

Position Description Mental Health Clinician (HASI Plus)

“Where mental wellbeing thrives”

Position Details

Position Title:	Mental Health Clinician (HASI Plus)
Employment Type:	In accordance with letter of offer.
Hours of Work:	In accordance with letter of offer.

Position Summary

The Mental Health Clinician supports the effective delivery of the HASI Plus program across the New England and Hunter regions. HASI Plus aims to improve outcomes for people with mental health challenges, along with their families, kin and carers. Working in collaboration with people accessing the service, their families, kin and carers, HASI Plus staff, and relevant stakeholders, the Mental Health Clinician will develop positive working relationships, undertake assessments and implement strategic support planning that is person-led and recovery-oriented.

The Mental Health Clinician will utilise evidence-based clinical tools, expertise and therapies as part of support planning in conjunction with individuals and their support persons to work towards sustainable recovery.

The Mental Health Clinician will also design and facilitate proactive, person-led interventions to enhance the individuals understanding of their mental health challenges, promote their self-determination, choices and resilience, and develop opportunities for community integration and citizenship. Time is required to be spent working with HASI Plus participants based in Tamworth and in the Hunter.

About Flourish Australia

Our name reflects our fundamental and enduring commitment to people’s mental health and wellbeing, supporting people to thrive and live a contributing life.

Flourish Australia’s *vision* is creating communities where everyone’s mental health and wellbeing flourishes.

Flourish Australia’s *purpose* is supporting people to flourish, believe in their future and their place in the community.

Flourish Australia *values* are hope, inclusion, partnership, diversity, integrity, respect and trust.

Relationships and Authority

Reports to:	Manager.
Direct reports:	Nil.
External:	Local Health District.

