POSITION DESCRIPTION

Senior Mental Health Clinician
Mount Barker Medicare Mental Health Centre

RESPONSIBLE TO: Chief Executive Officer (CEO)

REPORTING TO: Medicare Mental Health Clinical Team Leader

SUMMARY OF THE BROAD PURPOSE OF THE POSITION AND ITS RESPONSIBILITIES/DUTIES

The **Senior Mental Health Clinician** is responsible for shift coordination and leads clinical decision making to ensure the provision of high quality clinical and support services for visitors to the Mount Barker Medicare Mental Health Centre (MBMMHC) Working collaboratively, the position will ensure appropriate strengths-based support, clinical interventions and care coordination for visitors to the Centre.

Medicare Mental Health Centres are designed to provide a welcoming, low stigma, soft entry point to engagement, assessment and treatment for people who may be experiencing distress or crisis. They assist people aged 16 and over to have access to on-the-spot care, advice and support provided by a multi-disciplinary team of mental health professionals including people with lived experience – without needing a prior appointment. They offer an episode of care model, delivering evidence-based care and family support to cover the short to medium term, based on clinical judgement and individual need, including interventions to support those with associated alcohol and other drug (AOD) misuse.

Key areas of focus will include:

- Screening and assessment of referrals, including referrals from emergency services and leading clinical decision making in line with the Mount Barker Care Centre model of care, and other policies and procedures.
- Support the CONNECTcare Manager and Clinical Team Leader in service design, review and reporting of responsive and brief focused psychological services.
- Ensure an effective service response through education and motivation of staff and fostering a culture of respectful collaborative in a multi-disciplinary environment.

REPORTING / WORKING RELATIONSHIPS

- Accountable to the Chief Executive Officer for achieving the expected outcomes of the position and practicing within the philosophy of Summit Health and its aims, policies and protocols.
- Reports to the Medicare Mental Health Clinical Team Leader.
- The Senior Mental Health Clinician role sits within the Medicare Mental Health Centre team, within the CONNECTCare Unit.
- Participates in the organisation's Performance Management Program which is conducted on a regular basis.
- Works as part of a multidisciplinary team including mental health clinicians, medical and nursing staff and peer practitioners.

CULTURE AND EXPECTATIONS
All employees are expected to contribute positively to the organisation by displaying the values and expectations contained within our Cultural Framework (Appendix A at the end of this document).

VALUES - TO DO NO HARM – COLLABORATE - TO CONTINUOUSLY IMPROVE
Summit Health is a learning organisation that continually evolves and adapts to opportunities. We operate in a high-trust environment. To support this, all employees must promote and adhere to our values and expectations.

SPECIAL CONDITIONS
- The Mount Barker Care Centre is open every day of the year for at least 8 hours per day and the ability to work day, evening, weekend and public holiday shifts is required and will be remunerated in accordance with the Enterprise Agreement.
- Employment is subject to a satisfactory Working with Children Check and may be subject to other satisfactory criminal history assessments from time to time.
- Possession of a current valid driver's license is essential.
  Use of own motor vehicle may be required for which reimbursement of kilometers will be paid according to the employment contract.
- This position is regarded as a Mandated Reporter.

STATEMENT OF KEY RESPONSIBILITIES
The Senior Mental Health Clinician aims to ensure all presentations to the Mount Baker Care Centre are supported in line with the service model of care. The Senior Mental Health Clinician takes a leadership role and will provide in the moment oversight and supervision to clinicians and AOD workers, ensure appropriate staffing levels for their responsible shifts and other administrative tasks are completed and escalate clinical matters as required to the Clinical Team Lead or CONNECTCare Manager.

Clinical Leadership
- Facilitate, coordinate and lead, under the supervision of the CONNECTcare Manager and Clinical Team Leader, the provision of services at the Mount Barker Care Centre.
- Provide support and assistance to the CONNECTcare Manager and Clinical Team Leader in the areas of service design, development, review and reporting to ensure continuous service improvement.
- Support, educate and motivate staff to provide clinical services in line with the model of care and policies and procedures, including the provision of reflective supervision, allocation of clinical tasks and ensuring all administrative measures and processes are completed.

Clinical Services
- Undertake and where required support others to undertake intake and triage for people referred to the Mount Barker Medicare Mental Health Centre and liaise with external agencies including SAPOL and SAAS as required to facilitate referrals to and from the Mount Barker Care Centre.
- Provide evidence based psychological interventions using a brief intervention framework including solution focused and single session therapy.

- Provide care coordination and support the transition to appropriate community services for longer term care as needed.
- Ensure appropriate records management in line with clinical practice needs
- Participate in the provision of therapeutic groups as required.

Networking and Relationships

- Develop trusting and supportive relationships with visitors, referral agencies and staff
- Participate in individual and group supervision, training and team meetings.
- Participate in networking and engagement with other service providers as required.

