

Community Mental Health Clinician

DEPARTMENT: Care Services

RESPONSIBLE TO: Executive Director of Nursing and Midwifery

The Role

The Mental Health Professional will play a key role in delivering the Primary Health Network (PHN) Mental Health Multidisciplinary Services Program across the MTHCS catchment.

This position supports people experiencing moderate to severe and/or complex mental health needs to access coordinated, person-centred care close to home. Working as part of a multidisciplinary team, the Mental Health Professional will provide assessment, care coordination, case management, brief interventions, psychosocial support, and service navigation to improve health and wellbeing outcomes.

The role requires strong collaboration with local, regional, and state-based mental health providers to ensure clients receive timely access to the most appropriate services and supports. The Mental Health Professional will contribute to an integrated model of care that strengthens connections between primary health care, mental health services, and community support systems.

Key Responsibilities

Clinical and Client Support

- Provide mental health assessment, support, and intervention services to individuals and families identified as having moderate to severe and/or complex mental health needs.
- Undertake comprehensive client assessments, including identification of presenting issues, mental health symptoms, psychosocial factors, risk and protective factors, and support needs.
- Develop and implement individualised care plans in partnership with clients, families, carers, and relevant service providers.
- Deliver appropriate interventions within scope of practice, including brief interventions, psychosocial supports, case management, service navigation, and care coordination.
- Support clients to access mental health, health, social, housing, and community-based services through referral and advocacy.
- Provide support, education, and referrals for family members and carers of people living with mental illness.
- Develop pathways and shared care arrangements that assist clients to access crisis support and specialist services when required.

Care Coordination and Partnerships

- Build and maintain strong working relationships with local, regional, and state-funded mental health services.
- Strengthen collaborative partnerships with Primary Mental Health Services and key service providers in primarily Ouyen and surrounding communities including Robinvale.

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- Facilitate coordinated care and shared care planning to improve service integration and continuity of care.
- Ensure referral processes align with the PHN Stepped Care Model and integrate effectively with existing health and community services.

Program Delivery and Quality Improvement

- Contribute to achieving the objectives of the PHN Mental Health Multidisciplinary Services Program by delivering evidence-based, person-centred care.
- Collect, maintain, and report client and program data in accordance with PHN and funding agreement requirements.
- Administer and record required client outcome measures, experience measures, and evaluation tools as directed.
- Participate in program monitoring, quality improvement activities, and evaluation processes to support service effectiveness and ongoing funding requirements.
- Maintain accurate, timely, and confidential clinical records and documentation.

Team Contribution

- Work collaboratively as part of the Medical Clinic Team and contribute to the delivery of place-based services across the MTHCS catchment.
- Participate in multidisciplinary case discussions, care planning, and service development activities with general practice, pilot program partners and other primary care providers.
- Contribute to a positive team culture focused on client-centred care and continuous improvement.

Compliance and Professional Practice

- Practice within professional scope, clinical capability, and relevant professional standards.
- Comply with all MTHCS policies, procedures, legislative requirements, and regulatory standards.
- Support systems that promote safe, high-quality, person-centred care and positive client experiences.
- Adhere to the MTHCS Code of Conduct and Infection Prevention and Control requirements.
- Demonstrate a commitment to cultural safety, diversity, equity, and inclusion in all aspects of service delivery.
- Undertake other duties consistent with the role and directed by management.

Key Outcomes

Success in this role will be demonstrated through:

- Improved access to coordinated mental health care for people with complex needs.
- Strong partnerships with local and regional mental health providers.
- Effective care planning, referral, and service navigation outcomes.
- Achievement of program targets, reporting requirements, and outcome measures.
- High-quality, person-centred support that assists clients to achieve their mental health and wellbeing goals.
- Building mental health expertise and capability for MTHCS.

Key Selection Criteria:

Essential:

- Tertiary qualifications in Psychology, Social Work (accredited mental health social worker), Nursing (credentialed mental health nurse), Occupational Therapy (accredited mental health occupational therapist) or relevant discipline.

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- Current registration with AHPRA as well as the appropriate peak body such as the Australian Psychological Society or Australian Association of Social Workers (AASW) or equivalent, with a Medicare care provider number.
- Excellent skills in engaging and working with a range of clients including those from diverse backgrounds and/or with complex needs.
- Knowledge and ability to use evidenced-based psychometric assessment tools such as K10 and ability to develop Mental Health Treatment Plans (MHTP).
- Ability to support treatment and recovery plans for individuals, groups and families as required.
- Demonstrated experience and understanding of evidenced based, recovery-oriented and trauma-informed counselling approaches and frameworks.
- Ability to communicate effectively including consult and liaise with other health professionals in the sector.
- Ability to prepare client notes, briefs, letters, emails and reports using clear, concise and grammatically correct language.
- Ability to demonstrate organisational values and goals and work as part of a professional and collaborative team.
- A commitment to excellent, client focussed customer service.
- Demonstrated drive, commitment and resilience within a framework that highly values personal and staff wellbeing.
- Current Driver's Licence.
- Current Police Check.

