

## Position Description: Senior Mental Health Clinician

### Position Details

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<b>Position Title:</b>	Senior Mental Health Clinician
<b>Classification:</b>	HPSS Level 4 (SCHCADS Social Worker level 7 equivalent)/Nurses Award 5.4
<b>Time Fraction:</b>	Part time
<b>Contract Detail:</b>	Subject to funding

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### Organisation Overview

Mentis Assist is a not-for-profit Community Managed Mental Health Service (CMMHS) supporting people with severe and enduring mental illness and psychiatric disabilities. Mentis assists people to recognise their values, strengths and goals, with an emphasis on improving health and wellbeing, independence, social participation and enhancing meaningful relationships with significant others.

Mentis was established in 1987 and has evolved significantly to become a leader in the areas of delivering flexible support packages tailored to the individual using strengths-based, recovery-orientated practice, quality and evidenced based service provision.

Mentis strives to provide opportunities for people living with mental illness to enjoy a meaningful life by strengthening self-identity, personal responsibility and hope. Our vision is for optimum personal recovery and wellbeing. Mentis believes that recovery-orientated practice is a partnership where the person with the lived experience is the expert in their recovery and our staff bring their understanding and expertise to support this journey.

Our service model incorporates the 'Victorian Framework for Recovery-Orientated Practice' (2011) and the National Mental Health Standards (2010). This model believes that recovery practice should be person-centred, accepting of diversity, strengths-based, provide respect and dignity, community connection and participation. Mentis places high importance on maintaining a skilled, supported and informed workforce, providing opportunities for reflective practice, flexibility and innovation, developing and maintaining collaborative partnerships, evaluation, planning and continuous improvement.

### Conditions of Employment

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- In accordance with the terms and conditions specified in the Social, Community, Home Care and Disability Services (SCHCADS) Award 2010 or Nurses Award 2010
- Generous Salary Packaging tax exempt benefits up to \$17,739 per annum
- Satisfactory pre-employment screening checks including National Police Check, Safety Screening Statutory Declaration, International Police Check/Statutory Declaration (if required), Working with Children Check, Qualification Check, Employment History and Referee Check
- Evidence of COVID 19 full vaccination
- Mentis encourages people with a disability to apply and encourages full disclosure of illness or disability
- Mentis Assist is a smoke free workplace

## Qualifications and Requirements

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- Qualifications: Minimum Bachelor of Social Work or Bachelor of Occupational Therapy or Bachelor of Psychology or Registered Mental Health Nurse
- Current registration with Australian Association of Social Workers (AASW) or with Australian Practitioner Regulation Agency (AHPRA)
- Social Workers should be accredited Mental Health Social Workers with AASW
- Minimum of two years' work experience in mental health or community setting
- Current knowledge, concepts and evidence-based theories of the individual in society
- Demonstrated skills and experience in focused psychological strategies
- Current Victorian Driver's License and ability to undertake travel as required
- Satisfactory Police Record Check
- Evidence of full COVID -19 Vaccination
- Current Working With Children Check

Mentis Assist has a strong commitment to participation of people with lived experience in our workforce. We invite qualified people with lived experience of mental health issues to apply. We also welcome diversity in the workplace and invite people from other communities to apply. Suitably qualified Aboriginal or Torres Strait Islander applicants will be highly regarded

## Position Overview

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Providing psychological interventions to people with mild to moderate mental illness. The service is similar to Medicare's Better Access initiative but is targeted at people who cannot access private psychological services.

The focus is on people:

- Who are experiencing homelessness
- With substance abuse disorders
- Who have experienced family violence

The incumbent will be responsible for assessing clients and delivering focused psychological strategies (psycho-education, relaxation techniques, cognitive-behavioural therapy, skills training, interpersonal therapy, narrative therapy) working within a defined scope of practice for the role. The position is expected to practice collaboratively, working with clinicians from Peninsula Health and other services.

## Line Manager

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Reports to the Program Manager, Clinical Services.

