



Position Description

Mental Health Clinician

MH Social Worker,
MH Occupational Therapist,
General or Clinical Psychologist

Version: V2. 2020

Position description

Employee Name											
Position Title	Credentialed / Accredited Mental Health Clinician <input type="checkbox"/> MHSW <input type="checkbox"/> MHOT <input type="checkbox"/> Psychologist <input type="checkbox"/> Clin Psychologist										
Position FTE:											
Award (if applicable)	Health Professional Support Services Award 2010/other										
Rate:											
Portfolio Stream:	<input type="checkbox"/> Service Delivery – Direct.										
Program Streams	<table border="0"> <tr> <td><input type="checkbox"/> Low Intensity Stream</td> <td><input type="checkbox"/> Older persons</td> </tr> <tr> <td><input type="checkbox"/> Mild – Moderate stream</td> <td><input type="checkbox"/> NDIS</td> </tr> <tr> <td><input type="checkbox"/> Severe – Complex stream</td> <td><input type="checkbox"/> Bushfire support</td> </tr> <tr> <td><input type="checkbox"/> Postvention services stream</td> <td><input type="checkbox"/> Suicide Prevention Support</td> </tr> <tr> <td><input type="checkbox"/> Children’s Mental Health</td> <td><input type="checkbox"/> Medicare, TAC, Workcover Victims of Crime, Private Health.</td> </tr> </table>	<input type="checkbox"/> Low Intensity Stream	<input type="checkbox"/> Older persons	<input type="checkbox"/> Mild – Moderate stream	<input type="checkbox"/> NDIS	<input type="checkbox"/> Severe – Complex stream	<input type="checkbox"/> Bushfire support	<input type="checkbox"/> Postvention services stream	<input type="checkbox"/> Suicide Prevention Support	<input type="checkbox"/> Children’s Mental Health	<input type="checkbox"/> Medicare, TAC, Workcover Victims of Crime, Private Health.
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PHN Region	<input type="checkbox"/> Murray PHN Region <input type="checkbox"/> Telephone services to other funded regions as required										
Site Location/s	Alaya House Shepparton (3A Nixon Street, Shepparton)										
Employer	APMHA HealthCare Ltd										
Direct reporting relationships	Clinical: General Manager Population Health and Planning. Contract / HR: General Manager, Business Operations.										

APMHA HealthCare Ltd

APMHA HealthCare Ltd (APMHA) was established as a Not For Profit company in July 2019 and has evolved from the Victorian Primary Mental Health Alliance Pty Ltd. The change to a Not For Profit entity better reflected the values and benevolent focus of APMHAs mental health programs for under-served, priority populations.

APMHA provides intake, triage, allocations and clinical mental health services to a variety of funders through nominated program streams across Australia. Our focus primarily evolves around primary mental health care.

APMHA is governed by a Board of Management and our partners and clients include governments, community health services, PHNs, private mental health practitioners, community and private sector organisations and peak bodies.

APMHA has three critical Board Committees which provide and avenue for input and advice by the senior leadership team into strategy and business development. These committees include:

- Executive and Leadership Committee
- Clinical Governance Committee
- Finance, risk and audit Committee

The APMHA HealthCare Model:

APMHA offers employed, secondment and sub-contract arrangements for clinical and non-clinical workforce it engages to ensure a national footprint of highly qualified mental health professionals. APMHA HealthCare has developed a Service Delivery Framework to reflect a Stepped Mental Health Model of care which sets out the strategic direction of the Company, the funding it has been awarded and the partnerships it has forged.

APMHA has developed relationships with providers who focus on health promotion through to acute services, to ensure the mental health stepped care is realised and clients are linked and transitioned within a seamless system and minimisation of duplication of service delivery.

About stepped mental health care:

- A stepped care approach to mental health promotes person centred care which targets the needs of the individual. It recognises that the individual's needs may change at any time and allows for flexibility for people to move across service levels to support their recovery.
- In a stepped care approach, a person presenting for support, is matched to the intervention level that most suits their current need. An individual does not generally have to start at the lowest, least intensive level of intervention in order to progress to the next 'step'. Rather, they enter the system and have their service level aligned to their needs.
- Clients receive care commensurate to need, this being determined by the health professional in consultation with the client and the client's GP.

