POSITION DESCRIPTION

Mental Health Clinician

RESPONSIBLE TO: Chief Executive Officer
REPORTING TO: CONNECTcare Clinical Lead

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

- The Mental Health Clinician (MHC) delivers focused psychological interventions to clients presenting with a range of mental health disorders in the primary care setting.
- The MHC will provide a clinical service in collaboration with General Practice and other mental health providers, to enhance health and mental health outcomes of people with mental health disorders living in the community.
- In addition, the clinician will provide services and support to General Practitioners (GPs) to enhance the mental health outcomes for a variety of population groups.
- The MHC may work across a variety of Summit Health mental health programs including Mental Health Shared Care and Psychological Therapy Programs. Clients across these programs will range in degree of need from mild to moderate mental health issues requiring short term focused intervention to presenting with severe, high complexity disorders including (but not limited to) schizophrenia and other psychotic disorders, severe depression and anxiety and personality disorders. The client age group may include children, adolescents and adults depending upon clinical experience.
- The MHC may also provide support and assistance to the CONNECTcare Manager, CONNECTcare Clinical Lead and CONNECTcare Administration Lead, in service design, development, review and reporting.

REPORTING / WORKING RELATIONSHIPS

- Accountable to the Chief Executive Officer for achieving the expected outcomes of the position and practising within the philosophy of Summit Health and its aims, policies and protocols.
- Reports to the CONNECTcare Clinical Lead.
- Works closely with the CONNECTcare Administration Lead and administration staff.
- Liaises with General Practice, other Mental Health Services and relevant sector agencies.
- Participates in Summit Health's Performance Management Program which is conducted annually.

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

- Some reasonable additional hours, including out of hours work may be required from time-to-time and will be remunerated in accordance with the Enterprise Agreement.
- The Mental Health Clinician will be working from Summit Health sites in the Adelaide Hills, Fleurieu Peninsula and Kangaroo Island as specified in the Employment Contract.
- A current driver's license is essential.
- Use of own motor vehicle is expected, for which a cents-per-kilometre allowance will be paid.
- Employment is subject to maintaining a satisfactory Working with Children Check, relevant professional registrations and any mandatory vaccinations as determined by legislation.

STATEMENT OF KEY RESPONSIBILITIES / DUTIES

- Provide clinical services across the mental health spectrum and stepped care model.
- Provide evidence based treatments including but are not limited to Psycho Education, CBT, Low Intensity CBT, ACT, Interpersonal Therapy, DBT, Schema Therapy, Psychological First Aid, Trauma Recovery Treatments, Motivational Interviewing, and Solution Focussed Therapy.
- May provide clinical services for clients across the child, youth to adult age range depending on service need and clinician experience.
- Complete all case notes, psych-outcome measures, occasions of service and data collection as required by Summit Health.
- Work closely with general practices with the intention to support GPs and practice nurses in the delivery of mental health care.
- Provide assessments, intervention and reviews for primary care practitioners as well as providing consultation and advice on ongoing management.
- Support a multi-disciplinary approach, providing support to other clinicians through peer and/or clinical supervision.
- Support the CONNECTcare Manager, CONNECTcare Clinical Lead and CONNECTcare Administration Lead in the management of designated mental health programs.
- Utilise and contribute to the design and development of clinical models, documentation, management tools and software including Redicase.
- Contribute to the strengthening of existing partnerships and assist in the building of new partnerships and clinical networks between other health providers in the region, including (but not limited to), Country Health SA Mental Health and Adelaide Hills Community Health Services, Child & Adolescent Mental Health Service, Headspace, other not for profit agencies, and private practitioners.

General

- Work within the principles and policies of Summit Health.
- Support the values and culture of Summit Health.
- Understand the role and mission of Summit Health and present this to our clients effectively as an ambassador for Summit Health.
- Operate within the delegated boundaries of the position.
- Attend and actively participate at staff/team meetings.
- Participation in and identification of staff training opportunities.
- Identify opportunities and participate in own professional development.
- Will be involved in regular Clinical Supervision.

