



POSITION DESCRIPTION

POSITION TITLE:	Mental Health Clinician
PROGRAM:	Specialist Mental Health Services
STATUS:	Part-time Employee 0.8 EFT, Fixed term until 30 June 2025 with possibility of extension
REPORTING TO:	Clinical Lead, Specialist Mental Health Services
LOCATION:	1/122 Carrington St, Adelaide 5000; 57 Hyde St, Adelaide 5000, and possible outreach at other collaborating centres
CLASSIFICATION:	VAC/GMHC Employment Agreement April 2014, SCHCADS/SACS Level 5

Thorne Harbour Health pays above award rates.

1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health (THH) is a community-controlled health organisation governed by our members and accountable to the *communities we serve*.

THH began as the Victorian AIDS Action Committee in July 1983 and for 40 years, the organisation has led the Victorian community's response to HIV and AIDS. Thorne Harbour Health is now responding to a broader range of issues and began operations in South Australia in 2015. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTIQ+ 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

A world where our communities are healthy and live safely, with dignity and wellbeing.

Our Mission

To deliver community-led and culturally appropriate health and wellbeing programs informed by and responsive to our communities, always advocating to reduce stigma and discrimination.

The Communities We Serve

When we talk about 'the communities we serve', language matters. We use words in ways that acknowledge and demonstrate respect for the way we describe our bodies, genders, and relationships. The terminology our communities use is complex and evolving, and identities can shift and change over the course of a person's life. We now use the LGBTIQ+ acronym as a collective term, but not all see it as inclusive enough. At Thorne Harbour Health, the communities we serve are made up of unique people with diverse backgrounds and experiences who identify as lesbian, gay, bisexual, people with innate variations of sex characteristics, trans and gender diverse, non-binary, intersex, queer, other sexualities, gender bodily diverse people, and all people living with HIV. HIV continues to be important to us because it's where we began and will always be part of our communities' experience. While we remain committed to using and advocating for inclusive language and will endeavour to always describe people in the way they describe themselves, for the purpose of communication and accessibility of this strategic plan, we will use the term 'our communities' when referring to the diverse communities we serve.

This strategy is informed by our communities. We acknowledge the people we have lost to HIV, transphobia, homophobia, stigma, and discrimination. We acknowledge the learnings and guidance from our communities' elders and honour their legacy.

For more information on our organisation, please visit our website www.thorneharbour.org

2. PROGRAM CONTEXT, ROLE & FOCUS

Thorne Harbour Health (THH) is an LGBTIQ+ community-controlled organisation, governed by our members, and working for the communities we serve. Combining passion, commitment, and activism, THH aims to improve the health, social and emotional well-being of LGBTIQ+ communities and those living with or affected by HIV.

In Victoria, THH has been providing therapeutic and support services to the LGBTIQ+ communities and people living with HIV and/or hepatitis C for over 30 years. Services provided include the counselling program, alcohol and other drugs (AOD) programs, family and sexual violence services and capacity building (education and training).

THH established its Therapeutic Services in South Australia in 2021, and now offers an AOD and Specialist Mental Health Service for LGBTIQ+ communities, families, and individuals. The Specialist Mental Service and AOD Service are co-located and are overseen by the Manager, Therapeutic Services SA.

Our Specialist Mental Health Service provides cost free mental health services in the Adelaide metropolitan region to LGBTIQ+ individuals aged 16 years and older. We provide peer support, brief intervention (including single sessions), clinical care coordination, counselling, and structured psychological therapies. The service is aimed at meeting the needs of people who experience barriers to accessing mainstream mental health services or have needs not met by mainstream service such as managing the impact of minority stress and homo/bi/trans phobia and/or gender affirmation. Clients may self-refer or be referred via their GP or other health provider. A current Mental Health Treatment Plan is required for clinical care coordination and structured psychological therapies. Staff providing these services include peer navigators and case workers, mental health counsellors and a clinical lead. LGBTIQ+ cultural competency and a trauma-informed lens informs how all clinicians conduct intake, risk assessment, service planning and the delivery of psychological interventions.

We are currently recruiting for a skilled and appropriately qualified Mental Health Clinician to join our therapeutic services team in South Australia. All clinical staff in Therapeutic Services have appropriate qualifications for their roles. All staff are expected to participate in regular operational and clinical supervision (provided separately), provide operational and/or clinical supervision as appropriate to other staff and volunteers, and support the learning needs of students on placement.

3. POSITION ROLE AND RESPONSIBILITIES

The Mental Health Clinician supports the mental health and wellbeing of clients through the provision of high quality, sexuality and gender affirming therapeutic counselling interventions to clients as part of a Mental Health Treatment Plan, primarily working with clients with mental health presentations of mild to moderate intensity. The Mental Health Clinician holds appropriate qualifications in mental health for their discipline and is experienced and skilled in mental health assessment, treatment planning, clinical care coordination, single session interventions, and the use of Medicare approved evidence-based trauma informed structured individual or group psychological therapies. They have experience working collaboratively with multidisciplinary team members, internal peer navigators and case workers, counsellors, clinicians from both the mental health and AOD team, and external medical professionals and services providers including general practitioners and psychiatrists.

