

# Position Description

<b>Position Title:</b>	Personality Disorder Clinician
<b>Reports to:</b>	Adult Mental Health Community Team Manager
<b>Department:</b>	Adult Mental Health
<b>Directorate:</b>	Community Care & Mental Health & Chief Allied Health Officer
<b>Cost centre:</b>	H0487
<b>Code &amp; classification:</b>	Registered Psychiatric Nurse Grade 4, Years 1 – 4 (NP75 - NP77), Social Worker Grade 4, Years 1 – 4 (HR25 – HR28), Occupational Therapist Grade 4, Years 1 – 4 (HR9 – HR12), Psychologist Grade 3, Years 1 – 4 (PL1 – PL4)
<b>Employment conditions:</b>	Victorian Public Mental Health Services Enterprise Agreement 2025 – 2028; and its successors; Victorian Public Health Sector (Medical Scientists, Pharmacists and Psychologists) Enterprise Agreement 2021 – 2025 and its successors; and GV Health Policies and Procedures (and as varied from time to time)

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**GV Health is an equal opportunity employer and continually strives to build a diverse, equitable and inclusive workforce that reflects our community. We encourage applications from people of all backgrounds.**

Statements included in this position description are intended to reflect in general the duties and responsibilities of the position. It is not intended to be an exhaustive list of responsibilities, duties and skills required. GV Health may alter the duties of this position description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).

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## POSITION SUMMARY

The personality Disorder Clinician will build capacity within the clinical mental health workforce in Victoria's public health services to assess, treat and support people with severe and complex personality disorders who are at high – risk for suicide, high lethality self – harm and / or violent or aggressive behaviours, and who present to Victorian Hospital emergency Departments and / or Psychiatric inpatient facilities on multiple occasions, generally with multiple services involved in their care. The Personality Disorder Clinical Specialist will utilise specialist knowledge and skills to promote best practice and optimal recovery outcomes for people with personality disorders.

### **The aim of the Personality Disorder Clinician is to:**

Improve leadership and workforce capability of the mental health system resulting in greater and more effective engagement with and treatment of people with complex, severe and high-risk personality disorders.

Develop stronger and sustainable collaborative practice between clinical mental health services and Spectrum, Personality Disorder Service for Victoria to support access and delivery of care for people with complex, severe and high-risk personality disorders within the context of specialist mental health service system.

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## RESPONSIBILITIES AND DUTIES

The following duties are inclusive of but not limited to the following:

- Triage, assessment and treatment planning for clients with complex and / or severe personality disorder.
- Secondary consultation to staff within GV Area Mental Health Services who are providing care to clients with complex and / or severe personality disorder.
- Effective individual and group psychotherapy for people with severe personality disorder.
- Inter-agency liaison to support expert care for clients with a severe personality disorder.
- Clinical supervision within peer settings, as well as provision of clinical supervision to designated supervisees.
- Evaluation of clinical practice against research evidence, identifying areas for practice improvement.
- Lead quality or practice improvement initiatives at local team or organisational level.
- Deliver high quality care in accordance with the Victorian Mental Health and Wellbeing Act 2022.
- Maintain appropriate clinical records related to service delivery and the timely completion of all necessary activity related statistical data.
- Actively participate in matters and activities relating to occupational health and safety including compliance with relevant legislation, regulations and codes of practice.
- Active engagement in professional, development activities in order to keep up to date with advances in the field of personality disorder.
- Demonstrates exemplary treatment of all patients, clients, families, residents, visitors and staff in a courteous and non – discriminatory manner.
- Actively seeks customer feedback on clinical service delivery and leads initiatives to respond to recommendations from feedback.
- Provides collaborative, solution focussed care delivery keeping the consumer, carer or Nominated Person at the centre of all decision making.
- Ensure all clinical practices are conducted consistent with the principles of Trauma Informed Care, Gender & Sexually Diverse Sensitive Practice and Culturally and Linguistically Diverse populations.
- Provide a high-quality service to internal customers and consumers that reflects best practice and adds value to GV Health
- Assist the organisation in achieving clinical effectiveness by providing the appropriate systems, information or services to clinical areas

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## KEY SELECTION CRITERIA

**Formal Qualification(s) and Required Registration(s):**

- Current registration with the Australian Health Practitioner Regulation Agency as a Registered Nurse, Occupational Therapist or Psychologist
- All Psychologists must have:
  - Minimum 5 years professional experience as a Psychologist Grade 2 (or equivalent) - Endorsement to practice as Clinical Psychologists, Forensic Psychologists or Clinical Neuropsychologists
- All Social Workers must have:
  - An approved degree in Social Work and eligibility for membership of the Australian Association of Social Workers
- All Occupational Therapists must have:

- Eligibility for registration with the Occupational Therapy Board of Australia and an approved Degree from a recognised school of Occupational Therapy or other qualifications approved for eligibility for membership of the Australian Association of Occupational Therapy (Vic.)
- Social Workers must be: eligible for membership of the Australian Association of Social Workers (AASW)

**Essential:**

- Where relevant collaborate with consumers and the community in the development, implementation and review of health service planning, policies and quality improvement activities
- Demonstrate sensitivity, empathy and respect for the customs, values and spiritual beliefs of others at all times
- Assist with the supervision of students where appropriate
- Understand and act in accordance with the GV Health Code of Conduct, values and relevant policies, procedures and guidelines
- Comply with the principles of Patient and Family Centred Care
- Promote GV Health as a quality regional health care provider
- Sound knowledge of principles and practice of psychiatric care
- Demonstrates competence in assessment of mental state and risk, care delivery and case management of consumers with a psychiatric illness
- Well-developed interpersonal and communication skills
- Proven ability to liaise and negotiate with other staff and agencies
- Evidence of ability to work with consumers in a family, gender, culture and diversity sensitive manner
- A sound knowledge of the Mental Health Act (Vic) 2022
- A demonstrated capacity to work autonomously in a community mental health setting
- Engage and participate in an integrated AOD assessment and treatment process

