

# Position Description

<b>Title</b>	Clinical Mental Health Clinician (Residential Aged Care Mental Health)
<b>Business Unit</b>	Mental Health
<b>Location</b>	185 Baillie Street, Horsham
<b>Employment type</b>	Full-time, Maximum Term position until 30 June 2022
<b>Reports to</b>	Senior Clinical Psychologist/ Manager Disability & Mental Health

## About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

**Our purpose:** To inspire people, enliven communities and confront injustice

**Our values:** We are imaginative, respectful, compassionate and bold

## 1. Position purpose

Uniting's Mental Health Service (MHS) provides timely access to secondary consultation, comprehensive mental health assessment, early intervention and evidence-based treatment for clients, their families and other services within the community.

The clinician will provide expert based psycho-social clinical assessment and training to clients seeking services under the Services and Treatment for enduring and persistent Mental Illness (STEPMI) program, their families, that are evidence based and/or best practise and that enhance the person's recovery from a chronic mental illness.

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## 2. Scope

### Budget:

*nil*

### People:

*nil*

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## 3. Relationships

### Internal

- Senior Manager Wellbeing Services
- Clinical Coordinator
- Intensive Case Management Clinicians
- Non-residential Withdrawal Nurse
- Nurse Practitioner
- AOD Clinicians
- Clinical Clinicians
- Program Leader Mental Health
- Mental Health Recovery Workers
- Students on Placement
- All Staff

### External

- DHHS
- Department of Justice
- Other AOD and Clinical Services Organisations within Grampians and Wimmera region
- ACSO
- Mental Health Service Organisations
- GPs & Allied Health Services
- Primary Health Network (PHN)

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## 4. Key responsibility areas

### Service delivery

- Routinely conduct evidence based and/or best practice clinical assessments and treatment.
- Provide specialist case management, through identification of complex needs and prioritisation of client/family/significant other needs and/or referral treatment options.
- Undertake comprehensive psychiatric assessments, identifying and prioritising patient and family needs, demonstrating expert clinical judgement.
- Routinely develop, implement, and review clinical treatment plans for the most complex of patients that target identified biological, psychological and social need of clients and their families and include targeted evidence-based treatment strategies.
- Regularly review client's mental state, ongoing needs, compliance with medications, and conducting regular risk assessments with the clients.

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- Engaging with clients 'at risk' of developing or experiencing mental illness in screening, assessment, early intervention and/or treatment. This can include therapeutic interventions such as:
  - Motivational Interviewing
  - Cognitive Behavioural Therapy
  - Dialectical Behaviour Therapy
  - Health Coaching
  - Mindfulness
  - Recovery Orientated Practice
  - Strengths based Therapy
- Work collaboratively with a client's GP and other professionals involved in the client's care. Engaging in collaborative care planning and case conferences where applicable.
- Reporting of the minimum data set (MDS) and other required key outcome measures on the PHN portal in accordance with the STEPPI operation guidelines.
- Maintain statistics and records reflecting the expectations and required professional standards.
- Participate in clinical supervision with clinical psychologist and regular supervision with line Manager
- Attend and participate in monthly peer supervision
- Maintain effective communication with the Clinical Coordinator to ensure the optimal provision of services within the team.
- Actively participate in relevant training and education, aiming to attain the best health outcomes for clients, their families and the community.
- Proactive participation in Uniting's MHA committees, working parties, focus groups and other sub-groups relevant to the continuous development of knowledge, skills and clinical processes that underpin the quality of clinical services provided.
- To positively utilise specialised knowledge and skill to continually influence productive and progressive attitudes towards the ongoing development of the mental health services.
- Participate in relevant research projects as required.
- Participate in service improvement activities as part of a total and continual quality improvement process.

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## 5. Person specification

### Qualifications

- Relevant professional qualifications for credentialed mental health clinician (psychology, nursing, social work or occupational therapy); with appropriate registration from industry governing body:
  - Mental Health Nurses; Clinical Psychologists; Psychologists require current registration with AHPRA;
  - Social Workers are required to be certified members of AASW;
  - Occupational Therapists require current registration with AHPRA, and accreditation as having minimum 2 years' experience in mental health by Occupational Therapy Australia.

### Experience

- Minimum of 2 years post registration with extensive experience and expert skill in and ongoing commitment to the delivery of evidence based and best practise, client, family inclusive

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treatments for people presenting with a significant mental disorder; demonstrated expertise in the application of knowledge in current evidence based treatment practices and approaches.

- Demonstrated knowledge and understating of contemporary evidence-based treatments and/or best practices in relation to mental health treatments.
- Demonstrated ability to recognise and proactively coordinate clinical responses within a multidisciplinary team context on a day-to-day basis. Provide authoritative advice, reasoned recommendations and evidence-based solutions to complex presentations.

### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.

#### Clinical Knowledge

- Demonstrated knowledge and understating of contemporary evidence-based treatments and/or best practices in relation to mental health treatments. Ability to recognise and proactively coordinate clinical responses within a multidisciplinary team context on a day-to-day basis. Provide authoritative advice, reasoned recommendations and evidence-based solutions to complex presentations.
- Experience in the provision of assessment and treatment in the clinical mental health arena.
- Minimum 2 years' experience post registration in a clinical mental health setting.

#### Interpersonal Skills

- Demonstrates effective communication and interpersonal skills; the ability to develop and maintain effective working relationships with clients, families, significant others, colleagues and other service providers such as health, education, welfare, housing and drug & alcohol.
- Proven ability to work with a range of people and organisations (including specific work groups such as Aboriginal, CALD and Forensic clients).
- A demonstrated commitment to teamwork and the ability to take appropriate individual and team responsibility for the welfare of clients.

#### Leadership Skills

- Demonstrates an ability to provide leadership, including clinical expertise within the team through mentoring, training, teaching and supervision. Operates with a high level of individual integrity, responsibility and professionalism. Has the capacity to be a consistent and reliable role model within the team.

#### Organisational Requirements

- Actively participates in own Performance Review program, participates as required in quality improvement activities; evidence of, and a commitment to ongoing professional development and achievement of professional goals.
- Proven reporting, time management and administrative skills.
- Demonstrate a commitment and willingness to participate in ongoing supervision appropriate to the position.

#### Legislative

- Demonstrates knowledge of, and the ability to interpret and apply, relevant legislation, including but not limited to: Mental Health Act 1986 and Amendments, Guardianship & Administration Act, Children Youth & Families Act 2005, Privacy Act 2000, Because Mental Health Matters, Victorian Mental Health Reform Strategy 2009-2019 and policies governing practise standards, including the National Standards for Mental Health Services, and the National Practice Standards for the Mental Health Workforce (2002).

#### Other

- Current Victorian driver's license.
- Current First Aid certificate.

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#### Preferred Not Essential

- Demonstrated understanding of community based interventions for reducing alcohol and drug related harm.

#### 6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

**This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.**

#### 7. Acknowledgement

**I have read, understood, and accepted the above Position Description**

	Employee	Manager
Name:		
Signature:		
Date:		