All clients accessing mental health services commence with undertaking an initial session based on Single Session Thinking/Interventions and incorporating an assessment using the Initial Assessment and Referral Decision Support Tool (IAR-DST). This may or may not lead to further sessions and treatment.

Key roles and responsibilities of the Mental Health Clinician are as follows:

Therapeutic counselling and structured psychological therapies:

- Undertake comprehensive mental health assessments, utilising a range of mandated tools (such as the IAR-DST, K10+, K5 and others).
- Deliver person-centred, affirming and culturally sensitive clinical interventions using a range of evidence-based therapies, strategies and approaches appropriate for a trauma-informed framework that is focused on underserved and at-risk LGBTIQ+ people and their families.
- Work with clients to explore gender expression and identify and support engagement with gender affirmation services (such as Gender Practice and endocrinology).
- In collaboration with client(s) and their significant others:
 - Determine details of the type and duration of counselling and/or case work interventions required to address the therapeutic needs of the client(s), building on the plan agreed on at assessment.
 - Deliver evidence-based single session interventions, including but not limited to single session therapy, single session work, single session family consultations, and other brief interventions.
 - Deliver structured psychological therapies aimed at improving the mental health and wellbeing of people experiencing mild to moderate mental health disorders and psychological distress.
 - Undertake exit planning and reporting back to referring GP and PHN programs or other referring partners.
 - Undertake clinical care coordination for clients in consultation with other mental health providers.
- In collaboration with other team members, design and facilitate appropriate psychoeducational and therapeutic group programs with a mental health and wellbeing focus.
- Maintain a clinical caseload.
- Participate in clinical and operational supervision as required by THH.
- Assess and maintain client related risk in line with THH 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 THH and PHN or referring partner systems.
- Achieve performance targets (key performance indicators – KPIs) as set and work within Program guidelines and according to expectations.
- Work within THH privacy policy and adhere to all THH policies and procedures, including the professional code of conduct.
- Actively participate in and contribute to regular clinical review meetings focused on risk assessment and management, risk escalation, treatment planning and caseload review.
- In consultation with the mental health Clinical Lead and Manager, Therapeutic Services SA, manage and respond to potential, impending or actual exposures to clinical risk.
- Provide support and supervision to less senior staff, students, and volunteers.
- Support where required with a range of health promotion and community activities to support the mental health and welfare of LGBTIQ+ communities, including people living with HIV.
- Provide secondary consultation/capacity building to the wider THH clinical staff team on mental health assessment, management, and treatment interventions.
- Other duties as directed, commensurate with existing skills, knowledge, and experience.

4. KEY SELECTION CRITERIA

Qualifications

1. Current and full registration with the appropriate professional body in one of the following disciplines with demonstrated post-qualification experience:
 - a. Psychology (registered psychologist)
 - b. Social worker (accredited Mental Health Social Worker)
 - c. Occupational therapy (with relevant training and experience in mental health)
 - d. Mental health nursing
2. Current registration with Medicare Australia or eligibility to register.

Skills and experience

1. Experience and skills in mental health clinical assessment, including risk, case formulation, and care planning.
2. Knowledge of and experience with evidence-based, structured psychological therapies that can be applied in short-term counselling practice.
3. Demonstrated experience in delivering a variety of psychological interventions of varied intensity, using a range of evidence-based therapies and strategies appropriate for culturally safe and trauma-informed work with LGBTIQ+ community members.
4. Demonstrated experience or willingness and commitment to be inclusive and affirming of trans and gender diverse community members and assist people seeking support in exploring and affirming their gender.
5. An interest and willingness to advance the health and wellbeing of people from LGBTIQ+ communities, including people living with HIV, in a non-judgemental and respectful manner.
6. Highly developed oral and written communication, organisational and administrative/reporting skills.
7. Capacity and willingness to contribute to a supportive and productive team environment.

Desirable

- Training in Single Session Thinking, Single Session Therapy, Single Session Work, or Single Session Family Consultation Therapy.
- Previous experience in delivering mental health services to LGBTIQ+ community members.

5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the VAC/GMHC Employment Agreement 2014. The classification for the position is SCHCADS Award/SACS Level 5. Pay range is pro rata of \$99,835-\$104,354 per annum. Paypoint 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 will also be paid.
- Conditions of employment are as stated in the VAC/GMHC Employment Agreement 2014.
- The position is for 30.4 hours per week.
- Completion by Thorne Harbour Health of a satisfactory police check.
- Evidence of a valid Working With Children 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.
- Candidates must have full working rights in Australia and may be required to provide proof of this eligibility.

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

For further enquiries please contact: Sharna Ciotti, Manager Therapeutic Services SA on 0428 919 582 or at sharna.ciotti@thorneharbour.org

Applications close Sunday, 2nd June 2024.

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