

	<b>Position Title:</b> Senior Clinician		<b>Team:</b> Take Two		<b>Region:</b> Gippsland
	<b>Supervisors:</b> Team Leader	<b>Delegations and Authorities:</b> In Line with Delegations Policy	<b>Band:</b> C	<b>Date Completed:</b> August 2017	

## ORGANISATIONAL INFORMATION

OUR VISION AND FOCUS	ROLE CONTEXT
<p><b>All children should have a good childhood, growing up feeling safe, nurtured and with hope for the future.</b></p> <p>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.</p> <p>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.</p> <p>We also engage government, other community organisations and the general public in child-focussed advocacy and knowledge sharing.</p>	<p>Take Two is an intensive therapeutic service for infants, children and young people who have suffered trauma, neglect and disrupted attachment. It provides high quality therapeutic services for families, as well as contributing to the service system that provides care, support and protection for these children. Take Two is a Victoria-wide service funded by the Department of Health and Human Services, auspiced by Berry Street, and is also involved in partnership with other community service agencies to provide services to therapeutic foster care, Aboriginal therapeutic home-based care, therapeutic residential care and the Stronger Families service.</p> <p>Take Two is a flagship site of the Child Trauma Academy implementing the Neurosequential Model of Therapeutics (NMT) guide intervention planning.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p><b>Berry Street expects all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> To be the best we can be and to never give up</p> <p><b>Integrity:</b> Expect a personal and organisation commitment to honesty</p> <p><b>Respect:</b> Acknowledge the importance of each person's heritage, traditions, identity, needs and aspirations</p> <p><b>Accountability:</b> Be responsible for our own actions</p> <p><b>Working Together:</b> Work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills.</p>	<p>The primary objectives of the role are to:</p> <ul style="list-style-type: none"> <li>• Carry a case load; the numbers of cases are dependent on the number of staff the senior clinician supervises. Given the seniority of the role the cases are more complex, with clients who are at various stages of an episode of care, such as assessment, treatment and closure and may reside in a range of settings such as home, foster care or residential care. Therapeutic work can range from short to long term.</li> <li>• Conduct assessments and develops a therapeutic treatment plan with clear goals that are reviewed regularly</li> <li>• Work closely and collaboratively with the client and the care team to achieve the goals within the specified time frame.</li> <li>• Has a leadership role in the team and supervises clinicians in the team.</li> </ul>
	REPORTING RELATIONSHIPS
	<p>This role is based at our Morwell office. It is part of the broader Take Two team.</p> <p>This role reports to Gippsland team leader who will provide supervision and review. This role has 1-2 direct reports and works in conjunction with other team members.</p>

## KEY SELECTION CRITERIA

All Berry Street staff are expected to meet the following expectations:

- Conduct themselves in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together.
- Have a demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
- Berry Street supports White Ribbon, Australia's campaign to stop violence against women. There is an expectation that staff never commit, excuse or remain silent about violence against women.
- Berry Street are committed to the safety, participation and empowerment of all children, including those with a disability and culturally and/or linguistically diverse backgrounds. Berry Street are also committed to cultural safety, inclusion and empowerment of Aboriginal children, their families and communities.

## KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Demonstrated ability to provide a high standard of complex direct service in the clinical assessment and treatment of children, young people and families; and to comply with service delivery towards output and outcomes requirement. (Please refer to expectations under assessment and treatment).
- An understanding of the complexity of the service system and the issues involved in providing services to statutory clients, with the ability to work in a complicated environment that can challenge and frustrate individual values and viewpoints.
- Demonstrated commitment to working collaboratively and the capacity to listen and consider others' opinions, respectfully and tactfully negotiate and liaise with DHHS, other agencies and the community.
- Sound decision making skills, reflected in excellent clinical judgements
- A high degree of self-discipline, reflected in the ability to provide targeted clinical services within strict time-frames
- Willingness to coach and develop others, impart knowledge and provide supervision to clinicians in accordance with Berry Streets policy.
- Excellent written and oral communication skills including timely and accurate written reports and able to clearly articulate and engage with a range of audiences – children, families and caregivers, other professionals and the court system.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.

QUALIFICATIONS AND OTHER REQUIREMENTS	DESIRABLE
<ul style="list-style-type: none"> <li>• Tertiary qualification in Psychology, Social Work or related discipline.</li> <li>• Please note: The scope of this position does not require the incumbent to practice as a 'clinical psychologist' or a registered occupational therapist and, as such, discipline specific registration is not a requirement. If the incumbent wishes to maintain registration it is at the incumbent's discretion and will not impact on the scope of this role.</li> <li>• A minimum of 5 years experience conducting clinical work with children</li> <li>• WWCC and satisfactory Criminal Records Check.</li> </ul>	<ul style="list-style-type: none"> <li>• Post Graduate training is preferred.</li> <li>• Experience in providing secondary consultation, psychoeducation and coaching</li> </ul>

### KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Assessments	<ul style="list-style-type: none"> <li>• Conduct assessments to understand the impact of trauma, neglect, and abuse experiences on the child's development and functioning and develop a treatment plan.</li> <li>• A non standardised assessment approach is used and generally involves assessing the individual child, collecting a brief history and context such as care arrangements, living arrangements, school arrangements, resources.</li> <li>• Administer and interpret standardised outcome measures such as HoNosca, SDQ, Trauma Symptom Check List (TSCC), Ages and Stages, NMT</li> <li>• At times specialised assessments are required and the clinician will consult with their team leader for discussion and approval in supervision to ensure clinical governance.</li> <li>• Where a child is known to be or is possibly Aboriginal, consultation with the Aboriginal team needs to occur as part of the assessment process to ensure this process is being culturally informed.</li> <li>• Write a cohesive, succinct, timely report for multiple audiences –including the child, parents, carers, and Child Protection.</li> <li>• Develop a formulation which forms the basis for a therapeutic treatment plan that includes goals and time frames</li> </ul>
Treatment	<ul style="list-style-type: none"> <li>• Provide the therapeutic treatment as specified in the treatment plan. This may be via others such as residential care staff or carers/family members, utilising psychoeducation, coaching and/or reflective practice.</li> <li>• The inclusion of a Cultural Connection Tool is essential for Aboriginal children</li> <li>• Treatment can be at the levels of the individual child, the family system, and the care team system</li> <li>• Key therapies provided are family or child psychotherapy (which is informed by principles of relational therapies), dyadic therapy between child and adult (to build and repair relationship) and psycho education for carers, early childhood/education services).</li> <li>• Develop and sustain therapeutic relationships with and between child and adults</li> <li>• Identify and respond to clinical risk</li> </ul>

	<ul style="list-style-type: none"> <li>• Conduct regular reviews of the therapeutic progress to recognise when the treatment goals have been met and the episode of care is completed and initiate case closure procedures.</li> <li>• Provision of secondary consultation and advice to non-clinical staff, carer and family members working in Care Teams and the broader service system</li> <li>• Provide the clinical services as agreed on for Targeted Care Packages, ensuring work is delivered within agreed timeframes.</li> <li>• Attends court and gives evidence that may include their professional opinion based upon assessment reports and professional observations on the child/young person's development and relationships with significant others</li> </ul>
Team Work	<ul style="list-style-type: none"> <li>• Work cooperatively with the system that sits around the child – child protection practitioners, education providers, health providers, care givers and family</li> <li>• Clinicians work in a team to ensure the work-place is a learning environment and are required to share and listen to others.</li> <li>• Participate in case presentations and other clinical development opportunities as these are learning opportunities to assist self and colleagues.</li> </ul>
Administration	<ul style="list-style-type: none"> <li>• Complete assessment, review and closure reports in agreed time frames</li> <li>• Maintain up to date files</li> <li>• Update data bases as required and expected</li> <li>• Keep timely and succinct case notes and file accordingly</li> </ul>
Supervision	<ul style="list-style-type: none"> <li>• Provides supervision to clinicians in accordance with Berry Street's supervision policy.</li> <li>• Coach and mentor clinicians</li> <li>• Conduct annual reviews of clinicians in accordance with Berry Street policy</li> <li>• Review and sign off on reports completed by clinicians they supervise</li> <li>• Attend potentially difficult and/or complex meetings with clinicians as required, this may be due to complexities within partnerships or if a more complex clinical situation has evolved.</li> <li>• Supervise students as required</li> </ul>
Leadership	<ul style="list-style-type: none"> <li>• Act in the clinical team leader role as required</li> <li>• Attend Professional Panels as required</li> </ul>
Self and Organisation	<ul style="list-style-type: none"> <li>• Participate actively in supervision. The Berry Street model of supervision encompasses management, support, development and mediation. It is not supervision to maintain professional standards. It is the forum to discuss clinical governance and risk and seek approvals and guidance as required.</li> <li>• Engage in workplace organisation training and initiatives of Take Two.</li> <li>• Engage in Communities of Practice and Friday Focus</li> </ul>

## CONDITIONS OF EMPLOYMENT

1. This position is for 38.0 hours per fortnight. There is no paid overtime, but any extra hours worked will be accrued as Time-in-Lieu according to the Berry Street Victoria Enterprise Agreement.
2. You will initially be employed at our Gippsland office in Morwell. 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 2014-2017 Agreement*, which includes above Award payments and eligibility for remuneration packaging. Salary packaging up to \$15,900 is available to Berry Street employees who meet the eligibility criteria outlined in our Salary Packaging Policy.
4. The base salary for this position is Take Two senior clinician which is currently \$89,971.91 (pro-rata) 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 2 professional referees, a pre-existing injury/disease declaration, a criminal records check and proof of identity and qualifications.
7. The successful applicant will initially be employed for a probationary period of 5 months. During this period, either party can terminate employment with one week's notice. A probationary review before 5 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.

Element	Key Activity	Frequency
Work Environment	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Daily
	Work office hours with the possibility of extended hours.	Regularly
	Work in an open plan office.	Could be daily
	Work in buildings which may be two-storey.	Occasionally
	Sit at a computer or in meetings for extended Periods.	Daily
	Present at court and other jurisdictions.	Occasionally
People Contact	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.	Regularly
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Regularly
Administrative Tasks	Undertake administrative tasks which may include the following: computer work, writing reports, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
Transport	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regularly