

## Job Description & Person Specification



<b>Position Title:</b>	Mental Health Clinician
<b>Salary:</b>	Salary negotiated according to skills and experience (Salary Packaging is available)
<b>Status of Employment:</b>	Contract Position until 30 <sup>th</sup> June 2014 (Implied continuance on all roles subject to funding)

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### Background

Medicare Locals have been established across Australia to improve coordination and integration of Primary Health care in local communities, to identify local health care needs, address service gaps, and provide professional support and development to Primary Health Care providers so that members of the community receive improved care across Health and Community services. The Northern Adelaide Medicare Local (NAML) is established as a Population Health planning, Service development, Delivery and Commissioning organisation with a dynamic professional team, working to support the CEO and Board to fulfill its objectives.

The Northern Adelaide Medicare Local (NAML) provides one of the largest all ages Mental Health Service delivery program in the State. Since 2001 NAML (formerly ANDGP) has been providing ATAPS (Access to Allied Psychological Services) and has then expanded the delivery of its Mental Health programs to provide individual and group clinical therapeutic interventions to clients across the age range and diagnostic criteria.

NAML has a team of over 25 Mental Health Clinicians from a range of professional backgrounds; including Psychology, Social Work, General Practitioners and Cognitive Behavioural Therapists. All have Post Graduate qualifications in the delivery of Focused Psychological Strategies, including Cognitive Behavioural Therapy and other evidence based interventions.

Clinical interventions are delivered across the Northern region, in General Practice, community settings and from our office based in Edinburgh North. We provide a robust Clinical Governance Framework, with well developed policy and procedures and a Client Management database. We have a strong team of Mental Health support and Administration staff who provide the necessary administration support to the Mental Health clinical teams. NAML is committed to ensuring competent and professional practice and has a well developed program of Continuing Professional Development, Case Consultation and Professional Supervision in place.

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Mental Health Clinicians are encouraged to work across teams and this ensures a professional consultation base along with diversity and expansion of clinical knowledge and expertise. NAML is proud to have a strong commitment to developing the Clinical workforce in the Northern region and has strong links with the Adelaide universities, providing student placements across disciplines. Additionally we have a clear career pathway within our organisation and opportunities for Mental Health Clinicians to advance to senior roles with particular specialisations and/or Team leader responsibilities.

NAML also has opportunities for Private Providers under Better Access and runs several programs where Better Access Clinicians are able to be fully supported within the structures in place for employed Clinicians. Clinical sessions for all programs are offered from Monday to Fridays between the hours of 9am and 5pm, with after hours and Saturday sessions also available.

We are a family friendly and flexible organisation, happy to support Mental Health Clinicians who are seeking part time or full time employment or private provider contracts under Better Access.

### **1. Summary of the Broad Purpose of the Position**

The Mental Health Clinician will work as part of a multidisciplinary mental health team to deliver focused psychological interventions for individuals with high prevalence mental health disorders such as anxiety and depression in a primary care setting.

The Clinician will be responsible for:

- Providing clinical therapeutic services (individual and group) to clients across a range of teams (Adult, adolescents, children, acute etc) within the Northern region of Adelaide (Northern Adelaide Medicare Local boundaries).
- Planning and implementing assessment and treatment services
- Program development and implementation where appropriate and necessary eg. Development, planning and implementation of a group
- Liaison and consultation with other professional employees as required
- Program evaluation
- Attendance at team meetings and external meetings

### **2. Reporting/Working Relationships**

Reports to Mental Health Manager.  
Will be required to work as part of a team.

### **3. Statement of Key Outcomes and Activities**

- Assessing and screening clients referred to the service using the appropriate tools, policies and procedures outlined in the Clinical Governance Framework, including providing information about mental health and available services;
- Working collaboratively with clients and their families to identify their mental health (and where appropriate, general health) needs;
- Coordinating client therapeutic interventions by formulating client plans in collaboration with the client, staff and external workers and agencies, including making internal and external referrals as needed;

- Determining client goals and strategies to be implemented through therapy and review same as required;
- Supporting the continuity of client care and information flow between clients, staff and external workers and agencies;
- Providing individual and group clinical interventions;
- Participating in community engagement activities promoting the mental health and wellbeing of the community;
- Developing and maintaining relationships with external stakeholders to ensure good communication flow and clear referral pathways;
- Actively participating in supervision sessions, team and staff meetings, staff training and development;
- Complying with electronic case file management system and other organisational processes and procedures;
- Carrying out any other tasks appropriate to the classification as directed by the Manager.