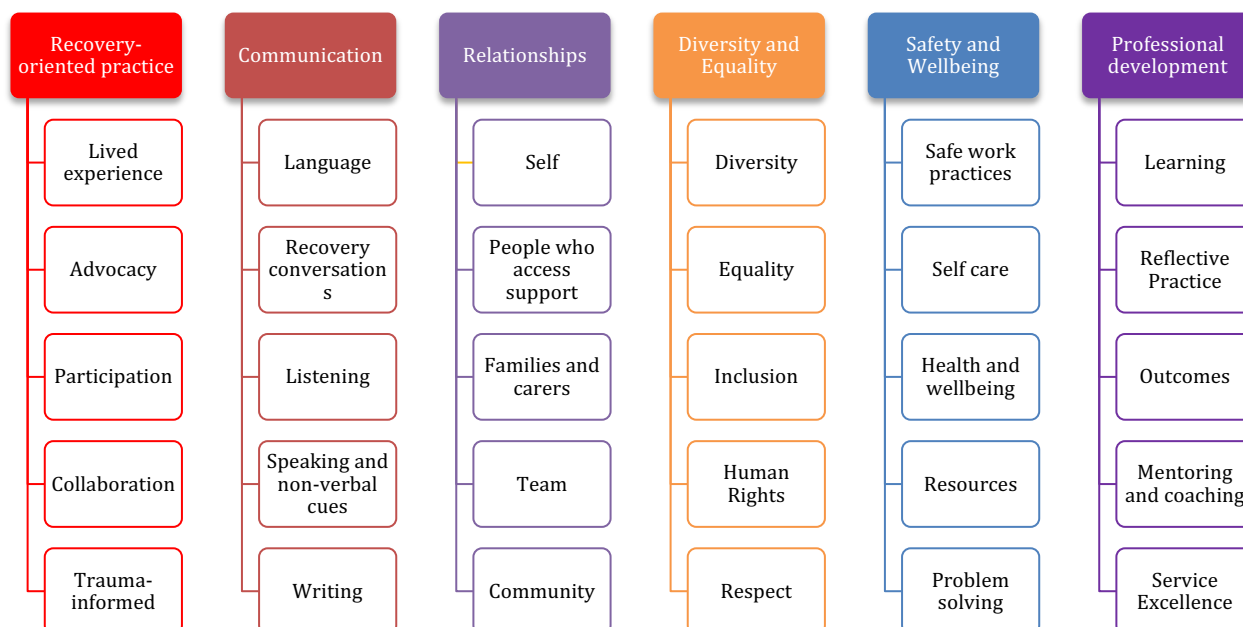
Organisational Accountabilities

- Abide by all Flourish Australia procedures and policies.
- Complete all mandatory training.
- Report all incidents in the incident reporting database.
- Actively ensure the health, safety and wellbeing of yourself and others at work in accordance with your delegated authority and in accordance with the Work Health and Safety Act 2011.
- Understand and abide by the Flourish Australia Code of Conduct and Ethics and maintain a professional level of behaviour and conduct in the workplace at all times.
- Be responsible for engaging in discussion about and helping to create and sustain a culture of continuous quality improvement.
- Actively promote a ‘no wrong door’ approach.
- Commit to the detection and prevention of fraud.

- Identify possible organisational risks and adhere to the Risk Management Framework.
- Work to support and promote the vision, mission, and values of Flourish Australia.
- Have a positive duty to prevent sexual harassment in the workplace.
- Commit to the safety and wellbeing of children and young people.
- Value diversity and be respectful at all times.

Key capabilities

Flourish Australia's Capability Framework enables staff to develop their career with Flourish Australia. The Capability Framework consists of six core Capability Domains, which are core to the work we do.



Position demands/frequency

The following tables provide an overview of some of the common physical and psychosocial demands placed on all employees working in mental health.

Physical demands/frequency

Position demand	Frequency	Comments
Standing	Frequent	Continuous and repetitive throughout the work day.
Sitting	Frequent	Continuous and repetitive throughout the work day.
Crouching	Occasionally	May be required.
Kneeling	Occasionally	May be required.
Stooping	Occasionally	May be required.
Walking	Frequent	Continuous and repetitive throughout the work day.
Stair climbing	Occasionally	May be required (but depends on workplace)
Controls/fine motor skills - Hand/arm - Foot/leg	Frequent	Essentially, fine motor skills are required to perform activities of e.g. driving, operating computers and other IT equipment as well as for administrative tasks.
Reaching (overhead)	Frequent	Continuous and repetitive throughout the work day in residential settings.
Driving	Frequent	Driving is a frequent activity performed by the staff in this role.
Lifting and carrying 2kg-5kg 5kg-10kg 10kg-15kg >15kg	Constant Occasionally Occasionally Rarely	All lifting and carrying at Flourish Australia needs to be performed by the employee and the chance of delegating to others is small.

Psychosocial demands/frequency

Position demand	Frequency	Comments
Working with distressed people	Frequent	e.g., episodic or grief situations
Working with people who may have experienced trauma	Frequent	e.g., child abuse, history of violence
Exposure to distressing situations	Occasionally	e.g., self-harm, death
Working with unpredictable or aggressive people	Occasionally	e.g., drug and alcohol induced, episodic situations, visiting people's homes

