

Position description

Mental Health Clinician – Links to Wellbeing (Shared Care Program)

Section A: position details

Position title:	Mental Health Clinician - Links to Wellbeing- Shared Care Program
Employment Status:	Full Time
Classification and Salary:	Health Professionals and Support Services Award 2010. Remuneration will be negotiated dependant on skills, experience and qualifications
Location:	Links to Wellbeing – Morphett Vale
Hours:	Regular hours of work 9.00am to 5.00pm, Monday to Friday. Hours of work can be between 8.00am and 9.00pm. The roster will include a Saturday shift.
Contract details:	Maximum term contract until 30 June 2021

Consortium context

The Links to Wellbeing (LTWB) consortium is a group of mental health and community service providers, consisting of:

- Neami National
- Mind Australia
- Skylight
- Uniting Care Wesley Bowden (UCWB)

The organisations have built upon existing strong partnerships in the primary health and community service sectors.

The Adelaide Primary Health Network have commissioned the Links to Wellbeing consortium to provide Primary Mental Health Services that will provide clinical support and psychological services across the stepped care continuum.

Interventions range from low intensity, for those with mild presentations, psychological therapies for people with mild to moderate conditions through to clinical care coordination for people with chronic and complex mental health conditions. Suicide Prevention Services for people suitable for primary mental health care management are also available.

Position overview

- The Mental Health Shared Care Service (MHSCS) Project is part of the stepped care model of service delivery and sits at the higher end of the model within the chronic and complex mental health spectrum. The Project includes provision of psychological therapeutic services, clinical care planning and clinical care coordination for eligible individuals with chronic and complex mental health and associated co-morbid difficulties, predominately residing in the outer Southern area of metropolitan Adelaide.
- The Mental health shared program provides a recovery orientated shared care service for consumers with complex mental and physical health care needs between the ages of 18 of to 65 years.
- The mental health clinician will have demonstrated clinical experience in assessment and the provision of focused psychosocial strategies for people with severe and complex mental health care settings in southern metropolitan Adelaide.
- Links to Wellbeing is looking for accredited allied health professionals or Registered Mental Health Nurses with knowledge, skills and experience delivering evidence based effective clinical interventions to people with chronic and complex mental health disorders.

Period of employment

Maximum term contract until 30 June 2021; subject to a 6-month probationary period.

Accountability

The Mental Health Clinician is accountable to a line manager within the host agency and also has a reporting relationship to a Mental Health Clinical Lead employed by Neami National as the lead agency.

Conditions of employment

The terms and conditions of employment will be in accordance with the Nurses Award 2010 or Health Professionals and Support Services Award 2010.

A number of benefits are available to staff, including generous salary packaging with rewarding NFP fringe benefit tax exemptions.

- Criminal record checks are mandatory for all new appointments. Neami National will cover the cost of an Australian check. Where a new employee has lived outside of Australia for 12 months or more within the last 10 years, the cost of an International check will be borne by the applicant (~\$142.00).
- Working with Children check required before commencement of work (employee responsibility).
- You must maintain a right to work in Australia, in the position and location of employment during your employment with Neami. You must comply with all terms of any such grant of a right to work in Australia.

Qualifications

- Qualified in one of the following disciplines and membership to associated professional body; Psychology, Social Work, Occupational Therapy, or Mental Health Nursing
- Current and full registration and maintaining annual registration requirements with the appropriate registration authority (AASW, AHPRA) and continuing professional development (CPD)

Section : key responsibilities

Provide clinical mental health services

- Provide clinically appropriate, evidence based clinical interventions in accordance with the current Adelaide Primary Health Network (APHN) Shared Care guidelines
- Work collaboratively with clients and their families to identify their mental health needs
- Coordinate client therapeutic interventions clients presenting with severe and complex mental health illness by formulating client plans in collaboration with the client, family / carers, staff including making internal and external referrals.
- Ensure escalation pathways are in place to provide an appropriate level of support if an individual's mental health needs should change
- Stepped care approach to mental health care in primary care settings through GP and PMHC services
- Follow a model of care with an integrated treatment planning approach across MH and AOD services
- Maintains links, undertakes case conferences and coordinates services with GP's, psychiatrist and allied health workers
- Provide input and advice to LtW mental Health (PMHC) services as required
- Participates in the identification and development of a therapeutic group program as per operational guidelines
- Establish methods of data capture and develop marketing strategy, selection criteria and internal referral procedures
- Develop/source program content and materials, and implement group therapy sessions
- Evaluate group program and conduct data analysis and report

Other Clinical Responsibilities

- Participate in additional clinical responsibilities including, Clinical Supervision, Triage and Suicide Prevention Service, as determined by need and in consultation with the Senior Mental Health Clinician
- Be willing and able to provide cover for crisis and unsolicited calls or walk-ins as directed by the Clinical Lead or in their absence
- Provide leadership, secondary consultation, case review and support to other staff including clinicians, interns and youth workers as required
- Provide leadership in individual and group supervision, and attendance at team meetings and external meetings

Liaison and Networking

- Foster and maintain relationships with external stakeholders to ensure good communication flow and clear referral pathways
- Participate in community engagement activities as directed and promote the mental health and wellbeing of the community

Records Management

- Comply with electronic case file system and any other relevant organisational processes and procedures
- Document presentations and attendance at events

Continuous Improvement

- Participate in the Links to Wellbeing Consortium commitment to continuous quality improvement by attending team and clinical staff meeting
- Attend training and improve professional skills relative to individual need and attend organisational staff training and development as required

Clinical Support

- Attendance at Clinical Case Reviews
- Partake in individual clinical supervision
- Clinical supervision of a colleague as required and appropriate
- Provide appropriate internal training as relevant

Section D: key competencies

Creating diverse staff teams

The values, skills, attributes and commitment of our staff are key to our success and reputation as a national mental health service that provides high quality support services to people living with a mental illness.

We are strongly committed to further developing and diversifying our work force as part of our strategic directions.

We celebrate multidisciplinary teams and value the rich skills and experiences brought by applicants from a range of sectors and professional backgrounds.

Further depth is brought by those from diverse cultural backgrounds, Aboriginal staff, and those with lived experiences of mental illness and recovery, all of whom are strongly encouraged to apply for any roles that match their skills and interest.

The following competency criteria will inform our selection decision:

Skills and Abilities

- Demonstrated advanced level of clinical and problem-solving skills in the field of mental health in relation to adults in a variety of settings
- Demonstrated advanced skills in assessment, risk management and care planning of persons with complex mental health disorders

- Proven ability to administer and interpret appropriate psychometric tests and outcome measurements
- Proven ability to apply evidenced based psychological interventions including understanding of current theoretical concepts within mental health sciences and their application to mental health issues and problems
- Proven high level of communication skills including the ability to communicate effectively, both orally and in writing with clients, internal and external agencies and community members
- Ability to work as a member of a multidisciplinary team
- Ability to perform multiple tasks and meet deadlines
- Ability to work independently with minimal supervision
- A positive customer service attitude
- Able to apply organisational policies and procedures
- Ability to model appropriate, positive and professional behaviour when representing the organisation

Experience

- A minimum 2 years supervised experience in the area of mental health
- A minimum 2 years relevant professional development and or supervision
- Experience in delivery cognitive behaviour therapy and other evidence-based interventions

Knowledge

- Knowledge of Occupational Health, Safety and Welfare Act, policies and practices
- Knowledge of Equal Opportunities Legislation, policies and practices
- Knowledge of Professional Codes of Conduct and Ethics: aware of and practicing within relevant Federal and State Legislation and the relevant Professional Code of Practice, Conduct and Ethics