

Mental health Practitioner



Title	Mental Health Practitioner
Business unit	headspace
Location	77 Hamilton Street, Horsham
Employment type	Full time ongoing
Reports to	Team leader Clinical Services

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills, and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

About headspace Horsham

headspace provides counselling and support to young people from 12 - 25 years. The service covers issues such as relationships, drug and alcohol, mental health, bullying, anxiety, depression, bad thoughts, and uncertainty about future plans. The centre is a safe zone for young people to drop in, check it out or talk to a youth counsellor.

headspace is committed to embracing diversity and eliminating all forms of discrimination in the provision of health services.

headspace promotes and encourages a Family and Friends Inclusive Participation Practice focus which is integrated into headspace Horsham's services framework approach.

headspace welcomes all people irrespective of ethnicity, lifestyle choice, faith, sexual orientation, and gender identity.

headspace Horsham is operated by Uniting Vic Tas. All headspace centres are funded by the Australian Government Department of Health. Administration of funding is carried out by the

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headspace centre's local Primary Health Network, in this case, Western Victoria Primary Health Network.

1. Position Purpose

The **Mental Health Practitioner** will support the wellbeing of young people and their families within the community providing holistic, culturally sensitive, and accessible services that promote social, emotional, wellbeing and physical health.

The **Mental Health Practitioner** works under the supervision of the Team Leader Clinical Services and will be an integral part of the headspace team.

headspace Horsham supports young people, families & community across the Wimmera. The team provides counselling, case management and community activities from headspace in Horsham as well as via telehealth and outreach support.

2. Scope

Budget:

Not Applicable

Direct Reports:

Not Applicable

3. Relationships

Internal

- All headspace Horsham team
- headspace Horsham leadership group
- headspace Manager
- Other Uniting staff across Wimmera
- Youth Reference group

External

- Families and friends of young people accessing headspace services
- headspace National
- Tertiary services, general practitioners and mental health service organisations
- Other community organisations
- Schools, vocational services, employment agencies

Key Responsibility Areas

Intake & assessment

- Participate in duty roster supporting people to access to supports either via headspace or other services

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- Conduct risk assessments and collaboratively develop safety plan/s as required
- Administer and interpret screening, including AOD screening, and therapeutic measures to ensure quality service delivery.
- Undertake headspace psychosocial assessments.
- Complete triage work as required, responding to service enquiries, screening new referrals and scheduling intake appointments.

Counselling & case management

- Provide evidence-based interventions (including counselling, case coordination and / or emotional support) to young people with mild-to-moderate mental health issues. Interventions will include identified family, friends and workers as directed by the young person and best-practice principles.
- Conduct evidence based and/or best practice clinical assessments and treatment including Assess, monitor and managing risk
- Provide secondary consults for community and external services to ensure safe and effective care.
- Work collaboratively with families and friends in the young person's care circle to strengthen relationships and supports to provide holistic support.
- Work in partnership with young people and their supporters to develop goals, review progress and close care plans
- Manage a caseload and deliver individual, group and family therapy.
- Present client cases at clinical review meetings and supervision.
- Travel to outreach locations as required.
- Build and maintain effective relationships with key stakeholders involved in the provision of health, mental health, and psychosocial services to young people to enable integrated service delivery.

Group work & health promotion

- Develop and facilitate group work sessions for young people, friends and family to promote emotional health and wellbeing.
- Implement evaluation and feedback processes in group work to support continuous improvement and positive consumer outcomes
- Participate in community outreach and education initiatives.
- Build the capacity of the community to improve mental health and wellbeing for young people while raising awareness of headspace and building on and upholding the organisation reputation and services.

Administration

- Maintain clinical files, records and minimum data set requirements to facilitate timely and accurate clinical management and accountability.
- Ensure allocated clients records and plans are up to date and meet quality standards, statutory, organisational, and funding body requirements.
- Complete requests for data and other information in a timely and accurate manner.
- Other duties consistent with the position where required and/or requested by management

Quality and risk

- Ensure compliance with relevant quality and safety professional and healthcare standards.
- Identify and respond to clinical risk issues and areas for improved clinical outcomes.

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- Identify and adapt best practice benchmarking indicators to the delivery of services.
- Foster and promote a continuous learning environment that responds to the needs of services.
- Ensure all legal, funder and statutory requirements pertaining to the role are met including serious incidents, reportable conduct, child information sharing schemes, family violence sharing schemes, MARAM and mandatory reporting (child safety).

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Compliance with headspace, code of conduct, policies and procedures.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Actively participate in regular supervision, reflective practice and annual performance and development plans and reviews.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e., equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
 - Based on a relationship with a current member of Uniting's workforce
 - Based on any ongoing work with another organisation

4. Performance Indicators

- Supporting an active case load of young people as determined by FTE
- Implementation of group work and community development activities as per the headspace workplan.

5. Person Specification

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Qualifications

- Desired Tertiary level qualifications in an allied health discipline including social work, psychology, Mental health nursing, Occupational therapy or currently in progress (as a student) or equivalent.
- Required full/student registration with the Australian Health Practitioner Regulation Authority (AHPRA) or current full membership with the Australian Association of Social Workers (AASW).

Experience

- Demonstrated experience supporting young people both with individual and group interventions
- Experience working with young people who have severe and complex mental health issues including risk of suicide and violence.
- Experience with intake and assessment processes, case management and counselling for young people to promote positive mental health and wellbeing

Core Selection Criteria

1. **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
2. **Statutory knowledge:** An understanding of the relevant legislation and current policy relating to the wellbeing and mental health of young people
3. **Youth focused:** an understanding of the complex issues that may lead to young people and their families needing support an ability to respond in a manner that is engaging, flexible and sensitive to individual needs
4. **Counselling & case management:** demonstrated experience of providing counselling and / or case management to promote positive mental health outcomes. Preferably with young people.
5. **Group work:** demonstrated experience developing and facilitating a group and managing group dynamics.
6. **Teamwork:** provide proactive support to others, contribution to the continuous improvement of a positive, collaborative and effective work environment
7. **Stakeholder management:** demonstrated ability to develop and maintain relationships with key stakeholders
8. **Initiative:** ability to work flexibly and creatively to meet the needs of families, children and young people
9. **Communication:** open, honest, articulate, and flexible approach to communication both written and verbal; and the ability to listen actively.
10. **Outreach support:** demonstrated ability to provide outreach support to young people and their families. Note: A valid Victoria Drivers Licence is required for this role.

Desirable

- Youth Mental Health First Aid trained
- Competent computer skills

6. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working with

Commented [CW1]: With the core selection criteria - you want people to be able to respond to the key criteria in a letter or separately. I think there too many here & some are quite general.

I've taken some out to reduce how many there are .. But I also think that some things you pick up in interview like reflective thinking / initiative etc.

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Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: