



## POSITION DESCRIPTION

<b>POSITION TITLE:</b>	Accessible Psychological Interventions (API) Counsellor
<b>PROGRAM:</b>	Therapeutic Services & Capacity Building
<b>STATUS:</b>	0.6 EFT, fixed term until 30 June 2021
<b>REPORTING TO:</b>	Team Leader – Counselling
<b>LOCATION:</b>	Victoria Pride Centre, St Kilda
<b>CLASSIFICATION:</b>	VAC-GMHC Employment Agreement April 2014, Social Worker Class 2, SACS Level 5

### 1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTI organisation, governed by our members, and working for our sex, sexuality and gender diverse communities.

For 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community's response to HIV and AIDS. Our work has now moved beyond Victoria, and Thorne Harbour Health is responding to a broad range of issues. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTI communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

#### **Our Vision**

We envision a healthy future for our sex, sexuality and gender diverse communities, a future without HIV, where all people live with dignity and wellbeing.

#### **Our Mission**

We devise and deliver effective community-driven health and wellbeing programs. We advocate to reduce stigma and discrimination.

For more information on our organisation, please visit our website [www.thorneharbour.org](http://www.thorneharbour.org)

## **2. PROGRAM CONTEXT, ROLE & FOCUS**

The Counselling program, Alcohol and Other Drugs programs, Family Violence services and Capacity Building make up the Therapeutic Services and Capacity Building team at Thorne Harbour Health.

Our Counselling Service provides therapeutic counselling to individuals and couples, as well as group programs. These specialist services target the LGBTI community and people at risk of, living with or otherwise affected by HIV or Hepatitis C. The counselling team includes therapists (both paid staff and volunteers) with Counselling, Psychology and Social Work qualifications with training in different therapeutic modalities.

Our Family Violence service works with both LGBTI community members who are victim/survivors of violence in their relationships and those who use violence in their relationships. Interventions provided include counselling, case management, therapeutic group work and both victim/survivor and perpetrator brokerage.

Our Alcohol and Other Drugs team works from a harm reduction framework and provides individual AOD counselling, peer support and education, casework and group programs to assist people to cease their substance use or reduce the harms associated with their substance use. These specialist services target the LGBTI community and people at risk of, living with or otherwise affected by HIV or Hepatitis C.

All clinical staff in Therapeutic Services have appropriate qualifications in human services work. All staff are expected to participate in regular clinical supervision. Additional group supervision is provided to clinicians who provide services to people who use violence in their relationships.

Thorne Harbour Health's Capacity Building program develops and delivers education and training initiatives that aim to improve sector capacity to work more knowledgeably and affirmatively with LGBTI community members. The training and capacity building we offer ranges from; alcohol and other drug services, relationship and family violence, trans and gender diverse health and mental health, HIV prevention and disability inclusion.

### **ACCESSIBLE PSYCHOLOGICAL INTERVENTIONS AND FOCUSED PSYCHOLOGICAL STRATEGIES**

The Accessible Psychological Interventions (API) and Focused Psychological Strategies (FPS) programs are Australian Government programs which provide effective, low cost or free treatment for people with a focus on high prevalence, lower morbidity disorders (such as anxiety and depression) who may not otherwise be able to access clinical services.

Thorne Harbour Health delivers these programs in partnership with Primary Health Networks and partner agencies. These programs seek to improve access to quality primary mental health services within PHN catchment areas and ensure clients receive the most appropriate focused psychological strategies to meet their needs, by supporting referrals from General Practitioners (GPs) to contracted mental health providers for individuals who might otherwise be disadvantaged in accessing these services. These programs are administered by the Primary Health Network Program on behalf of the Australian Government's Department of Health.

### **3. POSITION ROLE AND RESPONSIBILITIES**

The API Counsellor is responsible for the delivery of counselling sessions to LGBTI clients and people living with, or affected by, HIV under the API and FPS programs and similar programs.

The role operates out of the South East Melbourne Primary Health Network and North West Melbourne Primary Mental Health Network catchments, but is based at the Victorian Pride Centre in St Kilda.

The API Counsellor's role also includes ongoing liaison with other Thorne Harbour Health services and multi-disciplinary partners in order to facilitate client access to needed services and support the realisation of positive health and well-being outcomes.

