



Position Description

Position Title:	Mental Health Clinician	Approval Date:	May 2020
Authorised By:	CEO	Review Date:	May 2021

Our Vision People in our communities enjoy better and longer lives

Our Role We work in partnership with other health and wellbeing services to enhance the health of our communities in Whitehorse and Nillumbik by meeting additional needs that no one else does in the segments we service, whilst prioritising access for those who need it most and we also work with partners to address the root causes of vulnerability.

Our Key Business Segments

- Helping people with a long term health condition to live better
- Providing services and supports to people with disability
- Helping older people stay at home longer
- Providing integrated services and supports for children and youth
- Delivering public and private dental services
- Addressing the root causes of vulnerability

Our People People aspire to work with us and contribute to our business and community. We are committed to building a culture that embodies our values and is driven by providing high quality services, supports and experiences.

POSITION OVERVIEW

Job Purpose	The Mental Health Clinician will deliver individual and group-based psychological interventions to consumers in the Mental Health Stepped Care program. The Mental Health Clinician will work as a part of the multidisciplinary Stepped Care team using the clinical staging model to assess and deliver evidence-based treatment to consumers. This includes undertaking mental health assessments, developing goals and treatment plans, providing psychological interventions and working with parents/carers/family members and other professionals in a shared care approach.
Duties and Responsibilities	<ul style="list-style-type: none"> • Conduct regular clinical reviews with the client and their care team either via face to face or telehealth, at any site or from home, to re-assess their clinical staging and review the Collaborative Care Plan • Use the clinical staging model in assessment and development of treatment plans

Position Description

- Work collaboratively with consumers, family/carers and other health professionals to develop and implement Collaborative Care Plans
- Undertake initial and ongoing risk assessments of clients and develop risk management plans (including the provision of Quick Response Suicide Prevention Services under Stepped Care)
- Provide evidence-based psychological interventions and support to consumers under the Stepped Care program
- Liaise with referrers and GPs in relation to reviewing consumer progress and ensure all consumers have a regular clinical review
- Develop and co-facilitate group-based therapeutic interventions
- Provide services in both face-to-face and telehealth modalities
- Participate in shared care with internal and external services, including attendance at care team meetings, case coordination and clinical reviews
- Work within the scope of practice defined for the role and as agreed with line manager
- Actively participate and work cooperatively within the multidisciplinary team, collaborative partner organisations and with other key stakeholders
- Develop and maintain appropriate networks and resources to enable the referral of consumers to broader community services
- Participate in the 'community of practice' with other Stepped Care clinicians
- Represent the service as required in a professional and ethical manner
- Participate in regular staff meetings, operational (line management) supervision and professional development
- Participate in regular clinical supervision, which includes self-reflection, self-care, risk management and identification of needs
- Conduct a clinical review with all consumers at least every three months
- Participate in quality and service improvement activities to continually improve consumer care

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	<ul style="list-style-type: none"> • Administer clinical outcome measures and screening tools (such as the K10) to consumers as required • Ensure all legislative requirements (including those relating to mandatory reporting) are followed, and all clinical and OH&S incidents/hazards are accurately and promptly reported in the VHIMS Central database • Record all clinical notes, client contacts and outcome measures in electronic databases and reporting systems as required • Ensure all procedures and policies are followed to support safe and effective service delivery (including occupational health and safety standards) and participate in quality improvement where required • Maintain registration with relevant professional body (AHPRA or AASW) and ensure all registration requirements are met • Maintain a professional code of conduct and participate in on-going professional development in accordance with annual work plans • Ensure that service targets and KPIs are met • Collect and share relevant information about consumers in compliance with relevant legislation and program guidelines • Assist in the general review and evaluation of the Steps Mental Health program • Participate in other program development and project work as required • Contribute to the team and participate in a supportive team culture • Contribute to the planning, monitoring and evaluation of the services at Carrington / healthAbility
<p>Skills and experience</p>	<ul style="list-style-type: none"> • Possess an empathic, innovative and professional therapeutic style • Excellent organisation, time management and problem solving skills • Ability to work within a dual-diagnosis framework with consumers across the lifespan • Ability to work creatively and safely with consumers from diverse backgrounds, including LGBTIQ, CALD and Aboriginal and Torres Strait Islanders

