

Position Description

Title	Clinical Mental Health Clinician (Residential Aged Care Mental Health)
Business Unit	Mental Health
Location	Multiple locations across Ballarat Goldfields
Employment type	Full-time, Maximum Term until June 30, 2022
Reports to	Senior Manager Wellbeing Services

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

The Mental Health Clinician will provide short term psychological interventions for people living within Residential Aged Care facilities in the Ballarat Goldfields and Great South Coast regions, who have been diagnosed with a mental illness or are at risk of developing a mental illness.

The Mental Health Clinician will provide expert psycho-social clinical assessment to clients, develop and provide individually tailored treatment plans that are based on assessment and risk factors, that are evidence based/best practice to enhance the person's recovery and improve their quality of life.

2. Scope

Budget:

nil

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People:

nil

3. Relationships

Internal

- Manager Disability & Mental Health
- Senior Manager – Wellbeing Services
- Senior Clinical Psychologist
- Clinical Coordinator
- Intensive Case Management Clinicians
- Nurse Practitioner
- Clinical Clinicians
- Program Leader Mental Health
- Mental Health Recovery Workers
- Students on Placement
- All Staff

External

- Primary Health Network (PHN)
 - Residential Aged Care Facilities in Great South Coast/Ballarat Goldfields region
 - GPs and Allied Health Services Mental Health Service organisations
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4. Key responsibility areas

Service delivery

- Work collaboratively with participating Residential Aged Care Facilities (RACF) to inform about the program, provide information and training to RACF's and to assist with commencement of the program.
- Provide in-reach services, generally on location at the participating RACF.
- Undertake comprehensive psychiatric assessments, identifying and prioritising patient and family needs, demonstrating expert clinical judgement.
- Routinely conduct evidence based and/or best practice clinical assessments.
- Provide evidence based, time-limited psychological therapies which are responsive to the needs of older people.
- Provide treatment and/or therapies within a stepped care framework with a particular focus on meeting the needs of older people with mild to moderate mental illness.
- Routinely develop, implement, and review clinical treatment plans of client that target identified biological, psychological and social need of clients and their families and include targeted evidence-based treatment strategies.
- 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

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- 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 Psychological Therapy Services RACF 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.

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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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 Australian Health Practitioner Regulation Agency (AHPRA);
 - Social Workers are required to be certified members of Australian Association of Social Workers (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 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, and in particular those therapies more suitable for Older people, or the ability to adjust therapies to make them more suitable for the person's needs.
- 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 Older 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

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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).

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:		