MILDURA BASE PUBLIC HOSPITAL

www.mbph.org.au
ABN: 73 543 496 421
P: (03) 5022 3333 **F:** (03) 5022 3228
A: Ontario Avenue, Mildura VIC 3500

POSITION DESCRIPTION

Position:	Senior Clinician Mental Health Multidisciplinary Services Program
Directorate	Recovery and Wellbeing Services
Division:	Mental Health
Business Unit:	Mental Health
Enterprise Agreement	MH EBA 2025-2028
Reports to:	Manager Recovery and Wellbeing Services

MILDURA BASE PUBLIC HOSPITAL

Mildura Base Public Hospital (MBPH) was established as a new entity in September 2020. From day one, MBPH has aspired to provide exceptional patient care and be a leading healthcare provider in the north west of Victoria, known for its high level of professionalism, quality care and community engagement and positive and aligned workplace culture.

MBPH employs over 1300 staff and has 172 beds and provides a range of acute services in emergency, maternity, intensive care, rehabilitation, community services, psychiatric in and out patient care, palliative care, renal dialysis and chemotherapy service to the people of North West Victoria. The hospital also provides medical imaging and pathology services.

VISION

Contemporary Rural and Regional Health.

PURPOSE

To improve lives by delivering contemporary rural and regional health.

VALUES

All employees of the Mildura Base Public Hospital are required to uphold the HEART values of our organisation. For information on our **HEART** values and the expectations to uphold the values, please refer to **page 5** of this document.

INCLUSION

At MBPH, we firmly believe that fostering diversity, equity, and inclusion is essential to the success of our health service, our employees, our patients, and the wider community. We wholeheartedly embrace diversity and highly value the diverse experiences of individuals from all ethnicities, faiths, ages, disabilities, cultures, languages, gender identities, sexes, and sexual orientations.

We extend a warm welcome to lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) individuals, inviting them to be a part of our inclusive health service.

Aligned with our HEART Values, we are dedicated to further enhancing accessibility and promoting inclusive practices across all aspects of our workplace.

STRATEGIC OBJECTIVES

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Our purpose is to improve lives by delivering contemporary rural and regional health.

Leveraging our Strengths

- A shared commitment to governance, compliance and risk
- Leverage technology to create quality outcomes and efficiencies
- Foster a continuous improvement
- Focus on Sustainability & Resilience
- Prioritise safety and wellbeing

Consistency in Service Delivery

- Enhance patient experience and trust
- Deliver a consistent and high quality service
- Allocate resources that support improved outcomes
- Deliver what we commit to
- Drive an outcome orientated service based on data and evidence

Purposeful Collaborations

- Activate partnerships to expand opportunities and achieve common goals
- Listening and connecting with Consumers and Community
- Enhance access to localised pathways through partnerships
- Commitment to the Mallee Sub-network through Health Service Reform
- Deliver care closer to home /country

Progressive Rural & Regional Health Services

- Build research capability and academic excellence
- Grow and maintain our own skilled and capable workforce
- Commitment to innovation and growth that addresses our rural and regional community requirements
- Explore alternate models of service / care for rural and regional health service
- Advocate for sustainable health services for our communities

POSITION SUMMARY

The Senior Clinician role is responsible for coordinating and supporting the Mental Health Multidisciplinary Services Program (MHMS) across Robinvale and Ouyen.

The role provides clinical leadership, secondary consultation, intake and assessment support, workforce development, stakeholder engagement and service system integration. Working closely with participating agencies, the Senior Clinician will strengthen multidisciplinary service delivery, support consumers with complex needs and embed coordinated practice pathways across local health, mental health and community services.

The position plays a key role in building local capacity, improving access to services, supporting clinical decision-making and ensuring services are delivered in accordance with the MHMS Clinical Governance Framework and MBPH clinical governance requirements. Along with embedding **practice pathways and system integration**

- Promote collaboration between health, mental health, AOD and community service providers.
- Facilitate multidisciplinary and integrated models of care.
- Strengthen referral pathways and service coordination.
- Identify service gaps and opportunities for improvement.
- Support implementation of shared care approaches.
- Build relationships with local stakeholders and community partners.

