> • Participate in planning processes, including program, team and individual to ensure alignment to the BCH strategic plan
Continuous Quality Improvement	<ul style="list-style-type: none"> • Adopt and promote a culture of Continuous Quality Improvement (CQI). Contribute to the accreditation process, including identifying, developing, implementing and evaluating quality improvement activities
Risk Management	<ul style="list-style-type: none"> • Comply with BCH Risk Management system and relevant legislation. Actively contribute to creating an organisational culture that promotes risk identification and mitigation. • Report incidents in a timely way, as per contractual obligations
Equal Opportunity	<ul style="list-style-type: none"> • BCH is an Equal Opportunity Employer and diversity in the workforce is valued and encouraged.

Position Specific Responsibilities

KEY RESPONSIBILITIES

Clinical work

- Ensure the delivery of a high standard of evidence-based care to young people, including appropriate clinical services across the mental health spectrum
- Work collaboratively and effectively with the multidisciplinary team to support young people accessing services
- Provide peer support and secondary consultation to broader mental health team
- Provide thorough assessment, case formulation, service planning, service delivery, and episode of care reviews in response to the young people's identified needs and thus supporting young peoples with the formulation of their treatment and or recovery goals
- Manage an active case load and support client flow using service planning strategies to support young people's recovery and progression through services as well as service transition and exit
- Assess, manage, and record risk, particularly as this relates to events of harm, or the escalation of risks
- Respond to demand and waiting lists by flexing work and case loads
- Support therapeutic groups programs development and delivery
- Provide satellite/site based and outreach support according to young peoples need.
- Maintain close links and report to the referring GP or psychiatrist in the development and review of young people's care and treatment goals.
- Monitor young people for critical changes and initiate appropriate emergency procedures
- Participate in regular multidisciplinary clinical review meetings
- Maintain timely, accurate and current clinical records ensuring documentation meets professional and legal standards.
- Establish a therapeutic relationship with young people and their family and friends that supports the monitoring and review of young people's mental health state and informs timely clinical review
- Ensure the delivery of a high standard of mental health care to young people within an evidence-based framework, according to national headspace guidelines and policies
- Practice safely within their profession and their own scope of clinical practice working within the organisation's clinical governance framework
- Participate in clinical supervision and reflective practice sessions

General

- Develop and maintain effective relationships with key stakeholders involved in the provision of health, mental health and psychosocial services to young people.
- Active involvement in professional development to build theoretical knowledge and practice capability
- Participate in relevant team training and development activities as an effective team member
- Participate in individual performance reviews
- Active involvement in the application of quality and risk management frameworks
- Comply with the standards of a child safe organisation in both practice and culture
- Have some flexibility to travel, and to work after hours
- Other duties consistent with the position where required and/or requested by management from time to time.

Key Performance Indicators

- Demonstrate maintenance of young people’s assessment, case formulation, service planning, service delivery, episode of care review and service transition and exit support in client’s record
- Attendance and active participation in operational and clinical supervision
- Demonstrated flexibility and responsiveness to service demand
- Demonstrated participation in continuous quality improvement and risk management activities
- Complete all administrative tasks in a timely manner
- Actively co-operate as a member of a team, following the values and principles of BCH
- Adherence with Child Safe Standards
- Demonstrated participation in professional development activities

Key Selection Criteria and Skills/Attributes

Essential

Qualifications

- Tertiary qualification in Psychology, Nursing, Occupational Therapy or Social Work with additional qualification in counselling
- Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) or Australian Association of Social Workers (AASW).

Experience

- Minimum 2 years’ experience in working with young people including demonstrated skills related to the provision of psychological counselling that is developmentally appropriate and time limited
- Demonstrated understanding of the principles of psychosocial rehabilitation and evidence based therapeutic counselling interventions for high prevalence mental health issues
- The ability and experience to conduct risk assessments, including suicide and violence risks, and to develop action plans that mitigate these risks.
- The ability and experience to be able to deliver brief therapeutic interventions, counselling services and treatment planning
- Experience in delivering evidence based therapeutic group intervention
- Experience working in a multi-disciplinary team environment delivering young people’s supports

Knowledge and Skills

- Exceptional interpersonal skills with the ability to work with a diverse range of people, in particular the ability to engage with young people and advocate on their behalf
- Highly developed verbal and written communication skills.
- Excellent organisational and time management skills, including the ability to prioritise and manage multiple and competing work tasks and deliver to agreed deadlines.

	<p>Professional Attributes</p> <ul style="list-style-type: none"> • High levels of professionalism, confidentiality and discretion. • Positive and collaborative team player. • Adaptability and flexibility to changing work environments and requirements <p>Employment conditions</p> <ul style="list-style-type: none"> • Evidence of all required employment condition documents <p>Immunisation Status: If you are applying for a position in dental, nursing, sterilising or podiatry, you are required to have the following vaccinations: Hepatitis B, MMR, Pertussis and Varicella. If you are applying for a position working with children, you are required to have the following vaccinations: MMR, Pertussis, Varicella. <i>Influenza vaccination is recommended for all staff.</i></p>
Desirable	<ul style="list-style-type: none"> • Mental health accreditation for eligibility of Medicare provider number to enable service provision through mental health care plans • Training and experience in the provision of single session family therapy • Experience in working within a school setting
Position Description Acknowledgement	
I have read, understood and agree to comply with the above position description.	
Name of staff member:	
Signature of staff member:	
Date:	
Exec Managers signature:	
Date:	

For more information about Bellarine Community Health visit our website: www.bch.org.au