

Position Description

HOPE Mental Health Clinician

Classification:	Registered Psychiatric Nurse Grade 3 Social Worker Grade 3, Occupational Therapist Grade 3, Psychologist Grade 2
Business unit/department:	HOPE - Hospital Outreach Post-Suicidal Engagement Team
Work location:	Austin Hospital ☐ Heidelberg Repatriation Hospital ☒ Royal Talbot Rehabilitation Centre ☐ Other ☒ Outreach
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2024-2028 Medical Scientists, Pharmacists and Psychologists Victorian Public Sector (Single Interest Employers) Enterprise Agreement 2021-2025
Employment type:	Part-Time
Hours per week:	22.8hrs per week 7 day rotating roster. Day/afternoon shifts
Reports to:	HOPE Team Manager
Direct reports:	nil
Financial management:	Budget: Nil
Date:	Sept/2026

We acknowledge 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. We acknowledge the deep and enduring connection that First Nations Peoples have to this land, and we honour their strength, resilience, and leadership. We are committed to creating a culturally safe and supportive workplace where Aboriginal and Torres Strait Islander voices are heard, valued, and empowered.

Position purpose

The Hospital Outreach Post suicide attempt Engagement (HOPE) Program provides support for people aged 18+ years identified as at-risk of suicide who do not require Tertiary Mental Health services.

The aim of the program is to prevent avoidable suicide attempts and death by suicide by providing the target cohort with assertive, tailored post-vention and psychosocial support in the community for a period of up to three months. The program also supports the person's carers and families to identify and build the protective factors that reduce the risk of suicide attempt/completed suicide

The HOPE Team is a multidisciplinary team that consists of Consultant Psychiatrist, Senior Mental Health Clinicians, Mental Health Officers (MHO), Family Therapist and Lived Experienced Workers. The

HOPE Team provides tailored, holistic support to people post suicide attempt or people with ongoing suicidal ideation.

With the support of the Senior Mental Health Clinicians and the leadership team, the Mental Health Clinician will work collaboratively with the consumer, their carers and family in:

- Identifying and building protective factors that reduce the risk of death by suicide.
- Implementing evidence based therapeutic interventions and practical assistance to achieve their recovery goals.
- Undertaking regular risk assessments and engaging in safety planning
- Support consumers with complex mental health and psychosocial stressors.
- Coordinate episodes of care ensuring consumers receive clinical, psychosocial and peer support

Additionally, there is an opportunity to facilitate or be part of groups with our consumers that focuses on sensory modulation strategies, building internal resilience, distress tolerance and therapeutic coping strategies.

About the Directorate/Division/Department

The 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 are located across Austin Health campuses and in the community. The Mental Health Division incorporates three program areas:

- Adult and Older Mental Health Services
- Infant, Child and Youth Mental Health Services and,
- Mental Health Specialty Services.

All mental health services work within a clinical framework that promotes recovery-oriented practice and supported 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.

Position responsibilities

- The Clinicians will work collaboratively with the HOPE Team Manager and Senior Clinicians to deliver the Austin HOPE objectives as determined by the DHHS and the Austin Health Mental
- The Clinicians will work collaboratively with the HOPE Team Manager and Senior Clinicians to deliver the Austin HOPE objectives as determined by the DHHS and the Austin Health Mental Health Division management team.
- The Incumbent will utilise knowledge and skills to provide counselling to consumers who have mental health issues.
- HOPE mental Health Clinicians will develop effective relationships with key stakeholders internally as well as with organisations in the community.
- Apply sound clinical knowledge and an in-depth understanding of contemporary mental health practices to ensure quality clinical outcomes are achieved.
- Implement, monitor and review therapeutic and psychosocial case management plans in collaboration with the Psychosocial Officers to ensure positive outcomes for the consumer group.
- With supervision from the HOPE Manager and Senior Clinician conduct assessment of mental state and risk and work with other stakeholders or acute services to develop appropriate management plans for consumers who present in crisis, with ability to transfer clinical care to appropriate tertiary services where necessary.



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- Display a clear understanding of the principle of recovery orientated practice and its implementation within a clinical setting.
- Engage/maintain relationships with internal Austin Health stakeholders.
- When on shift, participates in clinical review processes, and clinical data collection.
- Develop, implement and evaluate continuous quality improvement activities within the quality assurance framework and actively manage accreditation requirements.
- Demonstrate a commitment to professional development.
- Demonstrate a commitment to own clinical supervision.
- The Clinician positions will be supported by the HOPE Senior Clinicians, HOPE Manager, the Divisional Manager AOAMHS and the discipline specific Allied Health Chief.
- Other duties as required.

Selection criteria

Essential skills and experience:

- Clinical expertise in mental health and risk assessment, diagnosis and treatment in line with scope of practice of qualification
- Ability to deliver best practice brief therapeutic interventions designed to increase the ability to self-manage and prevent the risk of future suicide attempts
- Demonstrated clinical experience in the Area Mental Health Service
- Sound understanding of best evidence base surrounding suicide prevention
- Thorough knowledge of the principles and practices of DHHS Recovery-Oriented Practice in Mental Health
- Experience in case management of consumers with a wide range or psychosocial needs to improve their level of functioning via implementation of tailored individualised, treatment plans.
- Demonstrated commitment to care of consumers and their families in the least restrictive and intrusive manner, respecting rights, privacy and dignity.
- Sound knowledge of The Victorian Mental Health and Wellbeing Act (2022) and other relevant legislation
- Highly developed communication skills to effectively support a wide range of staff.
- Successfully meet Police and Working with Children's checks.
- A current Victorian Driver's License and ability to drive a work vehicle.

Desirable but not essential:

- Clinical expertise in delivery of a range of short-medium term (3-6 sessions) therapeutic, counselling treatment modalities (i.e. CBT, DBT, ACT, Brief Solution Focused Therapy, Psychodynamic Psychotherapy, Mindfulness, MI)
- Dual diagnosis experience
- Demonstrated experience in the Duty Role in a AMHS program
- Evidence of on-going professional development
- Demonstrated capacity to undertake/support research, publication and public presentation.



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Professional qualifications and registration requirements

- Registration with Apha as a Registered Nurse with a Post Graduate Diploma in psychiatric/mental health nursing or to have completed a specialist undergraduate psychiatric nursing program; or
- An approved degree in Psychology and registration with AHPRA as a Psychologist with endorsement as a Clinical Psychologist; or
- An approved degree in Occupational Therapy and registration with AHPRA as an Occupational Therapist; or
- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers;
- Must meet minimum years of clinical experience for a Mental Health Clinician role (for the profession according to the relevant Enterprise Agreement);

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.
- 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 creating a culturally safe, inclusive and anti-racist environment for all staff, patients, consumers, carers and communities. We recognise that racism, discrimination and exclusion negatively impact health and wellbeing, and acknowledge the unique and ongoing effects of



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colonisation, dispossession and systemic inequities experienced by Aboriginal and Torres Strait Islander Peoples. We are committed to embedding cultural safety and inclusion across all levels of our health service, actively identifying and eliminating racism in all its forms, and equipping our people with the knowledge, skills and confidence to challenge racism, foster respect, and create a safer and more equitable experience for everyone.

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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