

Job & Person Specification

1. POSITION DETAILS			
Position Title:	Mental Health Clinician – Sonder North West Programs	Date Approved:	31/01/2019
Portfolio:	Mental Health & AOD	Status of Employment:	Contract Position
Responsible To:	Mental Health Clinical Leadership Group		
Location Base:	Sonder Edinburgh North		
Role Delegation Level:	Non-Managerial Role		
2. POSITION CONTEXT			
Job Purpose Statement	<p>The Mental Health Clinician will work as part of a multidisciplinary mental health team to deliver focused psychological interventions for individuals with mental health disorders in a primary care setting.</p> <p>The Mental Health Clinician will include:</p> <ul style="list-style-type: none">• Focused psychological interventions (individual and group) to clients across a range of teams (adult, adolescents, women in the perinatal period, children, acute etc.) within the Sonder service areas• Planning and implementing assessment and treatment services• Group program development and implementation where appropriate and necessary• Liaison and consultation with other professional employees• Participation in individual and group supervision, and attendance at team meetings and external meetings		
Working Relationships	<ul style="list-style-type: none">• Clinical Leadership Group, Clinical Staff and Support Services Team• Mental Health & AOD Portfolio• General Practitioners, external agencies and community organisations• All Sonder Employees		
Line Management Responsibility	<ul style="list-style-type: none">• No Line Management Responsibilities		
Special Conditions	<ul style="list-style-type: none">• Intrastate and interstate travel may be necessary.• Must possess current Driver's Licence and be prepared to use vehicle (reimbursement of kilometre costs will be made in accordance with the relevant award).• Must possess current Child Related Employment Screening / Working with Children Check.• Sonder is a smoke free workplace.• Participate in Performance Review & Development Appraisals annually and as required.		
Organisational Vision, Values & Purpose	<p>Our Vision: Better Care Better Health</p> <p>Our Values: Respect, Fairness, Equity, Honesty & Trust</p> <p>Our Purpose: Delivery high quality, local health care</p>		

3. KEY RESULTS, ACCOUNTABILITIES to inform PERFORMANCE INDICATORS

Key Result Area	Accountabilities and Outcomes (What is to be achieved – responsibilities and duties)	Key Performance Indicator (This is the measurement criteria for how each accountability/responsibility is achieved)
Duties include (but are not limited to):		
Clinical Services	<ol style="list-style-type: none"> 1. Provide clinical mental health services including: <ol style="list-style-type: none"> a. Screening of referrals using appropriate tools, policies and procedures b. Detailed and comprehensive clinical screening and assessment c. Assessment and managing of clinical risk d. Comprehensive and detailed clinical formulation and collaborative care planning e. delivery of psychological therapies delivery of evidence based psychological therapies f. undertake collaborative formal and informal clinical reviews coordinate client therapeutic interventions in collaboration with the client, family/ carers, staff and external workers and agencies, including making internal and external referrals as needed g. provide information about mental health and available services h. support the continuity of client care and information flow between clients, staff GPs, and external workers and other agencies i. participate in psychiatric assessment with clients where appropriate 2. Provide services in line with the Mental Health Recovery Framework: <ol style="list-style-type: none"> a. Promotion of choice and fostering opportunities for a meaningful, satisfying and purposeful life b. Recovery outcomes are personal as well as unique and include an emphasis on social inclusion and quality of life c. Individuals are empowered so they recognize they are at the center of their care d. Individuals are supported to build on their strengths and take as much responsibility for their lives as they can e. Positive risk taking is supported by balanced duty of care f. Promotion and protection of individual's legal, citizenship and human rights g. Fostering hope in an individual's future and their ability to live a meaningful life h. Individuals are understood as experts in their own lives i. Relevant information sharing is valued j. Working positively and realistically with individuals and carers to realise their own hopes, goals and aspirations k. Individuals and carers can track their own progress 	<ol style="list-style-type: none"> 1. Professional clinical mental health services are provided to clients in accordance with program work instructions and Clinical Governance Framework. 2. High level client and family/carer engagement, assessment and intervention skills are demonstrated. 3. Timely assessments, case notes and closure requirements are completed as per program Work Instructions. 4. A case load will be maintained as determined by program work instruction and in consultation with program coordinator and Clinical Lead. 5. Good communication flow and collaborative care is delivered to clients. 6. A strong knowledge of referral pathways and services within the region is established for purposes of collaboration and cross referral. 7. Strong adherence to organisational processes and procedures. 8. Uniqueness of the individual is understood and fostered. 9. Opportunity for real choice is afforded to all clients. 10. All individuals are treated with Dignity and Respect. 11. Recovery is evaluated.