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	<ul style="list-style-type: none"> • Ability to work independently and as part of a multi-disciplinary team • Ability to organise workload, set priorities and meet performance targets and deadlines • Proficiency with electronic health record systems (such as TrakCare or FIXUS) and Microsoft Office programs (Word, Excel, Outlook and PowerPoint) • Willingness to expand your current skillset to meet the needs of the service • Tertiary qualifications in social work or psychology • Current registration with AASW as a Mental Health Social Worker or current registration with AHPRA as a Psychologist • Demonstrated experience in mental health assessment, formulation and therapeutic interventions • Experienced in a range of evidence-based psychological therapies, such as CBT, ACT, mindfulness, motivational interviewing and solution-focussed therapy • Demonstrated experience and training in clinical risk assessments and implementing risk management plans with consumers
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Reports	Job reports to:	Direct reports:
	Manager Counselling, Mental Health and Youth	N/A
Award/EBA	Social and Community Service Employees Multi Enterprise Agreement 2017-2020	
Classification (Insert the relevant classification)		

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<p>Terms and Conditions</p> <p>(Provide details of the relevant Award and/or other conditions of employment specific to the role.</p> <p>Include details of the role – e.g. Permanent, Part-time – 0.4 EFT)</p>	<p>Status</p> <p>(To check boxes, refer to “Guidelines-Check Boxes-2010)</p> <p>Full time <input type="checkbox"/></p> <p>Part time <input checked="" type="checkbox"/></p> <p>Casual <input type="checkbox"/></p> <p>Volunteer <input type="checkbox"/></p> <p>Length of Term ___ 6 months</p> <p>(If Fixed Term or Contract, specify length of term)</p> <p>EFT (eg. 1.0 EFT) _____ EFT</p>
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- Requirements:**
- A Police Record Check is required for all roles
 - A Working with Children Check, other credentials and role specific requirements (such as NDIS) and checks (such as Disability Worker Exclusion Scheme checks) will be required in accordance with government funding requirements and legislation.
 - All employees must provide 100 points of identification upon commencement.
 - All employees must be permanent residents of Australia or hold a current, valid visa.
 - A current Victorian Driver’s Licence (where driving is a component of the role)
 - A probationary period of 6 months applies unless otherwise stipulated.
 - All employees must abide by the organisations Policies & Procedures.
 - All employees may be required to work across any of the organisations sites.
 - All employees are required to take reasonable care for their own health and safety and that of other employees who may be affected by their conduct.

Position Specification

MANAGER DECLARATION

This role reports to me and I confirm I have read and understood the Compliance Checks Procedure and that in addition to the Police Check requirements, the following requirements are required as part of ongoing employment to this role:

WWCC	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
DWES	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
NDIS	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Credentials/Registration	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

Other _____

EMPLOYEE DECLARATION

- i. I acknowledge that I have read and understood the requirements of the position as detailed above.
- ii. Do you have any pre-existing injuries or conditions that could reasonably be expected to be affected by the nature of the proposed employment?

Pre-existing injury/condition? Yes No

If yes, please provide details: _____

Failure to make such a disclosure, or the making of a false disclosure, will result in Sections 82(8) of The Accident Compensation Act 1985 applying. Section 82(8) of the Act provides that where a recurrence, aggravation, acceleration, exacerbation or deterioration of a pre-existing injury or disease arises out of or in the course or due to the nature of employment with a company, it will not entitle the worker to compensation.

The disclosure of information on a pre-existing injury or disease will not impact on the recruitment process in any way. Nillumbik Community Health Service Ltd is an Equal Opportunity Employer.

Signed (employee): _____ **Date:** _____