Key Tasks and Responsibilities

- Plan and coordinate clinical services relating to people accessing HASI Plus.
- Provide clinical support, direction and education to other staff as required.
- Participate in policy development within the HASI Plus program.
- Provision of expert support to enable the Regional Manager and nominated Managers to integrate clinical support activities locally.
- Ensure that a suite of training resources, safe work method statements, safe work instructions and any other required materials are available centrally and that the Regional Manager and nominated Managers are familiar with the requirements of these and their documented use is evident in the appropriate records.
- Analyse and report on HASI Plus Clinical supports performance across designated areas.
- Adhere to the HASI Model and responsibilities and obligations outlined in the HASI Plus Funding Agreement.
- Develop and implement person-driven, recovery-focused assessments, therapies and support plans to promote an individual's independence, opportunities and choices.
- Work in close cooperation with the Local Health District Mental Health Clinician to jointly plan clinical care and rehabilitation for the people accessing our service.
- Develop and maintain positive working relationships and effective communication with internal and external stakeholders, including accommodation providers, HNE LHD, funding bodies and other system partners, to support coordinated care and recovery outcomes.
- Regularly participate in Program implementation committee processes and evaluation.
- Meet all policy, contractual and legislative requirements and ultimately achieve good outcomes for the people who access HASI Plus.
- Achieve individual and organisational Key Performance Indicators (KPIs) in a timely manner.
- Take an active role in the development of strategies to achieve desired outcomes.
- Participate in regular performance reviews and prepare reports.
- Participate in audit preparation and certification reviews as needed.
- Work in a respectful manner with people accessing Flourish Australia's services, our partners and our internal and external stakeholders.
- Ensure all aspects of service delivery are provided in consultation with the person accessing Flourish Australia's service and within a recovery framework.
- Have an understanding of person led recovery-oriented services and personal behaviours, which inspire hope and facilitate the achievement of recovery goals.
- Ensure that all engagement, assessments and support planning with people who access our services are recovery-focused, least restrictive, culturally appropriate and accessible to the individual.
- Positively represent Flourish Australia and the HASI Plus program at relevant internal and external meetings.
- Ensure that all documentation and administrative standards are met in accordance with the service policies, procedures and funding key responsibilities.
- Assist the Manager to ensure that appropriate clinical supervision and debriefing is offered to staff where required, that regular training is available to staff and that clinical consultation is provided to staff during the care coordination process with people who access our services.
- Actively participate in relevant clinical activities including direct support, assessment and support planning, case conferences and reviews.
- Plan and conduct regular quality improvement activities in relation to supports for people with severe and persistent mental health challenges in consultation with other staff members.
- Provide psycho-education and training to people who access our services, their families and/or carers, relevant stakeholders and staff members to ensure appropriate supports and to reduce ignorance-related stigma of mental health challenges.
- Any other duties as reasonably directed by the Manager.

Required Skills and Personal Attributes

- Have a high-level understanding of clinical mental health interventions and outcomes.
- Be proficient with technology and have a workable knowledge of databases.
- Able to demonstrate a flexible approach to service delivery.
- Apply sound working knowledge of recovery-oriented practice.
- Obtain working knowledge of all Flourish Australia programs.
- Think creatively to solve problems.
- Be people focused and work in partnership.

- Have advanced interpersonal skills, be non-judgmental, be fair, patient, have willingness to listen, and display empathy.
- Self-reflect and constantly review work practices.
- Able to work proactively in an autonomous manner and in a team environment.
- Be committed to professional and ethical conduct.

Key Selection Criteria

“Flourish Australia supports Affirmative Action. If two candidates present with suitability to a role, and one of those people has a lived experience, the person with the lived experience will be the preferred candidate.”

Essential:

1. Relevant tertiary qualification in psychology, nursing, social work or occupational therapy, as recognised by Flourish Australia.
2. Specialist mental health skills and experience working in a clinical setting.
3. Maintain current unrestricted registration with the Australian Health Practitioner Regulation Agency (APHRA) as a registered psychologist, mental health nurse, or occupational therapist, or maintain membership with the Australian Association of Social Workers (AASW) as a social worker.
4. Advanced knowledge of Microsoft Office and expert knowledge of data information management systems.
5. Ability to assess performance deficiencies and invoke reasonable effective and supportive programs for improvement.
6. Able to demonstrate an in-depth knowledge of recovery focused practice.
7. Maintain a current Australian Driver’s Licence.

Desirable:

1. A personal lived experience of a mental health challenge and recovery or a carer of a person with lived experience of a mental health challenge.
2. Knowledge of the challenges and barriers for people faced by people with a lived experience of a mental health challenge and how providing a recovery-oriented service is of benefit to people.
3. Experience working with Aboriginal and Torres Strait Islander communities and other diverse groups.

All appointments with Flourish Australia’s Mental Health Services are subject to previous employment reference checks, Working with Children Check, satisfactory Australian residency status, National Criminal Record checks, NDIS Workers Clearance Check and other background checks as required by different State legislation (e.g., Working with Disabilities check in QLD).

Agreement

I, _____, have read and understand my obligations as a Mental Health Clinician (HASI Plus) with Flourish Australia as outlined in this position description.

I agree to abide by the Flourish Australia Code of Conduct and Ethics, and agree to read, understand, and abide by Flourish Australia’s policies and procedures.

Mental Health Clinician (HASI Plus)

Name		
Signature		Date:

Nb: A signed copy of this position description must be returned to People and Culture.