

# Position Description



<b>Title</b>	Mental Health Clinician S2H
<b>Business Unit</b>	Housing and Homelessness
<b>Location</b>	105 Dana Street Ballarat, 3350
<b>Employment type</b>	Maximum term – Full Time 30/06/2021
<b>Reports to</b>	Coordinator S2H Program

## 1. 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 celebrate our diversity and welcome all people regardless of ethnicity, faith, age, disability, culture, language, gender identity or sexual orientation. We acknowledge Aboriginal and Torres Strait Islanders as Australia's First Peoples and as the traditional owners and custodians of the land on which we work. We welcome lesbian, gay, bisexual, trans, gender diverse, 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

## 2. Position purpose

As part of the Supportive Housing team, the focus of this role is to provide timely access to comprehensive mental health assessment, early intervention and evidence-based treatment for clients, who may be rough sleeping, chronically homeless or may have been housed through the Housing First strategy within the Central Highlands region.

The clinician will provide expert based psycho-social clinical assessment that are evidence based and or best practise and that enhance the person's recovery from a chronic mental disorder.

The mental health clinician will have well established connections to clinical services either in the Community setting or through Mental Health services, ensuring timely response to clients who are assessed as requiring mental health treatment.

## 3. Scope

Approved by: (position [see delegations of authority policy])	Page 1 of 6	Division: People and Culture
Date Approved: <Date>	Printed copies of this document are not controlled.	Next Review Date: <Date>

# Position description

## Mental Health Clinician S2H

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**Budget: Nil**

**People:**

- Nil
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### 4. Relationships

**Internal:**

- Street 2 Home Team, IAP workers, Housing Ready worker, other relevant internal staff, including Mental Health clinic.

**External**

- DHHS
  - Department of Justice
  - Other AOD and Clinical Services Organisations within Grampians region
  - ACSO
  - Mental Health Service Organisations
  - GPs & Allied Health Services
  - Primary Health Network (PHN)
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### 5. Key responsibility areas

**Service delivery**

- Expertise in routine provision of evidence based and/or best practice clinical assessments and treatment in accordance with Uniting's and MHS discipline specific professional standards, working under the National Mental Health Commission "Equally Well framework".
- To actively and effectively work within the Mental Health service sector to enhance greater workforce capacity in responding to and working with complex needs.
- To 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 including targeted evidence-based treatment strategies consistent with Uniting's procedures and discipline specific standards.
- Demonstrate complex evaluative skills and practises regarding the effects of implemented treatments for clients in accordance with Uniting's policies and standards
- Proactive participation in the clinical activities of a multidisciplinary supportive housing team in accordance with Uniting's polices and standards
- Demonstrate expert knowledge and skills in daily clinical practice in the delivery of clinical treatments
- Demonstrate expert knowledge and skills in engaging clients 'at risk' of developing or experiencing mental illness in screening, assessment, early intervention and/or treatment. May include therapeutic interventions such as:
  - Motivational Interviewing
  - Cognitive Behavioural Therapy

Approved by: (position [see delegations of authority policy])	Page 2 of 6	Division: People and Culture
Date Approved: <Date>	Printed copies of this document are not controlled.	Next Review Date: <Date>

# Position description

## Mental Health Clinician S2H



- Health Coaching
- Mindfulness
- Recovery Orientated Practice
- Strengths based Therapy
- Proactive engagement in the pursuit and application of clinical supervision, both discipline-specific and generic.
- Maintain effective communication systems with the S2H Coordinator to ensure the optimal provision of services within the team
- Work collaboratively with a client’s GP and other professionals involved in the clients care. Engaging in case conferences where applicable.
- Regularly review client’s mental state, ongoing needs, compliance with medications, and conducting regular risk assessments with the clients.
- Provide assertive outreach where required
- Deliver a high quality service within program budgeting.
- Operate program service within Uniting financial procedures and policies

### **Administration and finance**

- Deliver a high quality service within program budgeting.
- Operate program service within Uniting financial procedures and policies

### **Quality and risk**

- Support the provision of a high-quality service through adherence to Uniting Quality and Risk management policies and procedures.
- Attend Intake and Risk Assessment weekly meetings.
- Assess, record and report identified risks to client and staff in line with Uniting and relevant agency policies.

### **People and teams**

- Establish, lead, coach and inspire an engaged and productive team
- Lead the team in leading practices and effective process governance
- Provide support, guidance, coaching, leadership and empowerment to the team including feedback through performance reviews and regular supervision.
- Undertake regular supervision and performance review with line manager, providing feedback to promote collaborative working relationships
- Promote and maintain a positive, respectful and enthusiastic work environment
- Provide authentic team leadership and the highest level of professional conduct in alignment with Uniting’s values.

### **Legal requirements & risk management**

- Ensure all legal, funder and statutory requirements pertaining to the position are met including serious incidents, reportable conduct and mandatory reporting (child safety)
- Foster a culture where risks are identified and appropriately managed
- Report areas of serious risk to next level supervisor and work together to mitigate those risks.

Approved by: (position [see delegations of authority policy])	Page 3 of 6	Division: People and Culture
Date Approved: <Date>	Printed copies of this document are not controlled.	Next Review Date: <Date>

# Position description

## Mental Health Clinician S2H



### Personal accountability

- Compliance with Uniting’s values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting’s values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health and safety) and mandatory training specific to position.

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### 6. Performance indicators

- Participate in Performance Management Systems, Individual Performance Plans and Supervision (Provided by the Program Coordinator or other clinical supervisor)

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### 7. Person specification

#### Qualifications

- Relevant professional qualification and credentialing in a health-related discipline (psychology, nursing, social work or occupational therapy)

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

#### 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.

Approved by: (position [see delegations of authority policy])	Page 4 of 6	Division: People and Culture
Date Approved: <Date>	Printed copies of this document are not controlled.	Next Review Date: <Date>

## Position description

### Mental Health Clinician S2H



#### 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.

#### 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.

#### 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).

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#### Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values
- 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.
- 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.
- Proven reporting, time management and administrative skills.
- Demonstrate a commitment and willingness to participate in ongoing supervision appropriate to the position.
- Current Victorian driver's license and Current First Aid certificate
- Demonstrated understanding of community based interventions for reducing alcohol and drug related harm. (desirable)

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## 8. 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 Working With

Approved by: (position [see delegations of authority policy])	Page 5 of 6	Division: People and Culture
Date Approved: <Date>	Printed copies of this document are not controlled.	Next Review Date: <Date>

# Position description

## Mental Health Clinician S2H



Children Check (in Victoria) and/or Working With Vulnerable People Check (in Tasmania) **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.**

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### 9. Acknowledgement

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

	<b>Employee</b>	<b>Manager</b>
Name:	<input type="text"/>	<input type="text"/>
Signature:	<input type="text"/>	<input type="text"/>
Date:	<input type="text"/>	<input type="text"/>