

Bellarine Community Health (BCH) – Strategic Directions 2022 - 2025

Purpose Statement

We deliver high quality services and programs that improve the health and wellbeing of our community.

This means that we always innovate and develop what we do to align with the health and wellbeing needs of people on the Bellarine.

Guiding principles

These principles are at front of mind in all decision making and operational processes. They relate to how we see ourselves and how we will work with all those with whom we come in contact.

- We strive to become a sustainable organisation with a strategic mindset
- We value and support our staff, clients, and volunteers
- We work with our community to design services and programs to meet their needs
- We act at all times in the interests of the organisation and the community
- We are guided by best practice actions – always

Strategic Priorities

- To engage with our community across all ages, groups, and cultures so we are always responsive
- To build awareness of our organisation and our services so we are recognised and are a preferred health provider to our community
- To be a sustainable Health service responsive to our growing community
- To nurture a positive workplace culture

BCH is the largest healthcare provider on the Bellarine Peninsula with sites in six locations:

- Drysdale (2 sites)
- Ocean Grove (2 sites)
- Portarlington
- Point Lonsdale

BCH delivers and promotes health and wellbeing programs. BCH provides a range of services including allied health, community and palliative care nursing; mental health; in home care, health promotion and dental.

Position Information

Position Objective:

The Mental Health Professional is focused on the provision of mental health counselling and support for a case load of clients accessing BCH mental health 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.

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.

The key objectives of this role are:

- To engage, assess and provide support to clients and their family and friends.
- To discuss and initiate referrals to appropriate community supports.
- To participate in supporting a timely, responsive, and efficient mental health counselling service.

Reports to:

Mental Health and Youth Health and Wellbeing Manager

Direct reports:	Nil
Program:	Child, Youth and Families
Location:	Bellarine Community Health – Drysdale Youth May work across BCH sites.
Award:	As per applicable agreement: Victorian Community Health Sector (Audiologists, Dietitians, Pharmacists & Psychologists) 2023-2026 Victorian Stand Alone Community Health Centres Allied Health Professionals Enterprise Agreement 2022-2026 Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022
Employment Status:	Ongoing – Part-time or Full time Probation Period: 6 months
Remuneration and benefits:	Access to excellent salary packaging provisions. Employer Superannuation at the statutory rate.
Mandatory Requirements:	Bellarine Community Health expects all applicants to present evidence of the following: <ul style="list-style-type: none"> • Current Working With Children’s Check • Current NDIS Worker Screening Check (if in a “risk assessed” role) • Current Police Check (within 12 months from date of application) • Current Victorian Driver’s Licence <p>Immunisation Status: COVID-19 and current Influenza Vaccination is recommended.</p> <p>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.</p> <p>If you are applying for a position working with children, you are required to have the following vaccinations: MMR, Pertussis, Varicella.</p>

Organisational Requirements

Diversity	Commit to providing a safe and welcoming health service for everyone. We celebrate the diversity of different ages, gender, ethnicity, physical ability, sexual orientation, religious belief, work experience, and educational background.
Child safety	Make a commitment to the safety and wellbeing of children and client. This means to protect and support, enhance wellbeing, and reduce any opportunities for abuse, or harm to occur. Every child has the right to live a full and productive life in an environment that builds confidence, friendship, security, and happiness, irrespective of their family circumstances and background. Children have the right to give their views and opinions about decisions that affect them and to be listened to.
Consumer engagement	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.
Person/family Centred Approach to service provision, health promotion action	Identify, strengthen capacity, and address any barriers that prevent a consumer maximising their independence and choice in decision making about the way their services are delivered.

and access to information.	<p>Actively seek opportunities to engage with clients and where appropriate (their families) that will enable them to be autonomous including:</p> <ul style="list-style-type: none"> • Building on strengths and goals to maximise independence and individual capabilities in decision making. • Provide a voice in the management of their own health and wellbeing; and, • Look for ways to improve the health of diverse communities.
Occupational Health and Safety (OH&S)	<p>Be familiar with and ensure that all appropriate actions are taken to implement OHS policies and procedures and that legislative requirements are met within the service</p> <ul style="list-style-type: none"> • Report any incidents or potential hazards in accordance with Bellarine Community Health policies and procedures including effective reporting via Incident management system. • Demonstrates a commitment to health and safety in line with Bellarine Community Health OHS policies and procedures, training requirements and legislative/regulatory requirements. • Evidence of compliance with OHS policies and procedures. • Participation in team meetings where key OHS issues are discussed and resolved. • Evidence of hazard and incident reporting using incident management system. • Maintains compliance with mandatory OHS training requirements.
Health Promotion	<p>Support and contribute to the activities and projects outlined within the BCH Integrated Health Promotion Plan, as required. Implement a health promoting practice approach to service delivery that addresses the social determinants of health.</p>
Strategy and Planning	<p>Participate in planning processes, including program, team and individual to ensure alignment to the BCH strategic plan.</p>
Continuous Quality Improvement	<ul style="list-style-type: none"> • Adopt and promote a culture of continuous quality improvement within area of practice and the broader organisation. • Contribute to the accreditation process, including identifying, developing, implementing, and evaluating quality improvement activities. • Commit to a culture of trust, openness, learning and accountability to improve service quality and safety. • Participate in data collection and audit processes to ensure compliance with applicable accreditation standards. • Demonstrate respect for individual's values, customs, cultural and spiritual beliefs to ensure patient care is effective and culturally appropriate. • Complete all mandatory training and education.
Risk Management	<p>Comply with BCH Risk Management system and relevant legislation. Actively contribute to creating an organisational culture that promotes risk identification and mitigation.</p>
Equal Opportunity	<p>BCH is an Equal Opportunity Employer and diversity in the workforce is valued and encouraged.</p>