The key features of the APMHA service delivery framework are:

- Timely response to referrals and allocation to an appropriately skilled and located provider
- Provision of evidence based therapeutic interventions for severity / acuity step type and presentation
- Allocation of service sessions commensurate to need (acuity / complexity - risk stratification)
- Collaboration and partnership with general practice

- Integrated care approach focusing on the clients trajectory for recovery
- Transition of clients up / down stepped mental continuum seamlessly and supported

IN OUR WORK WE VALUE:

- Lived Experience
- Collaborative Leadership
- Community
- Integrity
- Respect
- Innovation through passion

VISION

An accessible primary mental health service working in collaboration to support people with a mental illness to reclaim wellbeing and live a contributing life.

We will achieve our Vision through a commitment to embrace and live our Values.



People with lived experience
People with lived experience are the heart and soul of our Company. They are the reason we are here and we are honored to walk alongside them.

Collaborative Leadership
We believe in the power of working together in a collaborative way. Every function and every role is as important as each other.

Community
We are proud to work closely and be part of all communities we work and live in. We embrace and welcome all cultures, diversity and individuality.

Integrity
We do what is right. We are honest and ethical, worthy of trust of others. It is the price of entry to our Company and will guide our decision making.

Innovation through passion
Passion and creative thinking inspires innovation in our service delivery. We seek and value team input into service improvement which provides meaningful benefits to our clients

Respect
Respect guides the way we operate at all levels, with clients, partners, funders, stakeholders, the community and our staff.

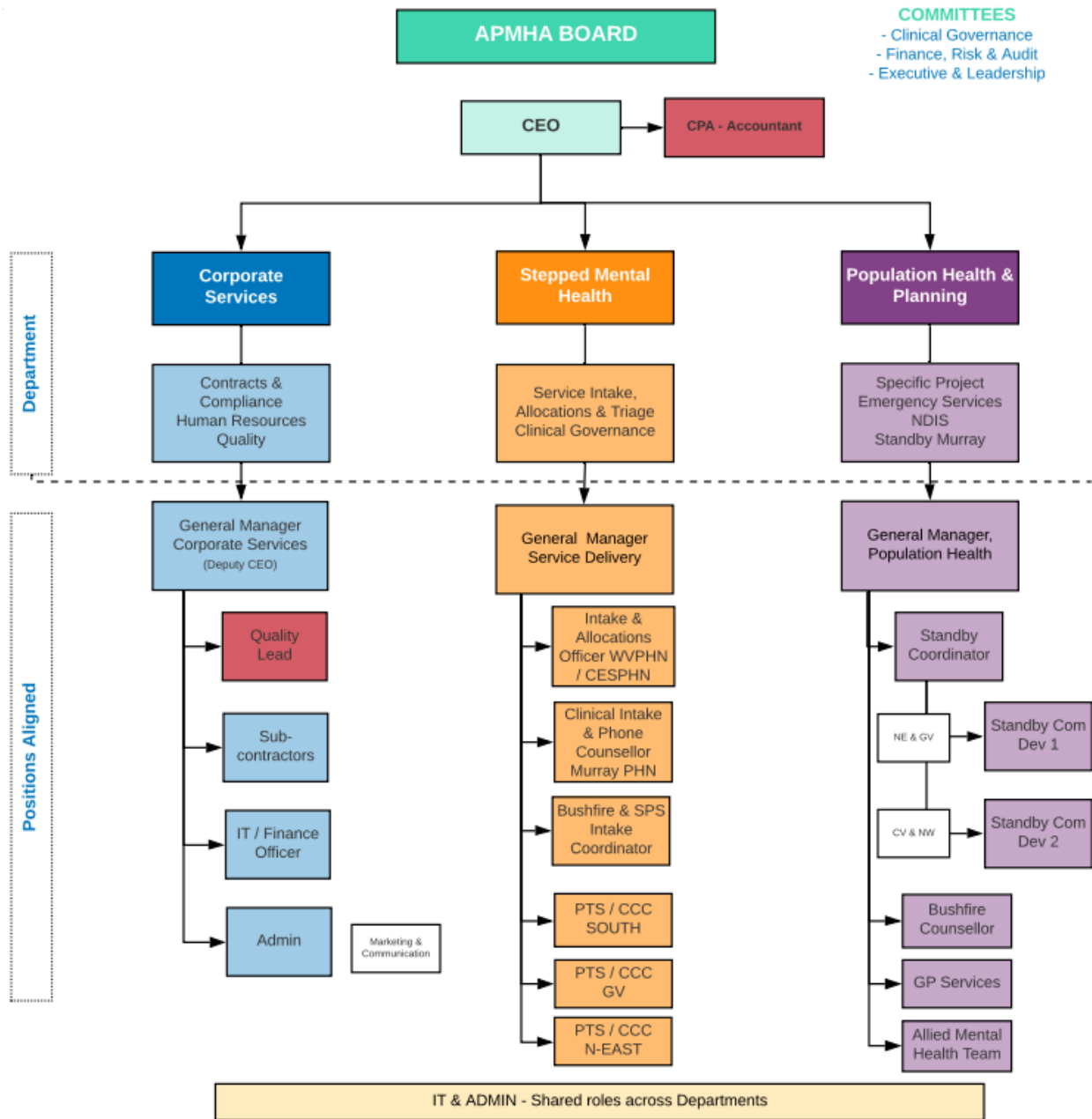
At APMHA we don't just value diversity we celebrate it. We are committed to providing an inclusive working environment that embraces all individuals.