	<ol style="list-style-type: none"> 3. Working assertively with families and carers by ensuring that family and carer input is recognised and their needs addressed. 4. Taking into account social and cultural diversities to ensure access to and utilisation of culturally specific services. 5. Support clients to effectively manage their symptoms and avoid unnecessary hospitalisation. 6. Participate in additional clinical responsibilities including Booked Assessment Service, Triage and Suicide Prevention Program, as determined by need and in consultation with MH&AOD Clinical Leads, this may include duties outside of your respective discipline functions in order to best support the client and service needs. 7. Higher duties may be required time to time. 	
Clinical Group Therapy	<ol style="list-style-type: none"> 1. Participates in the identification and development of a therapeutic group program as per operational guidelines. 2. Establish methods of data capture and develop marketing strategy, selection criteria and internal referral procedures. 3. Develop/source program content and materials, and implement group therapy sessions. 4. Evaluate group program and conduct data analysis and report. 	<ol style="list-style-type: none"> 1. Therapeutic group program proposal is completed. 2. Program data is recorded in MasterCare, the group is effectively advertised and referrals received. 3. Successful delivery of professional clinical therapeutic group program. 4. Client evaluations are completed by program participants and facilitators, and submitted to the Clinical Leadership Group.
Liaison, Networking Communication & Relationships	<ol style="list-style-type: none"> 1. Responding to requests to provide mental health consultation/information. 2. Liaising and collaborating with other agencies, health care professionals and service providers to determine how to best meet the needs of clients who have a mental health disorder and ensure best outcomes for clients. 3. Contribute to and promote professional education of General Practice and Allied Health Providers. 4. Work co-operatively within the MH&AOD team, exchange information and assist other team members to achieve team objectives and work outcomes. 5. Liaise with external agents, facilitators and organisations to deliver on Mental Health Service activities. 	<ol style="list-style-type: none"> 1. Sonder is professionally represented at community events and external meetings/forums. 2. Clinician provides community education/attends relevant community events where appropriate. 3. Clinician is committed to ensuring best practice in service provision related to clients at risk of or experiencing a mental health disorder and is part of a network of services committed to addressing this need in the Adelaide northern metropolitan region. 4. All presentation and events comply with Sonder Events Planning Procedure. 5. Presentations are developed and delivered in a timely and professional manner.

		<ol style="list-style-type: none"> Clinician works effectively and collaboratively with a range of services and providers to ensure client's needs are coordinated and met seamlessly. Clinician fosters and maintains relationships with external stakeholders to ensure good communication flow and clear referral pathways.
Records Management, QI & Compliance	<ol style="list-style-type: none"> Research, understand and interpret relevant legislation and policies/procedures in order to provide advice to assigned client groups to ensure compliance and mitigate risks for Sonder and its employees. Duty and passion to facilitate any Quality improvement requirements within the Service Processes to streamline and improve the service. Contribute to the development and implementation of Workplace Health & Safety policies and practices. Comply with electronic case file system and any other relevant organisational processes and procedures. Maintain client files using appropriate tools, policy and procedures. Document presentations and attendance at events. Research and collate information relating to the mental health needs of the local community to inform mental health program and service delivery planning. 	<ol style="list-style-type: none"> MasterCare diary is maintained and compliant with the Mental Health Case File Audit Procedure, and Information Management Policy. All contact from, to and concerning clients to be recorded in a File Note in MasterCare. Clinician provides information to support the evaluation of clinical services provided.
Continuous Improvement, Health & Wellness Activities	<ol style="list-style-type: none"> Participate in organisational commitment to their continuing professional development by attending team and all of staff meetings, and staff training and development as required. Participate in organisational commitment to staff Health & Wellbeing by attending health & Wellness Committee led initiatives and driving same within the Walk-in Afterhours Program. Participate in mental health streams commitment to continuing professional development by attending supervision sessions, team and staff meetings, and staff training and development as required. 	<ol style="list-style-type: none"> Monthly All of Staff Meetings and Site Team Meetings are attended and contribution of role related updates are provided. Involvement in a minimum of one health and wellness committee led initiative a year Attend team and clinical staff meetings to contribute feedback, ideas and keep informed. Staff development training is attended. Attend and facilitate clinical case consults as required. Receive and provide clinical supervision as per Clinical Governance Framework.

	<ol style="list-style-type: none"> 4. Attend training and improve professional skills relative to individual need and attend organisational staff training and development as required. 5. Contribute to best practice standards of mental health service delivery through supporting the development and implementation of quality management systems, evaluation and reporting. 6. Attendance and facilitation of clinical case consults as required. 7. Participate in and contributes to the design and delivery of training. 8. Clinical supervision of a colleague as appropriate. 	
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4. ORGANISATIONAL OBLIGATIONS

Compliance	<ul style="list-style-type: none"> • Be aware of and adhere to Sonder's policies and procedures • Display a commitment and passion for Sonder Values
Work Health & Safety	<p>As an employee of Sonder, you must:</p> <ul style="list-style-type: none"> • Take reasonable care for your own health and safety in the workplace. • Take reasonable care that your acts or omissions do not adversely affect the health and safety of others in the workplace • Cooperate with your employer about matters of health and safety. • Comply with any reasonable instruction and cooperate with Sonder WHS policies and procedures. • Familiarise the broad meaning of 'workplace' in health and safety legislation and Sonder WHS policies and procedures.
Diversity & Inclusion	<ul style="list-style-type: none"> • Sonder is an equal opportunity employer and we embrace diversity. • We are committed to building a team that represents a variety of backgrounds, perspectives, and skills. • In turn, we strive to create a safe, inclusive environment for all employees. • As an employee of Sonder, you must practice inclusivity and celebrate diversity in line with Sonder policies and procedures.