#### **4. Key Attributes and Capabilities (Key Selection Criteria)**

- Ability to design and implement psychological interventions for individuals
- Ability to administer and interpret appropriate psychometric tests and outcome measurements
- Ability to work as a member of a multidisciplinary team
- Ability to undertake consultation and liaison when required
- Excellent verbal and communication skills
- Ability to work independently with minimal supervision
- Ability to perform multiple tasks and meet deadlines
- Ability to apply evidenced based psychological interventions including understanding of current theoretical concepts within mental health sciences and their application to mental health issues and problems
- Knowledge of
  - Occupational Health, Safety and Welfare Act, policies and practices
  - Equal Opportunities Legislation, policies and practices
  - Professional Codes of Conduct and Ethics: aware of and practicing within relevant Federal and State Legislation and the relevant Professional Code of Practice, Conduct and Ethics.
- Clinical therapeutic experience in the area of mental health (new graduates are exempt from this requirement)
- Experience in a range of settings within the mental health system
- Experience with the delivery of cognitive behavioural therapy and other evidence based interventions
- A sense of humour

#### **Educational/Vocational Qualifications**

- Social Workers - eligible to be a member of the AASW
- Psychologists – Eligible for General, Clinical or Provisional Registration with the Australian Health Practitioner Regulation Agency (AHPRA)
- Registered Nurses – Eligible for registration with the Australian College of Mental Health Nurses

- Occupational Therapists- Eligible for registration with the Australian Association of Occupational Therapist and AHPRA
- Cognitive Behavioural Therapists- minimum of 2 years post graduate experience

### **Desirable**

To distinguish between applicants who have met all the essential requirements, applicants who meet one or more of the desirable characteristic may be eligible for a Senior Mental Health Clinical Position;  
Experience

- Minimum of two years full-time post graduate experience
- Experience in working with an adult/youth mental health service in a community setting
- Experience in working with community members from diverse cultural and linguistic backgrounds
- Experience providing therapy to children aged between 5-11yrs and their families
- Experience working with individuals at significant risk of suicide or self harm
- Experience providing therapy to individuals with serious and ongoing mental illness
- Experience providing therapy to women within the Peri-natal period
- Experience providing therapy within the Palliative Care field

### Knowledge

- Appreciation of the diversity and complexity of health issues in the Northern region of Adelaide
- A general understanding of psychopharmacology principals as they relate to psychological and behavioural well being

### Professional Codes of Conduct and Ethics

- Complying and practicing within relevant Federal and State Legislation and the profession's code of practices/ethics.

## **5. Special Conditions**

- Some out of hours work (including weekend and evening) may be required for which time off in lieu may be taken.
- 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 relevant award).
- Performance appraisal will be conducted annually.
- NAML is a smoke free work place.

## **6. Organisational Requirements**

- Be aware of NAML's policies and procedures.
- Meet organisational requirements with regard to NAML's Risk Management Plan.
- Support the aims and objectives of NAML through understanding and implementation of the NAML Strategic Plan.
- Undertake a professional approach when communicating with significant internal and external stakeholders.

**7. Statement of Relevant Computing Functions and Software Applications Involved in Position**

- Office Network – Windows
- MS Office suite (Word, Excel, Outlook etc.)

*Knowledge and understanding of Information Technology in the workplace*

*Duties and responsibilities for this position should not be considered definitive. Duties may be added, deleted or modified, in consultation with staff as necessary. Job descriptions will be reviewed in line with performance reviews unless required earlier.*

Acknowledged by Employee: \_\_\_\_\_

Print Name:

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

CEO: \_\_\_\_\_

Print Name: Deb Lee

Date: \_\_\_\_/\_\_\_\_/\_\_\_\_