

Position Description

Mental Health Clinician - Primary Mental Health Team

Classification:	Registered Psychiatric Nurse Grade 3; Social Worker, Occupational Therapist, Psychologist Grade 2
Business unit/department:	Primary Mental Health Team (PMHT)
Work location:	Austin Hospital <input type="checkbox"/> Heidelberg Repatriation Hospital <input checked="" type="checkbox"/> Royal Talbot Rehabilitation Centre <input checked="" type="checkbox"/> Other <input checked="" type="checkbox"/> Hawdon Street
Agreement:	Victorian Public Mental Health Services Enterprise Agreement 2020-2024 Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Single Enterprise Agreement 2021-2025
Employment type:	Fixed-Term Part-Time
Hours per week:	15.2hrs (2 days per week) Fixed term until June 2026
Reports to:	Primary Mental Health Team Manager
Direct reports:	Nil
Financial management:	Budget: Nil
Date:	July 2025

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 Primary Mental Health Team (PMHT) and will work closely with the NE Triage service, the Austin Health Emergency Department, and local GPs (General practitioners) to provide specific interventions to people who present with low acute risk but with complex emotional, behavioural and mental health difficulties. PMHT provides one off comprehensive mental health assessments to consumers and provides recommendations to the consumer and treating team. PMHT primary role is to support primary providers in their ongoing support of the consumer.

The position will include a duty role managing all new referrals from NE Triage, ED and local GP clinics; direct clinical work providing evidence-based short-term therapeutic interventions and linkages to community connections.

The person employed in this position will primarily be based at the Austin Repatriation site but may be expected to travel across campuses and to local GP clinics as required.

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

- Adult and Older Adult Mental Health Services
- 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

- Display a clear understanding of the principles of recovery orientated practice and its implementation within a clinical setting.
- Apply a thorough knowledge and understanding of relevant legislation, in particular the Mental Health and Wellbeing Act (2022)
- Provide high quality, patient centered, evidence-based clinical assessment and treatment to consumers.
- Undertake and model evidence-based practice principles and interdisciplinary practice in the provision of care.
- Apply sound clinical knowledge and an in-depth understanding of contemporary mental health practices to ensure quality clinical outcomes are achieved.
- Review and allocate all new referrals to ensure clients are seen within two weeks and to redirect referrals that are appropriate for other NEAMHS programs.
- Implement, monitor and review clinical care plans in collaboration with the PMHT Clinicians and PMHT Consultant to ensure positive outcomes for the client group.
- Independently conduct assessment of mental state and risk and work with other stakeholders or acute services to develop appropriate management plans for clients who present in crisis, with ability to transfer clinical care to appropriate tertiary services where necessary.
- Ensures the process of transfer and/or discharge of care is undertaken in a timely and effective manner.
- In collaboration with the PMHT Senior Clinicians, actively engage primary health providers in the City of Banyule and the Shire of Nillumbik to promote the use of PMHT and to provide easier access to the service for clients in the catchment.
- Provide an outreach clinical service to GPs in the catchment area as arranged with the AOAMH Divisional Director
- With the PMHT Senior Clinicians, provide primary, secondary, and tertiary consultation, liaison and mental health education to key agencies involved in the care of clients.
- 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



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- Other duties as requested by the AOAMHS Leadership team.

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
- 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)
- Thorough knowledge of the principles and practices of DHHS Recovery-Oriented Practice in Mental Health
- Experience in building productive stakeholder relationships
- Demonstrated commitment to care for 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

Desirable but not essential:

- Post-graduate psychology/counselling or equivalent qualifications or experience.
- It is desirable for Nurses to have, or be working towards, a post-graduate qualification in Psychiatric/Mental Health Nursing or equivalent.
- Demonstrated clinical experience in the Area Mental Health Service.
- Dual diagnosis experience.
- Demonstrated experience in the Duty Role in an AMHS program.
- Demonstrated experience in the provision of clinical/professional supervision or willingness to develop these skills.
- Evidence of ongoing professional development.
- Demonstrated capacity to undertake/support research, publication and public presentation.
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Professional qualifications and registration requirements

- **Mandatory Qualifications:**
- Registration with AHPRA as a Registered Nurse with successful completion of a specialist undergraduate psychiatric nursing program or a Postgraduate Psychiatric/mental health nursing qualification;
- An approved degree in Occupational Therapy and registration with AHPRA as an Occupational Therapist;
- An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers;
- Psychologists must be registered with a specialist endorsement in Clinical Psychology, Clinical Neuropsychology or Forensic Psychology, or working towards
- A current Victorian Driver's Licence and ability to drive a work vehicle



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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 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



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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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