

Position Description

Position Title:	Clinical Lead
EBA / Award:	0.4FTE
Classification:	
Reports to	Clinical: Clinical Director, Mildura Base Public Hospital Area Mental Health and Wellbeing Service
Primary Site:	Mildura
Last updated:	November 2023

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

The Mental Health and Wellbeing Locals are a big and important step towards ensuring all Victorians – no matter their experience – get valuable and supportive mental health care in their community. In Mildura, Wellways, Mildura Base Public Hospital, Mallee District Aboriginal Services and Sunraysia Community Health are working together to provide innovative, mental health and wellbeing supports to ensure everyone can access treatment and care closer to home.

The new Mental Health and Wellbeing Locals will provide welcoming and inclusive support for people aged 26 years and over who are experiencing mental health challenges, including people with co-occurring alcohol and drug addiction treatment and care needs.

More than ever before, we are working with the local community and people who have a personal experience of mental health issues and recovery to build these services so they are the best they can be. Our services will be co-designed by consumers, carers and the local community.

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.

Role Purpose

The Clinical Lead will be employed by Mildura Base Public Hospital and will provide high level clinical leadership, advice and supervision to the service. The Clinical Lead will support the development of the service with a view to establishing a model of care and clinical governance. This may include, but is not limited to, overseeing the implementation of processes, policies and procedures to facilitate ongoing quality improvement, risk management and the delivery of outstanding clinical care. The Clinical Lead will take an active role from the outset, assisting to establish and evolve Mildura's Mental Health and Wellbeing Local.

The role will help to foster a collaborative working relationship within The Local and oversee/manage professional and ethical issues relating to medical staff.

How you will make a difference

You will play a vital role in ensuring that consumers, carers and their families receive valuable and supportive mental health care. This role will ensure decisions are always either directly or indirectly aimed at ensuring the person with lived experience is at the centre of all we do and that the ethos and values of clinical professionalism are imbued within the culture of the organisation and play an integral role in changing and shaping the way mental health and wellbeing services and supports are delivered to the Sunraysia 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 Responsibilities and Duties

Leadership and Management

1. Coordination and delivery of clinical services provided by the Mildura Mental Health and Wellbeing Local - in association with the Clinical Director (MBPH), and partner managers and team leaders;
2. Chair and participate in regular interdisciplinary meetings and provide leadership to clinical teams to optimise outcomes for consumers and their families/carers;
3. Develop, review and implement clinical protocols and practices for Local MHWS in line with College and Office of the Chief Psychiatrist guidelines/policies/procedures, and in effective alignment with MBPH policies, procedures and guidelines;
4. Ensure the provisions of the Mental Health and Wellbeing Act 2022 are followed insofar as they are relevant to the responsibilities of this position;
5. Contribute to the training and development of medical and direct care staff in the Local MHWS;
6. Effective decision making on service requirements, issues and any other requirements;
7. Represent the Local MHWS at meetings and with external providers and services and where appropriate.

Clinical

8. Assess, prescribe and treat consumers and patients of Mental Health & Wellbeing Services;
9. Work with multidisciplinary teams and facilitate involvement of consumers, carers and families in the planning and delivery of their treatment, care and support;
10. Provide secondary and tertiary consultation and support to other professionals providing services to people with mental illness in the catchment area;
11. Provide clinical supervision to Medical Officer/Registrar(s) and participate in teaching and orientation of Junior Medical Staff, Nursing, Allied Health and undergraduate medical students as required;
12. Maintain a current knowledge of modern practices and implement evidence-based therapies as they relate to psychiatry;
13. Maintain accurate records, provide accurate statistics and reports, and complete discharge summaries and other required paperwork in a timely manner;
14. Other duties as determined by the Clinical Director MBPH to be consistent with the primary purpose of this position as identified above.

Key Selection Criteria

Leadership, Management, and Information Technology	<ul style="list-style-type: none"> • Significant management experience. • Effective leadership and communication skills. • Demonstrated experience in the development and implementation of innovative programmes. • Demonstrated understanding of and commitment to the provision of high-quality clinical services, clinical governance, quality improvement and peer review. • Demonstrated experience in leading medical workforces through planning, development, education and training. • Willingness to learn and adapt to technology platforms relevant to the role.
Knowledge and Experience	<ul style="list-style-type: none"> • Evidence of continuing professional development. • Significant clinical psychiatry experience. • High level communication, interpersonal and negotiation skills • Ability to work as part of a multidisciplinary team, as well as independently.

