

Position Description

Title	Clinician, Services and Treatment for Enduring and Persistent Mental Illness (STEPMI) program
Business Unit	Wellbeing Services
Location	42A Dyte Parade, Ballarat, Victoria, 3350
Employment type	Maximum Term – 0.8 FTE (4 days per week) ending 31 st March 2023
Reports to	Team Leader AOD and Mental Health Ballarat

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 clinician will provide expert based psycho-social clinical assessment, case management, 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.

2. Scope

Budget:

Nil

People:

Nil

Position Description Clinician

3. Relationships

Internal

- AOD Clinicians
- Intake and Assessment team
- Mental Health Clinicians
- Program leaders
- Students on placement
- Other Uniting staff and volunteers

External

- Area mental health service teams and other community services
 - Consortium partners
 - General practitioners
 - Allied health professionals
 - 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.
- Engaging with clients in a range of therapeutic interventions such as:
 - Motivational Interviewing
 - Cognitive Behavioural Therapy
 - Dialectical Behavioural Therapy
 - Health Coaching
 - Mindfulness
 - Recovery orientated practices
 - 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

Administration

- Collect, collate, and maintain client notes on Client Management System ensuring that all client notes are entered in a timely and accurate manner.
- All organisational accountability and reporting requirements are met in an accurate and timely manner. Complete regular reports as required.
- Complete all organisational accountability and reporting requirements in an accurate and timely manner.
- Reporting of the minimum data set (MDS) and other required key outcome measures on the PHN portal in accordance with the STEPPI operation guidelines
- Participate in research projects as required

Quality and risk

Position Description

Clinician

- Actively participate in regular supervision processes, including clinical supervision with clinical psychologist and regular supervision with line manager. Participate in staff meetings, program planning, professional development sessions and staff training as required.
- Participate in annual Individual Performance and Development Review.
- Contribute to an inclusive workplace environment and culture which supports diversity, develops teamwork and ensures the provision of quality services for clients. Participate in regularly evaluating the effectiveness of the service in consultation with clients.
- Contribute to Continuous Improvement activities, accreditation processes and quality improvement processes.

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.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.

5. Performance indicators

- Delivery of Supports - Collaborate as a member of the STEPMI Team in the delivery of evidence-based case management and support. A variety of psychosocial supports are provided to clients and/or carers, individually and in groups, to achieve the goals of the clients and the program.
- Services are delivered in compliance with relevant accreditation, Program Guidelines and Uniting standards and policies, and targets are met.
- Stakeholder Management -There is regular and effective communication with the Team Leader, mental health clinicians, peer workers and referral partners.
- Strong networks are established, maintained, and measured by stakeholder satisfaction and achievement of program targets.
- Service Provision- A client caseload is managed effectively, and clients and carers are provided with timely services in keeping with agreed assessments and Individual Recovery Plans, enabling step-up-or-down care appropriate to client needs.
- Collaboration with clinicians and peer workers is genuine and effective.
- Reporting - Sufficient metrics are captured and monitored in order to provide accurate and timely reports.

Position Description Clinician

6. Person specification

Qualifications

- Relevant professional qualifications for credentialed mental health clinicians (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 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.
- 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
- Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.

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.

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.

Position Description Clinician

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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7. 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 (and NDIS Worker Screening Check where relevant) 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.

8. Acknowledgement

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

Employee

Name:

Signature:

Date: