

Position Description

Senior Mental Health Clinician

Classification:	PRN 4, OT 4, SW 4, P3
Business unit/department:	Adult and Older Adult Mental Health Service (AOAMHS)
Work location:	Austin Hospital ☒ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other ☒ (Heidelberg Police Station)
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2025 - 2028
	Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
	Choose an item.
Employment type:	Full time or Part time Fixed Term option part time until May 30, 2027,
Hours per week:	Full time 40 hours (38 + ADO) per week Part time 20 – 32 hours per week Opportunity to work predominantly on night shift available in Emergency Psychiatric Service/ Triage role
Reports to:	Manager NECATS
Direct reports:	N/A
Financial management:	Budget: N/A
Date:	August 2026

Austin Health acknowledges the Traditional Custodians of the land on which Austin Health operates, the Wurundjeri People of the Kulin Nation. We pay our respects to Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples.

Position purpose

The North East Crisis Assessment and Treatment Service (NECATS) clinician is accountable to the Manager of the NECATS and will work collaboratively with the broader mental health staff and teams. NECATS clinicians will have the opportunity to work in any of the NECATS subprograms which includes the Crisis and Assessment Team (CAT), Emergency Psychiatric Service (EPS), Triage (phones) and the Police Ambulance Clinical Early Response (PACER).

NECATS clinicians are recognised for their excellence in clinical practice, experience in mental health triage and assessment, risk management and the ability to work independently or as part of a multidisciplinary team. The incumbent will require a comprehensive knowledge of the Mental Health and Wellbeing Act 2022 and other relevant legislation, together with well-developed interpersonal skills and a demonstrated ability to consult effectively with consumers, carers, family members and other professionals.

The role will contribute to the efficient and effective operations of the NECATS services through clinical input and support. As a clinical team member, you are responsible for providing consumer focused mental health interventions, treatment and discharge planning whilst performing the duties of this position according to the standards of the profession and the department.

The clinician will utilise a recovery approach in their work and will develop and draw on the resources of people with a lived experience of mental illness. Staff will communicate using recovery language that fosters self-determination, and hope, is person centred, goal directed and focuses on personal strengths.

About the Directorate/Division/Department

Austin Health Mental Health Division provides care and services through a comprehensive range of teams to meet the needs of mental health consumers and carers throughout Victoria. Services in the Mental Health Division are located across Austin Health and the community. Employees may be redeployed within the Mental Health Division programs.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supports decision making. This approach to client wellbeing builds on the strengths of the individual working in partnership with their treating team. It encompasses the principles of self-determination and individualised treatment and care.

Local area description:

The position offered sits within the AOAMHS (Adult and Older Adult Mental Health Service) directorate and provides onsite and community crisis mental health intervention for persons predominately residing in Banyule and Nillumbik, serviced by NECATS and Triage.

The position requires clinicians to work a 7-day week, 24 hour rotating roster and is based at several sites, which are the Austin Heidelberg Repatriation site (CAT and Triage), Austin emergency department (EPS) and Heidelberg police station (PACER).

Position responsibilities

Role Specific:

- Displays a clear understanding of the principle of recovery orientated practice and its implementation within a clinical setting.



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- Applies sound clinical knowledge and an in-depth understanding of contemporary mental health practices to ensure quality clinical outcomes are achieved.
- Screens referrals of complex cases to determine suitability for services including inpatient and community intervention, in consultation with other senior clinical staff.
- Conducts assessments of clients and develops acute management plans in collaboration with clients, carers and the treating team.
- Independently conducts assessment of mental state and risk and works with other stakeholders, emergency services to develop appropriate management plans for clients who present in crisis.
- When on shift, participates in clinical review processes, and clinical data collection.
- Ensures that the process of transfer and/or discharge of care is undertaken in a timely and effective manner, including written and verbal communication to all relevant parties.
- Implements, monitors and reviews acute management plans in collaboration with the clinical team.
- Ensures within each shift, by effective time management, client care activities are performed within stated time frames.
- Applies a thorough knowledge and understanding of relevant legislation.
- In keeping with the mental health triage scale, screens referrals to the Triage service to determine suitability for service and priority for mental health service response, for people experiencing psychiatric crisis who require an intensive service
- Work in NECATS sub programs including Triage, EPS and PACER as clinically and operationally required or as negotiated with the NECATS Manager.

Collaborative Practice

- Displays a clear understanding of the principle of recovery-oriented practice and its implementation within a clinical setting.
- Undertake to develop and maintain positive working relationships with other wards/departments throughout Austin Health.
- Portfolios are efficiently and effectively maintained, reported on, and evaluated.
- Participates in local policy development, planning, monitoring and evaluation of services.
- Incorporates continuous improvement into all aspects of the work; &
- Work as instructed in any of the NECATS subprograms and at various locations – including community, Hawdon Street, Austin Health and Heidelberg Police Station.

