



**Position Title: Senior Clinician - TRC**

**Team: Therapeutic Care**

**Region: Take Two**

**Supervisor: Clinical Team Leader**

**Delegations and Authorities:**  
In Line with Delegations Policy

**Band: (A-F): B**

**Date Completed: 7/11/14**

**ORGANISATIONAL INFORMATION**

**OUR VISION AND FOCUS**

**All children have a good childhood - growing up in families and communities where they feel safe, nurtured and have hope for the future.**

Berry Street chooses to work with children, young people and families with the most challenging and complex needs. We work across metropolitan, regional and rural Victoria.

To achieve our vision Berry Street delivers a wide variety of programs, from those aimed at strengthening families and communities through to those that focus on helping people recover from the trauma of violence, abuse and neglect.

We group our programs into: community, disability services, education, family services, foster care, residential care, therapeutic services and youth services.

**OUR VALUES**

**Berry Street expects all staff to apply these values in all aspects of their work.**

**Courage:** To be the best we can be

**Integrity:** Expect a personal and organisation commitment to honesty

**Respect:** Acknowledge the importance of each person's heritage, traditions, identity, needs and aspirations

**Accountability:** Be responsible for our own actions

**Working Together:** Work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills

**ROLE CONTEXT**

**TAKE TWO** is a state-wide service established in 2003 to provide high quality therapeutic services to children and young people who have suffered significant abuse or neglect and are clients of Child Protection. Take Two is a registered health care provider.

There are two components to this position:

0.5 EFT (38 hours per fortnight) is fixed term until August 2015

0.5 EFT (38 hours per fortnight) is ongoing

**PRIMARY OBJECTIVES OF THE ROLE**

This is a specialist role designed to provide clinical assessment, consultancy and therapeutic support to the Berry Street Gippsland Therapeutic Residential Care program operated by the Department of Human Services.

**REPORTING RELATIONSHIPS**

This position is an outreach position which is based at the Scoresby Berry Street office. It will involve significant periods of time at the residential unit based in the Southern Region. The Therapeutic Specialist is a member of the broader Therapeutic Care Team.

This role reports to the Clinical Team Leader who will provide supervision and review. This role has no direct reports and works in conjunction with other team members.

**KEY SELECTION CRITERIA - ESSENTIAL**

- Demonstrated ability to provide leadership and direct service in the clinical assessment and treatment of children, young people and families.
  - Demonstrated understanding of the importance of identity and cultural connections in the healing process for Aboriginal children.
  - Highly developed ability to provide secondary consultation, training and advice to clinicians, carers, residential carers and other professionals.
  - Demonstrated commitment to working collaboratively and with the capacity to negotiate and liaise with DHS, other agencies and the community.
  - A well-developed understanding of Child Development, Attachment and Trauma theories, their relationship to child abuse and neglect, and ability to assist others to understand the implications of these.
  - Knowledge of and expertise in delivering a range of appropriate therapeutic interventions to the client group.
- A sophisticated understanding of the complexity of the service system and the issues involved in providing services to statutory clients.
  - Excellent written and verbal communication skills.
  - Demonstrated commitment to a learning culture and continuous improvement, and experience reporting within the Australian Council of Healthcare Standards would be an advantage.
  - Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
  - Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.

**KEY SELECTION CRITERIA - DESIRABLE**

- An appropriate tertiary qualification in Psychology, Social Work or a related discipline is essential.
- Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.

**QUALIFICATIONS AND OTHER REQUIREMENTS**

- Experience in Child Protection and Out of Home Care sector.
- Experience working with Aboriginal communities, children and families.
- Post Graduate training in relevant child, adolescent and family clinical practice is strongly preferred.

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES describe the key duties that will indicate your success in your role.

ACCOUNTABILITY	SPECIFIC RESPONSIBILITY
<b>Program Development &amp; Review</b>	<ul style="list-style-type: none"> <li>• Provide leadership in accordance with program guidelines for the delivery of Therapeutic Residential Care.</li> <li>• In conjunction with the Clinical Team Leader and the TAKE TWO leadership group, contribute to the successful development and implementation of the Therapeutic Residential Care Programs.</li> <li>• Work with the TAKE TWO leaders, clinicians and other relevant people to identify policy and practice improvements and implement such changes.</li> <li>• Assist the Clinical Team Leader to identify service system deficits and assist to devise strategies to address problems or initiate service development.</li> <li>• Assist the Take Two Knowledge Area Manager in the collection and dissemination of learnings arising from TAKE TWO clinical practice.</li> </ul>
<b>Service Delivery</b>	<ul style="list-style-type: none"> <li>• Provide leadership for the delivery of clinical services of assessment and treatment to Child Protection clients referred to the Therapeutic Residential Care programs and other clinical work.</li> <li>• Provide secondary consultation concerning the mental health needs of children referred to the program to all members of each child's care team and network.</li> <li>• Assist in the development of quality assurance and quality improvement frameworks for clinical service delivery.</li> <li>• Provide leadership in the implementation of the Therapeutic Residential Care program including assessment procedures, needs identification, risk assessment, practice guidelines, case documentation and discharge planning.</li> <li>• Provide regular clinical leadership, consultation and advice to Care Teams.</li> <li>• Provide reflective practice sessions and training for residential care staff</li> <li>• Collaborate in the recruitment of residential care staff.</li> <li>• Provide leadership in training of carers for therapeutic residential care.</li> </ul>
<b>Relationships &amp; Networking</b>	<ul style="list-style-type: none"> <li>• Maintain collaborative working relationships with Berry Street and regional services and supports for Child Protection clients.</li> </ul>
<b>Skills &amp; Attributes</b>	<ul style="list-style-type: none"> <li>• Demonstrated ability to provide therapeutic leadership and guidance to a range of professionals and members of the child's network.</li> <li>• A well developed understanding of Child Development, Attachment and Trauma theories, their relationship to child abuse and neglect, and ability to assist others to understand the implications of these.</li> <li>• Knowledge of and expertise in delivering a range of appropriate therapeutic interventions to the client group.</li> <li>• Capacity to articulate and relate theory to practice in a training environment.</li> <li>• Ability to understand and manage the complexities inherent in working in therapeutic care.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Participate in TAKE TWO meetings and training, Berry Street workshops &amp; meetings, and other meetings as appropriate.</li> <li>• Meet all TAKE TWO documentation standards and requirements.</li> </ul>