KEY RESPONSIBILITIES AND DUTIES

Clinical Leadership and Clinical Accountability

- Provide clinical leadership and support to participating organisations.
- Promote recovery-oriented, trauma-informed and evidence-based practice.
- Support implementation of the MHMs Clinical Governance Framework.
- Monitor, identify and escalate clinical risks as appropriate.
- Support safe and effective clinical decision-making.

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- Maintain compliance with professional standards, ethical practice and legislative requirements.
- Contribute to quality improvement, audit and evaluation activities.

Secondary Consultation

- Provide secondary consultation to clinicians and service providers supporting consumers experiencing mental health, psychosocial or alcohol and other drug concerns.
- Provide advice regarding service pathways and coordinated care arrangements and assistance with conducting intake/assessment and crisis intervention strategies.

Intake, Assessment and Care Coordination

- Participate in intake, screening and assessment processes.
- Undertake comprehensive biopsychosocial and risk assessments as required.
- Support triage and prioritisation of referrals.
- Work collaboratively with consumers, families and services to develop coordinated care plans.
- Assist with monitoring outcomes and service engagement.

Workforce Development, Training and Education

- Facilitate learning opportunities that promote evidence-based practice.
- Support development of staff confidence and capability in managing complex mental health presentations.
- Provide education, training, mentoring, coaching and practice development support.
- Promote reflective practice and continuous learning.

Multidisciplinary Team (MDT) Coordination

- Support the effective operation of MDT meetings.
- Facilitate discussion of complex and high-risk consumers.
- Assist with coordinated care planning and action allocation.
- Promote collaborative problem solving across organisations.
- Monitor implementation of agreed MDT actions.
- Support evaluation of MDT effectiveness.

Quality Improvement and Reporting

- Contribute to program monitoring and reporting activities.
- Monitor achievement of program KPIs and outcomes.
- Support collection and analysis of service data.
- Participate in audits, evaluation and quality improvement activities.
- Prepare reports, case studies and stakeholder updates as required.
- Support compliance with reporting requirements for MBPH, Murray PHN and other stakeholders.

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GENERAL RESPONSIBILITIES

Employees are required to comply with the **Victorian Government's Code of Conduct**. All staff must ensure they comply with **policies, procedures** and standard ways of work practices when carrying out their work.

Employees are responsible to take reasonable care of their own **health and safety** and the safety of others, to cooperate with the group'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. All staff must adhere to the policies and procedures as set out in the hospital's **infection control** manuals.

All information concerning Mildura Base Public Hospital, its patients, clients, residents and staff should remain strictly **confidential**. Any unauthorised disclosure of such information may result in disciplinary action. As a Mildura Base Public Hospital 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).

Any breach in compliance to any of the above general responsibilities may result in disciplinary action.

KEY SELECTION CRITERIA

Essential

- Qualification in Social Work, Psychology, Occupational Therapy, Nursing or another approved health discipline.
- Demonstrated experience working within mental health and/or alcohol and other drug services.
- Experience undertaking comprehensive assessment and risk assessment.
- Demonstrated ability to provide secondary consultation and clinical support to professionals.
- Experience facilitating multidisciplinary and interagency collaboration.
- Demonstrated understanding of recovery-oriented and trauma-informed practice.
- Experience delivering education, training and workforce development activities.
- High-level communication, stakeholder engagement and relationship management skills.
- Demonstrated ability to work independently and manage competing priorities.

Highly Desirable

- Experience working in rural and remote communities.
- Experience working with Aboriginal communities and organisations.
- Project implementation or service development experience.

MANDATORY REQUIREMENTS

Registration with Professional Association:

For example, AHPRA, AHRI, 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.

National Police Record Check

A current and satisfactory National Police Record Check must be presented to the Division of People and Culture by all new staff prior to commencement at Mildura Base Public Hospital.

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Working with Children Check:

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

Immunisation Requirements

As part of your employment conditions, you will be asked to provide documented evidence of healthcare worker immunisation or immunity to communicable vaccine-preventable diseases prior to commencing employment with MBPH. If you do not provide satisfactory evidence that you have the required immunisation and you have commenced employment, consideration will be given to your ongoing employment and termination may result.

Drivers Licence

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

All Mildura Base Public Hospital 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 Mildura Base Public Hospital's discretion and activities may be added, removed or amended at any time.