Our Vision is to be the leading primary mental health service across Australia. We will achieve this through a commitment to embrace and live our Values

MISSION

To lead primary mental health care through the delivery of accessible, high quality services in partnership with the client, supporting their mental health, wellbeing and facilitated recovery

Company Organisational Structure



Company website: www.apmha.com.au

Position purpose and context

<p>Position purpose</p>	<p>This position is engaged under the programs outlined on page 2 of this position description and will work closely with APMHA clinical intake and triage team and referrers to provide support and interventions to people within the target group(s).</p> <p>The credentialed or accredited mental health clinician will perform duties as outlined in the relevant Program Guidelines or NDIS support plan for people experiencing mental illness.</p> <p>Interventions will be provided in a timely manner, evidence based and delivered within a range of settings which may include: site office locations, visiting locations (RACF or GP surgery) or in a client’s home (when and if appropriate)</p>
<p>Key outcomes</p>	<p>The key outcomes our Mental Health Clinicians (MHC) are expected to implement under contracted programs are:</p> <ul style="list-style-type: none"> • For people with mild to moderate mental illness (non NDIS): Provision of individual psychological services to the identified target groups. • For people with severe and persistent mental illness (non NDIS): Provision of specialist clinical services and clinical coordination for clients with severe mental disorders. • For people with high need, non-acute suicide prevention response: rapid response to people identified at being at mild-moderate risk of suicide. • For people with an NDIS Support & Recovery Plan: Specialist Support Coordination and Counselling services. • Private billing clients: Specialist clinical interventions and counselling services for people referred under MBS, TAC, Workcover, Private Health Insurance and Victims of Crime.
<p>Working relationships</p>	<p>Internal contacts</p> <p>This position works closely and collaboratively with APMHA:</p> <ul style="list-style-type: none"> • APMHA General Managers and Leadership Team • APMHA Intake and Allocations Team • APMHA Finance and IT Team <p>External contacts</p> <p>It is expected that this position will have direct contact with:</p> <ul style="list-style-type: none"> • General Practitioners • State funded services (Mental Health, DHHS, Family First, Housing etc) • Federal funded services (MBS / NDIS/ LACs / TAC) • Community health services (General counselling, AOD) • Consumers and carers • Others as required