OHS&W

- The employee has a responsibility, under the OHS&W Act (SA 1986), to ensure their own health and safety, and that of their fellow employees, at work.
- The employee has a responsibility to abide by Summit Health's OHS&W policies.

PERSON SPECIFICATION

Essential Requirements

Education/ Vocational Qualifications:

- Social Workers must hold current certification as an Accredited Mental Health Social Worker with AASW.
- Psychologists (current registration with AHPRA).
- Registered Nurses (with post graduate mental health qualification) and current AHPRA registration.
- Occupational Therapists (current Accredited Mental Health AHPRA registration/endorsement).

Experience:

- Minimum of 1 year full time post graduate experience (or part time equivalent) working in mental health.
- Experience working in a range of settings within counselling, therapy and mental health systems.
- Experience in the delivery of a number of focused psychological strategies including but are not limited to Psycho Education, CBT, Low Intensity CBT, ACT, DBT, Interpersonal Therapy, Schema Therapy, Psychological First Aid, EMDR, Motivational Interviewing, Solution Focussed Therapy and other therapies.
- Experience in the implementation of psychological interventions for a range of mental health disorders.
- Experience working independently, balancing good self-care and all service delivery outcomes.
- Demonstrated experience in non suicidal self injury, suicide risk and other crisis assessment and management.

Knowledge:

- Evidence based focused psychological interventions and contemporary therapies for the treatment and management of mental health disorders including Psych-Education, CBT, Low Intensity CBT, ACT, DBT, Schema Therapy, Psychological First Aid, EMDR, Motivational Interviewing, Solution Focussed Therapy and other therapies.
- Knowledge of the Stepped Care Model of Intervention.
- Knowledge of Low Intensity CBT model of service delivery.
- Knowledge of the broader mental health system and complexities regarding private, public, Commonwealth and State funded programs

Skills:

- Proven ability to provide evidence based therapeutic treatments as noted above.
- High level case note and data collection experience and compliance.
- Ability to work with electronic client management systems eg Redicase.
- Effective time management.
- Ability to work independently.

- Excellent oral and written communication skills.
- Proven interpersonal skills at all levels.
- Proven ability to participate in a multidisciplinary team environment, prioritise workloads, set goals, achieve outcomes and manage multiple deadlines.
- Demonstrable competence in the use of desktop applications including the Microsoft Office suite of programs.
- Ability to work with General Practice and other private health professionals.
- Ability to administer and interpret mental health outcome tools.
- Ability to undertake consultation and liaison as required.

Desirable skills, experience and knowledge:

Experience:

- Demonstrated experience in working with community members from diverse social, cultural, lingusitic, gender identity and disability backgrounds.
- Demonstrated experience in intake and mental health triage.
- Experience providing LiCBT services.
- Demonstrated experience in working in child mental health setting (private or public services) or school setting.
- Group facilitation experience.
- Demonstrated experience in effective program management.

Knowledge:

- Knowledge of the National Standards for Mental Health Services.
- Knowledge of the National Framework for Recovery Oriented Mental Health Services
- Knowledge of the broader health reform agenda and how that might influence the future directions and activities of primary mental health services.
- Knowledge of ISO 9001 principles.
- Knowledge of the general practice and primary health care sector.
- Knowledge of change management principles and the ability to be involved positively in change.
- Knowledge of NDIS and psychosocial recovery sector.
- Cultural Awareness Knowledge

Skills:

- Proven ability to provide clinical services across a range of population groups and settings which may include children, youth and adults, and survivors of child abuse and neglect, sexual harassment and assault, and family violence.
- Proven ability to provide clinical services to the LGBTIQ community.
- Proven ability to provide clinical services to the Aboriginal & Torres Strait islander community.
- Proven ability to provide services to Culturally & Linguistically Diverse communities.
- Proven ability to work in and/or with the disability sector.
- Experience in working in the homelessness sector.
- Experience providing services to people impacted by critical incidents and natural disasters such as Bushfires.

Appendix A



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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