Key Requirements

Qualification & Registrations	<ul style="list-style-type: none"> • Medical Registration with the Australian Health Practitioner Regulation Agency. • Fellowship of the Royal Australian and New Zealand College of Psychiatrists or equivalent.
Information Technology	<ul style="list-style-type: none"> • Proficiency with Microsoft office and other applications in use within health service operations.
Compliance	<ul style="list-style-type: none"> • National Police Check • International Police (if required) • Current Victorian Working with Children Check -employment • Evidence of right to work in Australia • Evidence of Booster COVID vaccination or valid medical exemption • Immunisation checks
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.
Commitment to reconciliation	<ul style="list-style-type: none"> • Demonstrates commitment to reconciliation. • Works towards creating 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 treatment, care, and wellbeing support to consumers and their family members or carers. The provided services will be in response to consumers 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 Local Services will be community-led, coproduction will be the means in which we ensure a diverse range of perspectives are included in design, delivery and governance of the local ensuring it reflects, responds and is accountable to the local community it supports.

Connected

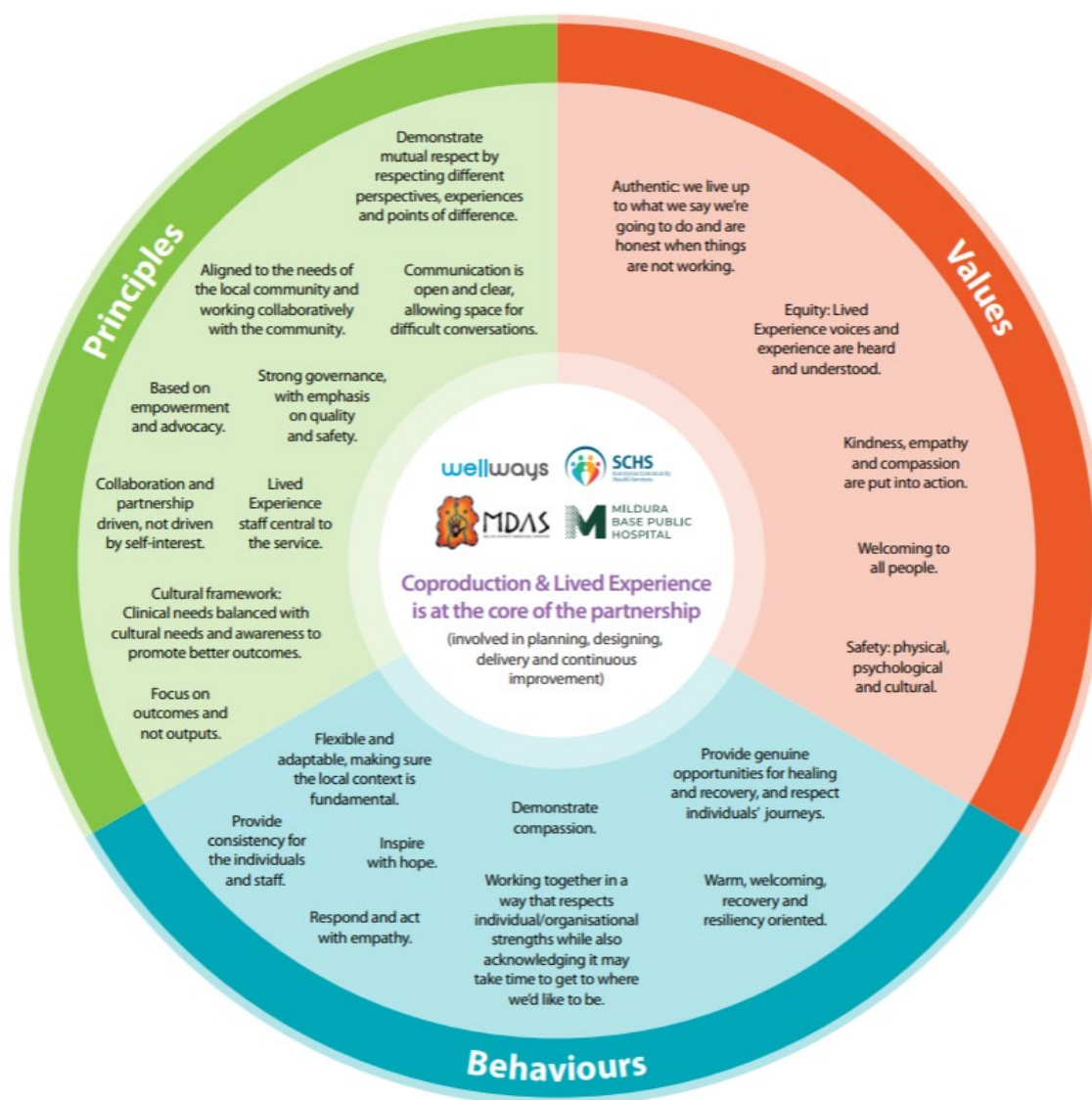
An integrated service system connected through governance (partnership, operational and clinical) systems and workforce ensures people can access the right support at the right time.

Creating capacity for citizenship

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

Values, Principles and Behaviours of our partnership

Working in a partnership committed to transformational change to achieve a better mental health system. Wellways, Mildura Base Public Hospital, Mallee District Aboriginal Services and Sunraysia Community Health have committed to an agreed set of values, principles, and behaviours that will guide all the work we do.





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

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