Key responsibilities

<p>Clinical Service Provision</p>	<p>For people with mild – moderate mental illness</p> <ul style="list-style-type: none"> • Provision of individual psychological interventions and services to identified target cohorts • Provision of group-based psychological services (where approved) • Provision of support and advice regarding assessment, diagnosis and management of clients to all GPs and other relevant practitioners within the PHN region (via email, fax and/or telephone) • Provision of support for carers, especially where services are provided to children and young people • Facilitation of referrals to other services/providers where indicated • Provision of timely progress reports to the client’s nominated GP. <p>For people with severe and persistent mental illness</p> <ul style="list-style-type: none"> • providing senior specialist clinical services for clients with severe mental disorders • establishing a therapeutic relationship with the client • regularly reviewing the client’s mental state, risk assessment and ongoing care needs • monitoring and ensuring compliance by clients with their medication; clinical services for clients with severe mental disorders • participating in case conferencing with GPs, psychiatrists and other health providers • provide therapeutic interventions such as outlined in relevant program guidelines. <p>For people with high need, non-acute suicide prevention response:</p> <ul style="list-style-type: none"> • Provision of rapid-response services to those individuals referred and identified as being at risk of suicide
<p>Clinical Service Provision (NDIS)</p>	<p>Counselling:</p> <ul style="list-style-type: none"> • Provision of support to a participant, to facilitate self-knowledge, emotional acceptance and growth, and the optimal development of personal resources, to help the participant work towards their personal goals and gain greater insight into their lives. • Recovery coaching <p>Therapy or Training – Psychology</p> <ul style="list-style-type: none"> • Therapy, or Training (including in assistive technology) supports. • The support must be delivered by a Psychologist. <p>Assessment and Recovery – MH OT:</p> <ul style="list-style-type: none"> • Provision to a participant of Assessment, Recommendation, Therapy. • Functional assessment and impact assessments

<p>Clinical and data records management</p>	<ul style="list-style-type: none"> • Ensure minimum data collection, outcome scores and client progress reports are completed in a timely manner • Ensure client progress notes and care plans are updated and uploaded in APMHA clinical CRM – Fixus in a timely manner.
<p>General</p>	<ul style="list-style-type: none"> • Assist with compliance as directed with contractual obligations and deliverables as contained in the various approved funding contracts • Contribute towards APMHA HealthCare Ltd’s overall strategic direction including the implementation of the organisations values and mission statement • Respect the confidentiality of clients and general practice in line with the organisation’s policies, procedures and the Privacy Act • Comply with the organisation’s policies and procedures. • Participate in the organisation’s Accreditation requirements.

Key qualifications and experience

<p>Required qualifications</p>	<p>Essential:</p> <ul style="list-style-type: none"> • Current relevant registration as a Psychologist, Occupational Therapist or Social Worker with the Australian Health Practitioner Regulation Agency (AHPRA) or the Australian Association of Social Workers (AASW). • Experience working in mental health, including delivering psychological interventions. • Demonstrated ability to work independently and as part of a broader team. • Proficiency in completing MSE, clinical risk assessments • High level of competency in working with consumers with a range of mental health issues and varying complexities. • Highly developed interpersonal skills and the ability to relate to clients from a diverse range of backgrounds. • Demonstrated ability to be flexible, respond to changing work priorities and self-manage personal professional development and workloads. • Demonstrated ability to collaborate with and advise, support and direct other health professionals in providing services to mental health clients. • Demonstrate highly developed literacy in computers and medical software and proven extensive experience establishing and maintaining appropriate and accurate case management records.
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	<p>Desirable:</p> <ul style="list-style-type: none"> • Understanding of mental health within a primary care, NDIS and/or community health care setting.
Pre-requisites	<ul style="list-style-type: none"> • Certification of qualifications • AHPRA registration (or AASW registration) • Registration with professional body. • Evidence of Right to Work in Australia • Current relevant State or Territory drivers licence and access to a comprehensively insured motor vehicle • Hold a current Victorian Working with Children Check. • Hold a current National Police Check (within 3 years)
Special conditions	<ul style="list-style-type: none"> • Mandatory APMHA induction and NDIS training (including NDIS Worker Orientation Module training). • Some out of hours work on weekends or evenings may be required, for example, attendance at agreed forums or meetings, for which time off in lieu may be taken.
Workplace health and safety	<ul style="list-style-type: none"> • Adhere to organisation policies and procedures relating to Workplace Health and Safety and, at all times, take responsibility for own and colleagues wellbeing.

Scope of Authority

Direct employees to start or cease work	Not authorised
Recruit/terminate employees	Not authorised
Appoint contracts	Not authorised
Approve expenditure	Not authorised
Media contact	Not authorised
Other	Not authorised

Authorisation and management.

Line manager:	General Manager, Population Health and Planning	Date:	
Review date:	Annual review	Date:	
Signed:		Date:	
Document approver:	APMHA CEO		
Signed:		Date:	

Acceptance/ agreement

I declare that I have read, understand, and will abide by the above position description.

Name: _____

Signature _____

Date: _____