Position Specific Responsibilities

Clinical work

- Ensure the delivery of a high standard of evidence-based care to clients, including appropriate clinical services across the mental health spectrum.
- Work collaboratively and effectively with the multidisciplinary team to support clients accessing services.
- Provide thorough assessment, case formulation, service planning, service delivery, and episode of care reviews in response to the client's identified needs and thus supporting clients with the formulation of their treatment and or recovery goals.

- Conduct psychometric assessments.
- Manage an active case load and support client flow using service planning strategies to support client 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.
- Provide peer support and secondary consultation to broader mental health team.
- Respond to demand and waiting lists by flexing work and caseloads, where requested.
- Support therapeutic groups program development and delivery.
- Provide centre based and outreach support according to client need, consistent with related procedures.
- Maintain close links and report to the referring medical professional in the development and review of client's care and treatment goals.
- Monitor clients for critical changes and initiate appropriate emergency procedures, in discussion with clinical lead, senior clinician or program manager.
- Participate in regular multidisciplinary clinical review and allocation meetings.
- Maintain timely, accurate and current clinical records ensuring documentation meets professional and legal standards.
- Establish a therapeutic relationship with clients, their family and friends that supports the monitoring and review of the client's mental health state and informs timely clinical review and care.
- Ensure the delivery of a high standard of mental health care to clients within an evidence-based framework, according to applicable guidelines and policies.
- Practice safely within profession and applicable 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 clients.
- Active involvement in professional development to build theoretical knowledge and practice capability.
- Participate in relevant team training and development activities as an effective, collaborative team member.
- Participate in individual annual review.
- 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 additional hours if required.
- Other duties consistent with the position where required and/or requested by management from time to time.

Key Performance Indicators

- Demonstrated clinical competence and client outcomes.
- Demonstrated evidence of client's assessment, case formulation, service planning, service delivery, episode of care review, service transition and exit support in client's medical record.
- Evidence of achievement of agreed service performance targets.
- 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 clinical notes and administrative tasks in a timely manner.
- Actively co-operate as a member of youth team, following the guiding principles of BCH.
- Adherence with Child Safe Standards.
- Demonstrated participation in professional development activities.

Key Selection Criteria and Skills/Attributes

Essential	<ol style="list-style-type: none"> 1. Essential Qualifications and Requirements: <ul style="list-style-type: none"> • Tertiary qualifications in Occupational Therapy, Psychology or Social Work. • Post graduate qualification in mental health. • Current full registration with the Australian Health Practitioner Regulation Agency (AHPRA) or Australian Association of Social Work (AASW). • Eligibility for Medicare provider number to enable service provision through mental health care plans. • Current Driver's Licence for Victoria. • National Police Record Check – current and satisfactory. • Current Working With Children's Check. • Successfully meets the pre-employment screening requirements. 2. Minimum 2 years' experience in working with mental health clients including demonstrated skills related to the provision of psychological counselling that is developmentally appropriate and time limited. 3. Demonstrated understanding of the principles of psychosocial rehabilitation and evidence based therapeutic counselling interventions for high prevalence mental health issues. 4. Ability and experience to conduct risk assessments, including suicide and violence risks, and to develop action plans that mitigate these risks. 5. Ability and experience to be able to deliver brief therapeutic interventions (including groups), counselling services and treatment planning. 6. Experience working in a multi-disciplinary team environment delivering client's supports. 7. Exceptional interpersonal skills with the ability to work with a diverse range of people, in particular the ability to engage with client and advocate on their behalf. 8. Highly developed verbal and written communication skills. 9. Excellent organisational and time management skills, including the ability to prioritise and manage multiple and competing work tasks and deliver to agreed deadlines. 10. High levels of professionalism, confidentiality and discretion with an ability to build positive and collaborative relationships and work in a team environment. 11. Adaptability and flexibility to changing work environments and requirements. 12. A commitment to quality improvement. 13. Competent in the use of information technology e.g., Microsoft Office and Client Management Systems.
Desirable	<ul style="list-style-type: none"> • Experience in conducting psychometric assessments. • Training and experience in the provision of single session family therapy. • Experience in working within a school setting. • Experience working with NDIS participants.

Acceptance Details	
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

Bellarine Community Health Ltd is committed to protect children and reduce any opportunities for abuse or harm to occur.

Bellarine Community Health acknowledges the Wathaurong people as the Traditional Custodians of the Wadawurrung land on which our sites are located and across which we provide services and programs for the diverse community. We are proud to be an inclusive workplace and welcome people from all cultures and backgrounds to our service.