**Desirable:**

- Understanding of Indigenous Australian culture, beliefs and customs
- Computer skills

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**KEY PERFORMANCE INDICATORS****Your performance will be measured through your successful achievement of:**

- Registration is maintained and working within scope of practice
  - Attendance and active participation at meetings as required
  - 100% compliance with core competencies and training requirements as outlined in the GV Health Education Framework
  - Active participation in the Performance and Development review process
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## **ALL GV HEALTH STAFF ARE REQUIRED TO**

- Demonstrate GV Health's CREATE values and behaviours and being a role model for living the values of Compassion, Respect, Excellence, Accountability, Teamwork and Ethical Behaviour;
  - Maintain an understanding of individual responsibility for consumer safety, quality and risk and adhere to the relevant policies, procedures and guidelines;
  - Develop and maintain collaborative relationships with all other teams and professionals;
  - Promote and enable efficient teamwork and service provision both within the department and/or organisation and with other service providers;
  - Contribute to a safe working environment and ensure compliance with legislative requirements concerning Occupational Health and Safety, anti-discrimination, and equal opportunity;
  - Identify, report and manage risks and ensure actions are taken to prevent and minimise harm to consumers and the GV Health workforce;
  - Contribute to organisational quality and safety initiatives;
  - Observe and comply with child safe principles, standards and expectations of appropriate behaviour toward and in the company of children;
  - Complete and maintain all mandatory training requirements as defined by GV Health and actively engage in the Performance Development Review process;
  - Minimise the risk of infection to consumers, residents, employees, visitors, contractors and the general public;
  - Comply with requirements of the National Safety and Quality Health Service Standards and other relevant standards, regulations and legislative requirements;
  - Comply with the principles of patient and family centred care;
  - Not smoke or vape on GV Health premises;
  - Comply with immunisation requirements as per the Victorian Department of Health Victoria;
  - Comply with all applicable position pre-employment checks that are relevant to the role, which may include but is not limited to; police checks, Working with Children's Check (WWCC), National Disability Insurance Scheme (NDIS) and Aged Care screening requirements;
  - In this role you may occasionally interact with distressed, anxious or upset consumers or members of the public. GV Health is committed to the physical and psychosocial safety of our staff. All staff are required to comply with all safety related training, look after the safety and well-being of themselves and each other, and actively foster a safe working environment.
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**ACCEPTANCE:**

I acknowledge and accept that this Position Description represents the general outline of duties, responsibilities and accountabilities that are expected of me in my employment in the position, and may not encompass every aspect of the position. I understand that GV Health reserves the right to modify position descriptions as required, however I will be consulted when this occurs.

I acknowledge and accept that I must complete and maintain all relevant pre-employment screening and checks for successful employment.

I acknowledge and accept that that I have read and fully understand this Position Description. I agree that I have the ability to fulfil the inherent requirements of the position, and accept my role in fulfilling the responsibilities, activities, duties and generic position requirements.

I acknowledge I will be required to undertake the duties as set out in the position description (and any other duties as requested in accordance with my skills and experience) to the best of my ability and, at all times follow lawful direction.

By accepting the contract of employment, I am agreeing to duties and obligations within the Position Description.

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**Community Care & Mental Health & Chief Allied Health Officer    Personality Disorder Clinician**

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**Reviewed by:** Adult Health Community Team Manager

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**Issue Date:** April 2026

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## ABOUT US

Goulburn Valley (GV) Health is a Regional Public Hospital and Health Service for the Hume Region of Victoria, with main campuses located at Shepparton, Tatura, Rushworth and Euroa. The main campus in Shepparton is the major acute referral hospital for the sub region. Additional satellite sites are also located in Shepparton, Seymour, Benalla, Cobram, Echuca and Wodonga. GV Health provides a range of acute, subacute, mental health, aged, primary health and community services.

## OUR PURPOSE

To significantly improve the health and wellbeing outcomes and experiences of the people and communities in our care.

## OUR VALUES

GV Health's culture centres around our CREATE values and behaviours. Through these values and behaviours we commit to delivering ongoing quality healthcare for our community:



GV Health Vision and Values: [Values and Vision - GV Health](#)

## OUR STRATEGIC PLAN

The **Goulburn Valley Health Strategic Plan 2024-2026** provides the direction for GV Health with our five strategic pillars being:

- Health and Wellbeing Outcomes: Improve health and outcomes for the population in our region
- Community and Consumer Experience: Ensure everyone has an outstanding personalised experience
- Our Staff Experience: Our people feel connected, supported, safe and well
- Responsible Workplace: Be sustainable and efficient
- Health Equity: Embrace differences in how we design and deliver healthcare

GV Health Strategic Plan: [Strategic Plan 2024-2026 - GV Health](#)

## FOR MORE INFORMATION

**Application tips:** [Application Tips - GV Health](#)

**GV Health:** <https://www.gvhealth.org.au/about/>

**Child Safety and Wellbeing:** [Child Safety and Wellbeing - GV Health](#)

**Living in Goulburn Valley:** [Goulburn | Regional Living Victoria](#)

**GV Community Connector:** [Community Connector Program for Businesses](#)