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|  | <ul style="list-style-type: none"><li>• Keep abreast of relevant theoretical, legislative and policy development.</li><li>• Assist with the recruitment, orientation and training of appropriately skilled staff.</li><li>• Other duties as directed.</li></ul> |
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## CONDITIONS OF EMPLOYMENT

1. This position is for 76 hours per fortnight. This is a fixed term contract until August 2015.
2. You will be based at the offices of Berry Street Take Two in Scoresby. You may be required to work from other Berry Street sites (on a temporary or permanent basis) as directed from time to time.
3. Terms and conditions of employment are in accordance with the Berry Street Victoria Enterprise Agreement, which includes above Award payments and eligibility for remuneration packaging. Salary packaging is available to full-time and 0.8 staff to a maximum value of \$15,900 and a maximum value of \$12,000 to all other permanent part-time staff, in line with our Salary Packaging policy.
4. The base salary for this position is \$74,259.23 per annum under the Berry Street Victoria Enterprise Agreement. The value of the salary can be increased through salary packaging.
5. Superannuation will be paid according to Superannuation Guarantee into a compliant fund of your choice or into HESTA Superannuation Fund.
6. The successful applicant will be required to undergo satisfactory pre-employment checks, including two professional referees, a pre-existing injury/disease declaration, a criminal records check and proof of identify and qualifications.
7. The successful applicant will initially be employed for a probationary period of five months. During this period, either party can terminate employment with one week's notice. A probationary review before five months will be undertaken.
8. Agency vehicles are available for authorised use and these should be used at all times for work-related purposes, in accordance with the Berry Street Motor Vehicle Policy. However, if you are authorised to use your own vehicle for work-related purposes, you will be paid an allowance per kilometre, which includes provision for comprehensive insurance and other running costs. Berry Street is unable to insure private vehicles owned by staff and will not accept any liability for damage to any staff vehicles incurred while being used for work-related purposes.
9. Under Victorian WorkCover legislation, it is the applicant's duty to advise Berry Street of any pre-existing medical condition, which could be aggravated by the type of employment for which they are applying. The existence of a medical condition will not preclude you from employment, unless you are unable to perform the inherent requirements of the position. However failure to disclose any relevant injury or disease will jeopardise any entitlement you may otherwise have for a work-related aggravation of that non-disclosed pre-existing condition.
10. Berry Street has a smoke-free workplace policy.



## **INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT**

Following is a table that outlines the main physical and psychological requirements of the position, for assessment by you and/or your medical practitioner.

<b>Element</b>	<b>Key Activity</b>	<b>Frequency</b>
<b>Work Environment</b>	Manage demanding and changing workloads and competing priorities	Daily
	Work in a team environment	Daily
	Work in different geographic locations	Daily
	Be exposed to all outdoor weather conditions	Regular
	Work back to back shifts	n/a
	Wear personal protective equipment (e.g.: rubber gloves) to provide protection from potential infectious and hazardous substances	Occasional
	Work in unstructured environments (e.g. outreach)	Regular
	Work office hours with the possibility of extended hours.	Regular
	Work in an open plan office	Daily
	Work in buildings which may be two-storey	Daily
	Sit at a computer or in meetings for extended periods	Daily
	Present at court and other jurisdictions	Occasional
	Perform 'on call' duties	n/a
	Undertake sleepover/night duties, sometimes as the only staff member on duty	n/a
	Undertake active night duties	n/a
<b>Manual Handling</b>	Undertake manual handling (e.g.: lifting, moving, transferring, twisting, restraining, supporting) of clients	n/a
	Undertake manual handling (e.g.: lifting, pulling, pushing, moving, transferring, digging, twisting, restraining, supporting) of equipment, which would be of varying weight and size	n/a
<b>People Contact</b>	Work with clients who may have a physical or sensory disability	Occasional
	Liaise with government, non-government and community organisations	Daily
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police	Regular

	Interact with clients and members of the public who could display verbal or physically challenging behaviour	Regular
	Support and participate with clients in recreational activities (e.g.: gardening, ball games, swimming, walking, camping, hiking, trampolining, tennis, cricket)	Occasional
	Facilitate access to specialist, generic and community services	Occasional
	Assist with personal and self-care activities such as toileting, meals, dressing and maintenance of personal hygiene	n/a
	Undertake supervisory, recruitment, training and professional development activities	occasional
<b>Administrative Tasks</b>	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data	Daily
	Undertake intensive administrative tasks, which include computer work, report writing (e.g. financial reports), participating in meetings and concentrating for long periods of time	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, electronic whiteboards	Daily
<b>Transport</b>	Drive vehicles possibly over long distances and in all traffic and weather conditions	Regular
	Use public transport including trains, buses, trams and taxis	Occasional
	Drive vehicles with possible distractions from client behaviour, verbal or physical	Occasional
<b>General Tasks</b>	Undertake general household duties (e.g.: food preparation, sweeping, dusting, shopping, mopping, vacuuming, laundering, gardening, cooking, cleaning baths, showers and toilets)	n/a