Key roles and responsibilities of the API Counsellor are as follows:

#### **Intake and assessment**

- Provide comprehensive and professional intake, assessment and referral services
- Participate actively in client allocation and review processes

#### **Therapeutic counselling**

- Deliver high quality, evidence-based, short-term therapeutic counselling relating to the health and well-being of individuals, couples, families and groups who are either living with or affected by HIV or Hepatitis C, and to other LGBTI clients on a wide range of issues
- In collaboration with the client(s) and their significant others:
  - Determine details of the type and duration of counselling interventions required to address the therapeutic needs of the client, building on the plan provided at intake and assessment
  - Deliver evidence-based psychosocial interventions including but not limited to brief interventions, cognitive behavioural therapies, community reinforcement therapy, contingency management, motivational enhancement therapy, social behavioural therapy and group work
  - Undertake exit planning and reporting back to referring GP and PHN programs or referring partners
- Maintain the required clinical caseload
- Participate in clinical supervision as required by Thorne Harbour Health.
- Assess and manage client related risk in line with Thorne Harbour Health policies and procedures and partner and funder policies and procedures where applicable.
- Maintain accurate records of client case notes and contacts and ensure data entry is up to date, accurate and complete on the Thorne Harbour Health and PHN or referring partner systems
- Achieve performance targets as set and work within Program guidelines
- Adhere to all Thorne Harbour Health policies and procedures, including professional codes of practice and conditions of practitioner contract.
- Maintain professional indemnity and professional indemnity insurance for not less than \$10 million for any single claim; and public risk insurance for not less than \$10 million for any single claim

## **4. KEY SELECTION CRITERIA**

### **Qualifications**

1. Current and full registration with the appropriate professional body in one of the following disciplines with 2 years post qualification experience:
  - Psychology
  - Social work (Accredited Mental Health Social Worker)
  - Occupational Therapy (with relevant training and experience in mental health)
  - Mental Health Nursing
2. Current registration with Medicare Australia or eligibility to register

### **Skills and experience**

1. Demonstrated knowledge, skills and experience in the area of applied psychology and contemporary methods, including an understanding of psychological assessment, counselling theory and evidence based interventions such as CBT
2. Sound knowledge of mental health assessment, risk assessment and safety planning
3. An interest and capacity to work with people from LGBTI communities in an affirming manner
4. Ability to work in a client centred manner; able to convey warmth, openness, empathy and concern for the wellbeing of clients and their families
5. Highly developed oral and written communication, organisational and administrative/clinical reporting skills
6. Capacity and willingness to contribute to a supportive and productive team environment
7. Experience working in effective collegiate relationships with external providers i.e. creating referral pathways for clients.
8. Well developed computer skills and knowledge of Microsoft Office and Outlook

### **Desirable**

- Experience working with couples and families
- Knowledge of the experiences of being a lesbian, gay, bisexual, trans-identified, gender diverse or intersex person
- Experience and confidence delivering group programs

## 5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the VAC/GMHC Employment Agreement 2014. The classification for the position is Social Worker Class 2, SACS Level 5, pay point commensurate with experience.
- Salary packaging is available at Thorne Harbour Health; it is a legitimate method of restructuring existing salary into a combination of salary and expense payment benefits to provide a higher net remuneration for the employee.
- Employer's contribution to superannuation (9.5%) will also be paid.
- Conditions of employment are as stated in the VAC/GMHC Employment Agreement 2014.
- The position is for 22.8 hours per week.
- Evidence of a valid Working With Children Check.
- Completion by Thorne Harbour Health of a satisfactory police check.
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Applicants must either be Australian citizens, or have permanent resident status.

## 6. PROFESSIONAL SUPERVISION

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision.

## 7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

## 8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent to [recruitment@thorneharbour.org](mailto:recruitment@thorneharbour.org)

For further enquiries please contact: Venetia Brissenden, Manager Therapeutic Services and Capacity Building on 9865 6700 or at [venetia.brissenden@thorneharbour.org](mailto:venetia.brissenden@thorneharbour.org)

Applications close Friday, 9 October, 2020.

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.