ACKNOWLEDGEMENT BY EMPLOYEE

I acknowledge having received and read the content of this position description (including but not limited to aspects of the role contained within) and understand the requirements of the position.

Employee Name: _____

Employee Signature: _____

Date: _____

MILDURA BASE PUBLIC HOSPITAL

OUR VALUES AND BEHAVIOURS



Happy
WE ARE POSITIVE

As an organisation
We aspire to be happy in all our dealings with people. Everyday we strive to be the best version of ourselves, and we seek to continuously improve our organisation, ourselves and each other through personal and professional growth. We believe that happy people do their best work. We know that joy in our journey is invaluable to a sustainable and lasting success.

Individually
- Use positive language in interactions with staff, patients and community
- Honour the work we do and choose candour, respect and kindness everyday
- Focus on the positive aspects of a situation, what is going well and what can be learned
- Share in moments of joy
- Welcome others to MBPH
- Bring an energy to work that is infectious to others
- Provide growth opportunities and effective feedback to staff to ensure they are supported to achieve their best

Empathetic
WE ARE CARING

As an organisation
We put our patients first, and we listen and deal with their needs. We are compassionate people who make MBPH a place for healing, growth and success for patients, their families and our staff.

Individually
- Make time to actively listen and understand one another
- Walk in others' shoes
- Consider an individual person's needs when making decisions and recommendations
- Treat others how I would like to be treated
- Recognise and support one another
- Make decisions based on patient's needs and in consultation with others involved in care

Accountable
WE ARE COMMITTED

As an organisation
We take ownership of the actions and decisions made. We do the right thing in all our interactions. We reward based on great outcomes, and we are transparent in both our successes and failures. We use good judgement and everyday we make our patients' journey better.

Individually
- Be courageous in challenging the process to get a better result
- Ensure the project is clear on roles, responsibilities and timeframes
- Be engaged throughout
- Keep a 'whole of life' picture
- Comply with Code of Conduct; company policies and procedures; industry standards and legislation
- Be responsible for monitoring the right way to do things.

Respectful
WE ARE OPEN TO OTHERS

As an organisation
We build effective relationships and emphasise the importance of diversity and inclusion in our workplace. We recognise and value the views and the experiences our staff and patients bring to our organisation.

Individually
- Show pride in our roles and our workplace
- Recognise and understanding the influence of a person's situation, background and beliefs and how they can be shown due respect
- Include all backgrounds – gender/ age/sex/abilities/race/religion/sexual orientation/culture
- Be aware of assumptions and biases when making decisions
- Take care of and sustain our workplace, equipment and environment
- Embrace awareness for other perspectives and experiences

Team-based
WE ARE ONE TEAM

As an organisation
We do our best work when we collaborate within and across teams. Everyday we strive to be our best selves. We know that individual differences can strengthen teams and we trust and respect each others' contribution. We make sure we have the right people in the right jobs with the right tools, resources and equipment. And we know, no single person is bigger than the team.

Individually
- Acknowledge contributions of team members
- Seek to understand the bigger picture, collaborate with others openly and honestly
- Lend a hand, always
- Encourage connections with relevant internal and external stakeholders to meet patients' needs
- Collaborate and share knowledge within and across teams
- Connect with exceptional industry leaders to build capabilities
- Recognise and foster talents in others

LANGUAGE WE USE

"I choose..."
"I care..."
"I prefer..."
"I will..."
"I can..."
"Is there a better way to do this?"
"Can we explore that more so I can understand it better?"
"We will...us...we can...."

LANGUAGE WE DON'T USE

"I have to..."
"I must ..."
"If only..."
"Ah well, that is because of XYZ.."
"Our processes do not let us do it"
"Things have always been done this way"
"Them and us"

THINGS WE DON'T DO

- Negativity, sledging, rumours or gossip
- Unprofessional, inconsistent or showing lack pride in our work
- See only problems, block progress
- Wait for others to do the work
- Do nothing
- Find fault, see obstacles
- Victim mentality
- Lack of understanding for others' needs
- Emphasis on status, hierarchy, egos
- Ignore, disregard and show lack of appreciation for a person's situation, background and experience when making decisions and reacting to situations
- We will not waste others' time or keep people waiting
- Dismiss the efforts of others to achieve an outcome