General

- Demonstrates commitment to the principles of operation contained in the Summit Health Quality Manual.
- Advocate our vision to all stakeholders.
- Operate within the delegated boundaries of the position.
- Attend and actively contribute (where applicable) at staff/unit meetings.
- Identify opportunities and participate in own professional development.

Work, Health Safety (WHS)

- The employee has a responsibility, under the *WHS Act (SA 2012*), to ensure their own health and safety at work along with their fellow employees.
- The employee has a responsibility to abide by the organisation's WHS policies and relevant direction as set out in the Quality Manual.

PERSON SPECIFICATION

Essential Requirements

Education

- General AHPRA registration as a Psychologist, Clinical Psychologist, Accredited Mental Health Occupational Therapist, Credentialed Mental Health Nurse, or; AASW Accredited Mental Health Social Worker (may consider applicants working towards mental health accreditation)

Experience

- Minimum of 3 years full time post graduate experience (or part time equivalent) working in mental health.
- Demonstrated experience in intake and mental health triage, particularly in crisis response settings requiring assessment and management of non-suicidal self-injury, and suicidal ideation, alcohol and other drug presentations and domestic violence.
- Experience in the delivery of focused psychological interventions including but not limited to Single Session Therapy , Psycho Education, CBT, ACT, Psychological First Aid, Motivational Interviewing, Solution Focused Therapy and other therapies.
- Experience in leadership, supervision and support of other staff.
- Experience working independently, balancing good self-care and all service delivery outcomes.
- Demonstrated experience in working with community members from diverse social, cultural, linguistic, gender identity and disability backgrounds, which may include children, youth, adult and aged care.

- Proven experience in a similar role *(desirable)*.
- Demonstrated experience in working in child mental health setting (private or public services) or school setting *(desirable)*.
- Group facilitation experience *(desirable)*.

Knowledge:

- Knowledge of the stepped care model of intervention.
- Knowledge of the broader mental health system and complexities regarding private, public, Commonwealth and State funded programs.
- An understanding of the role of a lived experience workforce.
- Knowledge of Power Threat Meaning framework *(desirable)*.

Skills / Abilities

- Proven interpersonal skills at all levels.
- Proven ability to participate in a multidisciplinary team environment, including working with a lived experience workforce.
- Strong ability to work independently and prioritise workloads in a fast-paced environment.
- Strong attention to detail, with the ability to think laterally and solve problems as they arise.
- Excellent written, verbal and consultative communication skills.
- Demonstrable competence in the use of desktop applications including the Microsoft Office suite of programs and client management systems.
- Demonstrable commitment to ongoing professional development and continuous improvement including active engagement in clinical supervision.
- Ability to balance good self-care and all service delivery outcomes.
- Experience providing services to people impacted by critical incidents and natural disasters such as bushfires *(desirable)*.

Summit Health Cultural Framework

Values: Do no harm
Collaborate
Continuously improve

	EXPECTATIONS							
	Be Customer Centric	**Be Accountable**	**Be an Engaging Communicator**	**Problem Solve**	**Be Collaborative**	**Be Adaptable and Resilient**	**Inspire Leadership**	**Strategic Innovation**
INDICATORS	• Wanting to deliver value • Striving to ensure customer satisfaction • Deliver on your 'promise' • Anticipate customer needs • Build relationships at every opportunity • CONTINUOUSLY IMPROVE	• Offer and embrace innovative solutions • Take ownership - its ok to make mistakes if we learn from them • Celebrate the achievements! • Be open and transparent • Communicate all progress to your manager and peers • Encourage a solutions-oriented culture • DO NO HARM	• Ask questions and listen to understand • Use positive language • Acknowledge other viewpoints • Understand the views of others before acting • Be clear and concise with your intent, ideas and feelings • Shape the opinions of others by applying these traits	• Analyse the problem not just from your perspective • Consider the options • If you've thought it through, back yourself to make the decision • Make the decision consistent with our values and Strategic Plan • Be creative - think outside the square • Proactively address potential problems • Anticipate • Become the expert in your domain	• Be a team player • Embrace diversity • Acknowledge other viewpoints • Be consultative • Seek consensus where possible • Encourage 'we' language • Be a custodian of team culture • Identify gaps in team culture • Appreciate our great culture, colleagues and opportunities to work and grow	• Accept change and embrace challenges • Be calm under pressure • Take annual leave - recharge batteries • See feedback as an opportunity to grow yourself • Take up prof. development opportunities • Be persistent • Recover quickly from setbacks • Demonstrate emotional agility • Enjoy your work	• Foster and support teamwork - eliminate silos • Lead by example • Develop engaged people and teams • Navigate issues calmly • Cultivate trust • Create an environment for people to thrive in • Inspire discretionary effort • Read the emotional context of a situation • Acknowledge effort not just outcomes	• Innovate in line with the big picture • Be agile in adapting to changes • Always consider other options • Factor in our future goals

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