## Key Accountabilities and Duties

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### Service Delivery

- Undertake comprehensive mental state, psychosocial, functional and physical assessment of clients.
- Formulate, implement and evaluate individual service plans for clients with appropriate follow-up care including referral to other agencies as required.
- Undertake initial and ongoing risk assessments of clients and develop risk management plans to provide a safe environment for the client and others.
- Collect relevant information about clients referred in compliance with relevant legislation and program guidelines.
- Ensure appropriate information, advice and follow up is provided to all referrers.
- Make referrals to other services when it is in the interest of clients to do so and with the client's informed consent.
- Work collaboratively with the client's family, carers and other supports.
- Participate in clinical reviews and case presentations.

### Self and Workplace

- Contribute to a healthy and safe workplace for staff, volunteers, students, and members of the community.
- Take responsibility for their own personal health and safety and understand the responsibilities and accountabilities to themselves and others in accordance with Workplace Health and Safety legislation and internal policies, and promotes a working environment that is congruent with these guidelines.
- Understand responsibilities and accountabilities to self and others in accordance with the Victorian Charter of Human Rights and Responsibilities Act 2006.
- Abide by Mentis Assist's Privacy and Equal Employment Opportunity Policies and Procedures.
- Participate in team meetings, clinical supervision and clinical reviews.

### Finance and Performance

- Ensure that service targets are met.

### Practice Knowledge

- Good working knowledge of mental health symptoms, diagnoses, treatments, interventions, and regional mental health and general health providers.
- Sound understanding of the causes of stigma and barriers faced by those experiencing mental illness.
- Experience in providing recovery orientated, strengths based, person centered family sensitive, and trauma informed practice.
- Ability to confirm diagnosis or make provisional diagnosis as necessary.
- Provision of focused psychological interventions (psycho-education, relaxation techniques, cognitive-behavioural therapy, skills training, interpersonal therapy, narrative therapy) working within a defined scope of practice for the role as agreed with line manager. This may be on an individual or group basis, face-to-face, online video conference, as agreed with the supervisor and the client's choice and consent.

## Professional Development

- Participate in clinical supervision in accordance with clinical supervision agreement (as authorised by line manager).
- Undertake annual performance appraisals and develop and implement own professional development plans so that continuing professional development requirements for registration are met.
- Actively participate in training and skill building activities.

## Administration

- Provide reports as required, ensuring that they are completed to the highest standard and within set timeframes.
- Ensure adherence to the Critical Incident Reporting framework.
- Ensure HR responsibilities are met within set timeframes i.e. timesheets, leave forms etc.
- Conduct regular file audits to ensure quality assurance processes are followed.

## Other Duties

- As directed.

## Key Selection Criteria

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1. Minimum qualification: Bachelor of Social Work or Psychology
2. Social Workers must be accredited as a Mental Health Social Worker with AASW; Psychologists must be registered with AHPRA
3. A minimum of two years' experience in a mental health or community setting.
4. Evidence of well-developed knowledge and experience working with people with low to moderate mental health disorders from difficult to engage backgrounds.
5. Sound theoretical knowledge of evidence-based focused psychological strategies.
6. Good understanding of team dynamics and experience in inter-disciplinary practice.
7. Well -developed needs, risk, and safety assessment skills
8. High level of client engagement skills
9. Highly developed problem solving and decision making abilities and the capability to make sound ethical decisions
10. Well- developed communication (written and verbal), negotiation and computer skills
11. Demonstrated ability to work within legislative, ethical, organisational and practice frameworks without the need for close monitoring and high levels of direction.

### Desirable:

12. Through knowledge of local mental health service system, clinical health teams and government agencies.

## Acknowledgment for Receipt of Position Description

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I have received a copy of the Position Description and have read and understand its contents. I understand that this Position Description is an indication of the duties and responsibilities that I may be required to undertake. From time to time, I may be required to undertake other duties within my skills and experience.

Name: *(please print)* \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_