5. ESSENTIAL MINIMUM CAPABILITIES

Skills and Abilities	<ul style="list-style-type: none"> • Demonstrated ability to conduct comprehensive psychosocial assessments based on the presenting needs of the client. • Exceptional interpersonal and communication skills with the ability to form engaging relationships with clients and their families/carers. • Highly self-motivated and dynamic personality with the ability to significantly contribute to mental health service delivery with a level of autonomy. • Ability to administer and interpret appropriate psychometric tests and outcome measurements. • Ability to perform multiple tasks and meet deadlines. • Ability to work independently with minimal supervision whilst contributing positively to the multidisciplinary team. • Proven high level of communication skills including the ability to communicate effectively, both orally and in writing with client, family members/carers and internal and external agencies and the community. • The ability and experience to conduct risk assessments, including suicide and risks associated with challenging behaviours, and to develop action plans that mitigate these risks. • Excellent problem solving skills and demonstrated ability consulting, liaising and negotiating with internal and external stakeholders. • High level computer skills including word processing, spreadsheets, electronic medical/case records and database applications. • Flexibility in coping with organisational change and demonstrated capacity to assist other staff to be innovative in clinical approaches and engagement with clients and their families/significant others
Experience	<ul style="list-style-type: none"> • Demonstrated experience working within a fast-paced environment. • A minimum 2 years supervised experience in the area of mental health. • A minimum 2 years relevant professional development and or supervision. • Experience in delivery cognitive behaviour therapy and other evidence based interventions. • Experience in assessing and treating clients with a range of mental health and/or alcohol and other drug problems
Knowledge	<ul style="list-style-type: none"> • Knowledge, including theory underpinning evidence-based intervention and research into their effectiveness • Knowledge of the application of policies and procedures within an organisation to enable accreditation compliance. • Knowledge of health promotion principles. • Knowledge of National Standards for Mental Health Services 2010.
Qualifications:	<ul style="list-style-type: none"> • Knowledge and experience in using the Microsoft suite of software and databases. • Qualified in one of the following disciplines and membership to associated professional body; Psychology, Social Work, Occupational Therapy, or Mental Health Nursing.

	<ul style="list-style-type: none"> • Current DCSI or Working With Children Clearance • Current Child Safe Environments (Through Their Eyes) Training
6. CREDENTIALING QUALIFICATION REQUIREMENTS	
<p>Psychologist / Clinical Psychologist*</p> <ul style="list-style-type: none"> • Approved Masters or equivalent in psychology, with experience of two (2) years or more in clinical mental health settings preferably community based. • Registered as a psychologist with AHPRA. <p>Clinical Psychologist:</p> <ul style="list-style-type: none"> • To be recognised as a clinical psychologist, personnel must meet requirements to have practice endorsement with the Psychology Board of Australia in specialist area of practice of clinical psychology. <p>Mental Health Nurse</p> <ul style="list-style-type: none"> • Mental Health Nurses must be accredited with the Australian College of Mental Health Nurses. • Experience of two (2) years or more in clinical mental health settings preferably community based. <p>Social Worker</p> <ul style="list-style-type: none"> • Accreditation as a Mental Health Social Worker with the Australian Association of Social Workers (AASW). • Experience of two (2) years or more in clinical mental health settings preferably community based. <p>Occupational Therapist</p> <ul style="list-style-type: none"> • Registered as an Occupational Therapist with AHPRA. • Approved degree from a recognised School of Occupational Therapy. • Experience of two (2) years or more in clinical mental health settings preferably community based. 	
7. DESIRABLE CHARACTERISTICS	
Attributes/Experience	<ul style="list-style-type: none"> • A sense of humour! • Training in CBT, Narrative Therapy, Trauma Informed Practice, DBT, ACT or another evidence based treatment protocol for mental health disorders. • Experience in facilitating or assisting with evidence-based group programs. • Successful participation in a community-based multidisciplinary team associated with youth who present with a mental health disorder. • Knowledge of community resources, formal and informal, relevant to those having acute or severe mental disorder and disability.
7. ACKNOWLEDGEMENT	
<p><i>Key results and accountabilities for this position should not be considered definitive. Accountabilities and outcomes may be added, deleted or modified, in consultation with staff as necessary. Job & Person Specifications will be reviewed in line with Performance Review & Development Appraisals unless required earlier.</i></p>	