BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: MENTAL HEALTH CLINICIAN

Award:	Dependent upon qualifications
Classification:	Dependent on applicant qualifications and experience
Site:	The Mental Health team is primarily based at our Kangaroo Flat site, however may be required to work from any BCHS site or outreach location as negotiated.
Hours per fortnight:	Part Time or Full Time hours as negotiated
Tenure:	Fixed Term to 13 September 2021
Position description developed:	September 2020
Responsible to:	Team Manager – Counselling and Mental Health

We want (Vision)
Better health and wellbeing across generations.

We exist (Mission)
To work hand in hand with our community to achieve healthier lives.

We strive for (Values)

- **Integrity**
  We are authentic and accountable, and we honour our obligations.
- **Respect**
  We build respectful relationships through trust, empathy and collaboration.
- **Inclusive**
  We recognise and promote accessible, safe and holistic supports and services as a basic human right.
- **Innovation**
  Through continuous learning, we ensure an agile, responsive and sustainable service.
- **Togetherness**
  We create a sense of connectedness, pride and support through enjoying our work and being passionate about making a difference.

Our pillars	Consumer and Community	Influence	Visible	Sustainable
The change we want to see	People in our community, especially those most in need, have improved health and wellbeing	We use evidence, data and the voice of our community to shape our supports and services	Our service is identified as a quality provider and our people are recognised as leaders	Our sustainability is based on a healthy culture, improved systems, outcomes and growth

The Role of the Team

The Counselling team provides a range of services including Generalist Counselling, Culturally Sensitive Counselling, Primary Mental Health Clinical Care Coordination (PHMCCC,) Psychological Treatment Services (PTS), PTS child, Suicide Prevention and Employee Assistance Programs (EAP). These newly created positions sit with the HeadtoHelp mental health hub and work alongside existing provided services. The service delivery across all programs includes assessment, individual and group therapy, case reviews, clinical care meetings including clinical care co-ordination, client referral, educational programs, service liaison, client advocacy, and other tasks as identified to address client needs. A commitment to professional development and attendance to all provided supervision is required.

Position Role

The successful applicant will be required to:

1. To support vulnerable people, including frontline health workers, older Australians, Aboriginal and Torres Strait islander People and those who are socially isolated or financially impacted by the COVID-19 pandemic to access mental health services and supports.
2. Be part of a team establishing a mental health hub to provide on-site mental health support, including referrals to more intensive mental health care or social supports as needed.
3. Support General Practitioners and other primary health care providers by assisting in the referral, intake and assessment of consumers into the mental health hub or other services as required.
4. You will deliver evidence-based clinical primary mental health care services and care coordination in line with a best practice stepped care approach.
5. Provide high quality, evidence-based treatment, information and support to people who may be experiencing psychological distress or mental ill-health.
6. Boost the capacity of existing primary mental health services commissioned by Murray PHN with referral options across private, non-government and hospital-based services to best meet the needs of clients.
7. Support GPs, public and private hospitals and emergency departments by providing accessible mental health care.

Position Responsibilities

The responsibilities of the position are:

1. Provide intake, assessment and triage of people experiencing moderate mental health concerns and develop Individual Treatment Plans with clients as required. This includes identifying client needs across a range of domains and initiating and following up referrals to other service providers as needed.
2. Provision of Initial Assessment and Referral IAR (if not already undertaken) for walk in clients or direct referrals into the service.
3. Provide intervention/s for consumers with moderate health concerns, including the provision of a range of evidence-based approaches such as : brief interventions; single session therapy; and other strategies suitable for use with individuals experiencing psychological distress.
4. Undertake care co-ordination and collaborative care planning.
5. Undertake facilitated referrals, warm referrals or linkages to step up or down support. e.g. Acute-specialist service or self-help services
6. Conduct regular 3-month service review of clients or more frequently as clinically indicated.
7. In conjunction with the Manager and other colleagues; work effectively with a range of other health and welfare services to develop or strengthen referral pathways into the mental health services and improve care planning systems to support better outcomes for clients.

8. Participate in group and/or individual clinical supervision and commit to critical reflection and discussion of values and ethical conduct.
9. Participate in line management supervision and discussion of all clients including those that present a risk to self, counsellors and or organisation.
10. Accurately record and document client and administrative information and collect and collate data within given timeframes.
11. Contribute to service integration, team development and BCHS strategic directions.
12. Undertake responsibilities of the position adhering to professional standards, relevant legislation and Occupational Health and Safety Legislation and requirements.
13. Working within current equity and access legislation/standards inclusive of all abilities, cultures, genders, sexuality, age and faith.
14. Perform other duties as directed that are within the limits of the staff member's skill, competence and training and the scope of the staff member's award/agreement classification.

Key Selection Criteria

Essential

1. Tertiary qualification with current registration with the Australian Health Practitioner Regulation Agency (AHPRA) with Mental Health credentialing, or Australian Association of Social Workers (AASW) with Mental Health accreditation or willingness to work towards credentialing / accreditation.
2. Minimum two (2) years' experience working in the Mental health sector, with people experiencing psychological distress, or with people with complex needs including mental health issues.
3. Demonstrated skills and experience in conducting assessments with people experiencing psychological distress, and in the development of Treatment/Care Plans in collaboration with clients and families.
4. Demonstrated ability to engage and form therapeutic relationships with people from diverse ages and backgrounds in a variety of settings.
5. Ability to manage a complex case load and provide demand management function (with support) as required.
6. Personal commitment to promoting equality, diversity and human rights in all aspects of service delivery.
7. Demonstrated understanding of, and ability to maintain accurate and confidential records utilising electronic Client Management Systems as well as accurately recording targets and associated compliance documentation.
8. Excellent interpersonal skills and communication (verbal and written) skills.
9. Demonstrated ability to work as a member of a multidisciplinary team.
10. Knowledge and compliance with BCHS privacy and confidentiality procedures.
11. Work within the BCHS Code of Conduct Framework.
12. Current Driver's Licence.

Desirable

1. Demonstrated experience building relationships and partnerships with other services and programs to optimise client outcomes.
2. Intermediate to high level skills in Microsoft Office programs.

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Probationary Period

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

Staff Review & Development (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.

Position Performance*:*

Demonstrate achievement of negotiated performance indicators specific to your position.

- Provide counselling and group work with demonstrated positive outcomes for clients through comprehensive assessments, case planning and clinical reviews.
- Show evidence of an integrated service delivery approach for clients.
- Knowledge and compliance with BCHS privacy and confidentiality procedures.

Communication and Team Work:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values, and Strategic Directions.

Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth.

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.
- Demonstrate understanding and behaviour to reflect that BCHS aims to treat all people with respect, values diverse perspectives and participates in diversity training opportunities.

Administration and Documentation:

Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

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- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and team work plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

Diversity and Culture:
BCHS treats all people with respect; values diverse perspectives; participates in diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

Child Safety:
BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **ALL** children to reach their individual potential.

Other Essential Requirements

Staff will:

- Complete all required probity checks BEFORE employment is confirmed.
- Sign the pre-existing Injury/Disease Declaration.
- Present a copy of your original professional qualifications document or registration (if required).
- Receive and comply with the BCHS Code of Conduct.
- Comply with BCHS' policies and procedures.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification and management.

BCHS believes that *"Quality is everyone's business, safety is my responsibility"*
Co-operate with and contribute to BCHS Occupational Health & Safety procedures and participate in appropriate safety information and education activities as required.

Other Information

- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS has a commitment to environmental sustainability.

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