Professional Practice

- Ensure consumer care standards meet professional, organizational, legal, and ethical requirements.
- Standards and protocols for consumer care are current, known, and accessible.
- Continuity of care is maintained by appropriate handover of consumer progress.
- Specific care needs are met, including psychosocial support, gender, and cultural needs.
- The education of consumers, including family and carers, is fundamental.
- Risk assessments are undertaken, and appropriate management strategies for risk are implemented.
- Demonstrate a commitment to professional development.
- Active participation in professional developmental activities of self and others;
- Demonstrates a commitment to clinical supervision.

All Employees:

- Comply with Austin Health [policies & procedures](#) as amended from time to time.
- Comply with the Code of Conduct and uphold our values, and diversity and inclusion



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commitments.

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality & risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person centred care.
- Comply with National Safety & Quality Health Service Standards and other relevant regulatory requirements.
- Comply with Austin Health mandatory training and continuing professional development requirements.
- Work across multiple sites as per work requirements and/or directed by management.

Selection criteria

Essential skills and experience:

- Demonstrated knowledge of recovery and collaborative clinical practice.
- Demonstrate well developed skills and knowledge in community mental health, including crisis intervention, telephone triaging, consultation, referral, mental state and risk assessment, treatment, and collaborative care planning.
- Relevant knowledge and demonstrated skills in crisis intervention for people in psychiatric crisis.
- Sound knowledge of the Mental Health and Wellbeing Act (2022) and other relevant legislation and policies.
- Demonstrated understanding of the Mental Health Triage Scale.
- Ability to work collaboratively with clients experiencing psychiatric illness and disability, their families, and carers, as part of a multi-disciplinary team.
- Demonstrated ability to effectively liaise, consult and work within a multi-disciplinary team and a team environment.
- Well-developed interpersonal, communication, and negotiation skills.
- Possess and demonstrates a commitment to high levels of customer service, both internal and external to Austin Health.
- Pursues and demonstrates a commitment to professional development to maintain, strengthen and broaden clinical knowledge and expertise.
- Has an undertaking to participate in clinical supervision actively and independently with a discipline senior.
- Computer literacy and a willingness to increase skill base.
- Current driver's license

Desirable but not essential:

- Dual diagnosis experience and skills.
- Ability to work with consumers from a diverse range of cultural backgrounds.

Professional qualifications and registration requirements



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Mandatory:

- Relevant professional qualification in a health-related discipline (nursing, psychology, social work, occupational therapy) with current Registration with Australian Health Practitioner Regulation Agency (AHPRA) where applicable.
- Nurses must have a Post-Graduate Qualification in Psychiatric/Mental Health Nursing or equivalent with a minimum of 5 years post qualification experience, preferably in a variety of tertiary mental health areas.
- Social Work - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers
- Social work and Occupational Therapy must have at least 7 years' experience with high levels of specialist mental health knowledge - specific to tertiary mental health.
- Psychology -
 - Master's or Doctorate in Clinical Psychology
 - Current registration with AHPRA
 - Clinical experience of 5 years as a registered psychologist
 - Endorsement as a Clinical Psychologist with AHPRA
 - Registered as a Board Approved Supervisor with AHPRA and supervisory experience
- A current Victorian Driver's License and ability to drive a work vehicle

Quality, safety and risk – all roles

All Austin Health employees are required to:

- Maintain a safe working environment for yourself, colleagues and members of the public by following organisational safety, quality and risk policies and guidelines.
- Escalate concerns regarding safety, quality and risk to the appropriate staff member, if unable to rectify yourself.
- Promote and participate in the evaluation and continuous improvement processes.
- Comply with the principles of person-centered care.
- Comply with requirements of National Safety and Quality Health Service Standards and other relevant regulatory requirements.

Other conditions – all roles

All Austin Health employees are required to:

- Adhere to Austin Health's core values: *our actions show we care, we bring our best, together we achieve, and we shape the future.*
- Comply with the Austin Health's Code of Conduct policy, as well as all other policies and procedures (as amended from time to time).
- Comply with all Austin Health mandatory training and continuing professional development requirements.



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- Provide proof of immunity to nominated vaccine preventable diseases in accordance with Austin Health's immunisation screening policy.
- Work across multiple sites as per work requirements and/or directed by management.

General information

Cultural safety

Austin Health is committed to cultural safety and health equity for Aboriginal and/or Torres Strait Islander People. We recognise cultural safety as the positive recognition and celebration of cultures. It is more than just the absence of racism or discrimination, and more than cultural awareness and cultural sensitivity. It empowers people and enables them to contribute and feel safe to be themselves.

Equal Opportunity Employer

We celebrate, value, and include people of all backgrounds, genders, identities, cultures, bodies, and abilities. We welcome and support applications from talented people identifying as Aboriginal and/or Torres Strait Islander, people with disability, neurodiverse people, LGBTQIA+ and people of all ages and cultures.

Austin Health is a child safe environment

We are committed to the safety and wellbeing of children and young people. We want children to be safe, happy and empowered. Austin Health has zero tolerance for any form of child abuse and commits to protect children. We take allegations of abuse and neglect seriously and will make every effort to mitigate and respond to risk in line with hospital policy and procedures.



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