Desirable:

Excellent understanding of rural health issues including the impact of local events on the community

Our Vision

Leading our communities to excellence in integrated health and MTHCS

Our Mission

To provide people of all ages with access to quality, person-centred care in the Mallee.

Our Philosophy

Equitable and timely access to innovative models of care, supported by a local workforce that is engaged with the community.

Our Services

Mallee Track Health and Community Service is a multipurpose service (MPS) for all Mallee Track Communities encompassing a total area of 18,000 square kilometres. The health services include General Practice Clinics and Urgent Care at Ouyen and Sea Lake, Acute and Sub-Acute inpatient and outpatient services at Ouyen and Sea Lake, Community Aged Care and Residential Aged Care at Ouyen and Sea Lake. The community services include Allied Health, Delivered Meals, Community Transport, Social Support and Leisure and Lifestyle activities for Ouyen and Sea Lake as well as Early Years education and care for Ouyen, Sea Lake, Underbool, Murrayville and Manangatang. Community development activities include Rural Outreach and Neighbourhood Houses.

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Our Values



- **Accountability** We define our expectations and are accountable for our actions.
- **Excellence** We set high standards and continually strive to improve on them.
- **Compassion** We treat everyone with care, respect and dignity.
- **Teamwork** We work collaboratively and in the spirit of partnership.
- **Integrity** We endeavour to do the right thing in all circumstances, even if no-one is watching.
- **Transparency** We are open and honest and embrace positive change.

Public Sector Values

As a Public Sector organisation, Mallee Track Health and Community Service adheres to the public sector core values. All staff are required to uphold these values.

- **Responsiveness:** Providing frank, impartial and timely advice to the Government; providing high quality services to the Victorian community and identifying and promoting best practice.
- **Integrity:** Being honest, open and transparent in dealings; using powers responsibly; reporting improper conduct; avoiding real or apparent conflicts of interest and striving to earn and sustain public trust of a high level.
- **Impartiality:** Making decisions and providing advice on merit and without bias, caprice, favouritism or self-interest; acting fairly by objectively considering all relevant facts and fair criteria and implementing Government policies and programs equitably.
- **Accountability:** Working to clear objectives in a transparent manner; accepting responsibility for their decisions and actions; seeking to achieve best use of resources and submitting themselves to appropriate scrutiny.
- **Respect:** Treating others fairly and objectively; ensuring freedom from discrimination, harassment and bullying; using their views to improve outcomes on an ongoing basis.
- **Leadership:** Actively implementing, promoting and supporting these values.
- **Human Rights:** Making decisions and providing advice consistent with human rights and actively implementing, promoting and supporting human rights.

Mallee Track Health and Community Service is a smoke free workplace

Child Safe Organisation

Mallee Track Health and Community Service is committed to preventing child abuse, identifying risks early, and removing and reducing these risks.

Occupational Health and Environmental Safety

All MTHCS employees will:

- Ensure that they take reasonable care to protect their own health and safety, and the health and safety of others.
- Agree to abide by all of MTHCS infection prevention and control policies and procedures
- Use any equipment provided for health and safety purposes.
- Obey reasonable instructions given by MTHCS in relation to health and safety at work.
- Help MTHCS meet our duty of care, such as by undertaking hazard inspections.
- Comply with all MTHCS OHS policies and procedures
- Ensure they do not interfere with or misuse anything provided in the interests of health and safety

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Section 21 of the Occupational Health & Safety Act 2004, requires an Employer to provide and maintain, so far as is reasonable and practicable, a safe workplace for all employees and ensure that no employee is placed at risk of injury while performing the duties and responsibilities required by their position.

To comply with this obligation, MTHCS requires all candidates/employees to have the mental and physical capacity to safely perform the inherent requirements of the position they are applying for (or have been appointed to).

If a risk is identified and fitness to safely perform the duties of the position needs to be determined, MTHCS with the agreement of the candidate/employee, will arrange an independent medical assessment to determine capacity to safely perform the inherent requirements of the position to minimise the risk of injury or aggravation of any pre-existing condition the candidate/employee may have.

Acknowledgement

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description, the legislative requirements and policies and procedures of the organisation.

Signed: _____ **Date:** ____/____/____
Staff Member

Print Name: _____

Signed: _____ **Date:** ____/____/____
Manager / Executive

Print Name: _____

☐ cc: Personnel File

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