

Position Description

Title	Mental Health & Wellbeing Clinician
Business Unit	Wellbeing Services
Location	42A Dyte Parade, Ballarat, & 105 Dana Street Ballarat
Employment type	Full-time, Maximum Term until 30 June 2023
Reports to	Team Leader AOD and Mental Health Ballarat

About Uniting

Uniting Vic.Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land.

We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, intersex, and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate, and bold

1. Position purpose

The clinician will provide support in a number of different mental health programs across the Uniting Ballarat Mental Health division. The clinician will provide outcome focused support across a stepped care model, across the entirety of the lifespan. Some travel will be required as part of this role.

2. Scope

Budget:

Nil

People:

Nil

3. Relationships

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Internal

- AOD Staff
- Intake and Assessment Team
- Mental Health Clinicians
- Program leaders
- Students on placement
- Other Uniting Staff and Volunteers

External

- Area Mental Health Service, Mental Health Team, and other community services agencies.
- Local GP's
- Local Psychologists/Counsellors/Psychiatrists and allied health professionals
- NDIS/NDIA
- Latrobe Community Health
- Employment providers
- Support coordinators
- CALD community groups
- Education providers
- Orange Door
- Primary Health Network (PHN)

4. Key responsibility areas

Service delivery

- Effectively manage a caseload, as required by the demands of the programs ensuring that clients and carers are provided with timely services.
- Develop individual recovery plans where required
- Develop and implement supports in response to the impact of COVID-19 on people's mental health and wellbeing
- Work collaboratively with participants, carers, family, and other supports to identify their needs, set goals and develop a plan to meet those goals and regularly review progress
- Collaborate as a member of the Mental Health Team
- Engaging with clients in a range of evidence based therapeutic interventions such as:
 - Motivational Interviewing
 - Cognitive Behavioural Therapy
 - Dialectical Behavioural Therapy
 - Health Coaching
 - Mindfulness
 - Recovery orientated practices
 - Strengths based Therapy
- Work collaboratively with a client's GP and other professionals involved in the client's care. Engaging in collaborative care planning and case conferences where applicable
- Current knowledge around best care practices to address the biopsychosocial needs of a client.

Administration

- Collect, collate, and maintain client notes on Client Management System ensuring that all client notes are entered in a timely and accurate manner.
- All organisational accountability and reporting requirements are met in an accurate and timely manner. Complete regular reports as required.
- Complete all organisational accountability and reporting requirements in an accurate and timely manner.
- Reporting of the minimum data set (MDS) and other required key outcome measures on the PHN portal in accordance with program operations manuals.
- Participate in research projects as required

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Quality and risk

- Actively participate in regular supervision processes, including clinical supervision with clinical psychologist and regular supervision with line manager.
- Participate in staff meetings, program planning, professional development sessions and staff training as required.
- Participate in annual Individual Performance and Development Review.
- Contribute to an inclusive workplace environment and culture which supports diversity, develops teamwork, and ensures the provision of quality services for clients.
- Contribute to Continuous Improvement activities, accreditation processes and quality improvement processes.

Personal accountability

- Compliance with Uniting's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting's values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management
- Attend mandatory training sessions (i.e. equal employment opportunity, health, and safety) and mandatory training specific to position.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.
- Declare any potential or actual conflict of interest that you become aware of through the course of your engagement:
Based on a relationship with a current member of Uniting's workforce
Based on my ongoing work with another organisation

5. Performance indicators

- Collaborate as a member of the mental health and AOD teams to deliver evidence-based supports in a range of different mental health programs, including working within a stepped-care model
- Services are delivered in compliance with relevant accreditation where applicable
- Establish and maintain networks with external stakeholders
- Collaboration with clinicians and peer workers is genuine and effective
- Timely and efficient reporting to provide accurate outcome measures.

6. Person specification

Qualifications

- Social Work, OT, Counselling, or equivalent qualifications highly desirable.

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- Minimum Qualification - Certificate IV in Mental Health and/or Certificate IV in Alcohol and Other Drugs or Peer work.

Experience

- Sound discipline knowledge, including the underlying principles of mental health recovery support, gained through experience, education and/or training.
- Knowledge of the statutory requirements related to community mental health support services.
- Experience working with people with mental health issues

Core selection criteria

- **Values alignment:** ability to demonstrate and authentically promote Uniting's values.
 - Demonstrated ability to provide safe environments for children and young people and protect them from abuse and neglect.
 - Sound knowledge and understanding of Mental Illness and impact of this on people's mental health and wellbeing.
 - Sound knowledge and understanding of the Mental Health Recovery Model.
 - Understanding of the principles that underpin mental health recovery support.
 - Proven reporting, time management, professional case noting and administrative skills.
 - Demonstrated commitment to professional development.
 - Ability to collaborate effectively with clients, families, colleagues, stakeholders, and other service providers.
 - Ability to convey warmth, openness, empathy, and concern for the welfare of clients.
 - An understanding of the issues related to marginalised groups and a commitment to working with these groups.
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7. We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and relevant Working With Children Check (and NDIS Worker Screening Check where relevant) to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking. It is a condition of employment that all eligible workforce receive the COVID-19 vaccination and supporting evidence may be requested in order to perform duties at any of Uniting's workplaces.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

8. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

Signature:

Date: