

	Position Title: Senior Clinician – Secure Welfare	Team: Take Two		Region: Northern
	Supervisor: Clinical Team Leader	Delegations and Authorities: In Line with Delegations Policy	Band: C	Date Completed: April 2019

ORGANISATIONAL INFORMATION

OUR VISION AND FOCUS	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</p>	<p>TAKE TWO is a statewide service providing high quality therapeutic services primarily to children and young people who have suffered significant abuse or neglect and are clients of Child Protection.</p> <p>The Department of Health and Human Services (DHHS) operates the Secure Welfare Service (SWS) which is prescribed under the Children, Youth & Families Act 2005 (CY&FA). SWS comprises two secure 10-bed units, one for males and one for females. SWS provides short-term secure care (for up to 21 days with an extension of up to 21 days possible) for young people aged 10-17 years deemed to be at substantial & immediate risk of harm.</p> <p>The Take Two SWS Clinician is responsible for providing brief mental health assessments of young people placed in SWS and providing written reports to Child Protection.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p>Berry Street expects all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a ‘fair go’</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<ul style="list-style-type: none"> • To provide consultation to referring Child Protection case managers around the assessment of young people placed in Secure Welfare. • Provision of timely, purposeful clinical assessment including mental state examinations and identification of risks to Child Protection clients referred to Take Two whilst in Secure Welfare. • With the support of the Take Two Clinical Team Leader, ensure that reports are relevant, feedback is provided to the Care Team, and yearly targets are met. • Work closely with the other assessment services involved in Secure Welfare. • Participate in the state-wide program of Take Two service provision and service development. • Contribute to the research and training components of the Take Two program.
	REPORTING RELATIONSHIPS
	<p>This role reports to the Clinical Team Leader who will provide supervision and review.</p> <p>This position will supervise up to 2 clinicians as appropriate.</p>

EXPECTATIONS

- Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement and occupational health and safety.
- Berry Street is committed to the principles of social justice. We aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality or religion.
- 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 is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify with a sexual and or gender minority identity.

KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- The ability to collaborate with peers as part of a team dealing with complex cases.
- Demonstrated commitment to working collaboratively with and highly developed capacity to negotiate and liaise with DHHS, other agencies and the community.
- Demonstrated ability to provide high quality, innovative direct service in the clinical assessment and treatment of children, young people and families including highly developed skills in brief assessment, diagnosis and case formulation with recommendations for intervention.
- Demonstrated expertise in working in a range of creative ways and settings with statutory clients who have challenging and complex needs.
- Ability to provide secondary consultation and advice to clinical staff and other professionals.
- Experience in and ability to provide direct service in clinical assessment and treatment of children including triage and mental health risk assessment, and advice on behaviour support plans.
- Demonstrated ability to provide training and psychoeducation.
- A sophisticated understanding of the complexity of the service system and the issues involved in providing services to statutory clients.
- Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
- Demonstrated cultural understanding of respectful and sensitive practice with Aboriginal and Torres Strait Islander clients, families and communities in consultation with the Take Two Aboriginal Team Clinical Team Leader.
- Excellent written and oral communication skills (including public speaking and presentations).
- 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

- An appropriate tertiary qualification in Psychology, Social Work or a related discipline is essential. Post Graduate training in relevant child, adolescent and family clinical practice is strongly preferred.
- Please note: The scope of this position does not require the incumbent to practice as a 'clinical psychologist', and, as such, AHPRA registration is not a

DESIRABLE

- 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.

<p>requirement. If the incumbent wishes to maintain AHPRA registration it is at the incumbent's discretion and will not impact on the scope of this role.</p> <ul style="list-style-type: none">• 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.	<ul style="list-style-type: none">• Experience of working within the CQI frameworks of the Australian Council of Healthcare Standards would be an advantage.
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KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Direct Service Delivery	<ul style="list-style-type: none"> • Deliver high quality clinical services of assessment of Child Protection clients placed in Secure Welfare Services. Provide written reports as required. • Provide high quality secondary consultation concerning the mental health needs of Child Protection clients placed at Secure Welfare Services. • Contribute to Behaviour Support Plans. • Provide leadership and high quality therapeutic input assisting with the support and transition of clients of Secure Welfare Services with complex needs back to their region of origin as required. • Work collaboratively with all service providers involved with each client, including attendance at Secure Welfare planning meetings, Child Protection case planning meetings and other client related meetings • Work collaboratively with the Take Two team and contribute to team discussion and an open learning culture. • In conjunction with Take Two management contribute to the successful delivery of the Take Two program and to the implementation of the research and training strategies. • Participate in the collection and dissemination of learning arising from Take Two clinical practice. • Complete all recording required for the reporting of clinical activity for Take Two reporting. • Participate in clinical supervision, Take Two meetings and training, Berry Street workshops & meetings, and other meetings as required. • Keep abreast of relevant theoretical, legislative and policy development. • Other duties as directed.
Other	<ul style="list-style-type: none"> • Assist leadership in the delivery of TAKE TWO services in the designated region. • Support the Manager and Clinical Team Leader in implementation of the research, development, training and Aboriginal service work of TAKE TWO within the relevant region. • Assist the Clinical Team Leader in tracking client outcomes and seeking relevant stakeholder feedback. • In conjunction with the Clinical Team Leader, ensure that client information is managed in accordance with Australian Council of Health Care Standards. • Self manage risk and safety in clinical practice and work environments • 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.

CONDITIONS OF EMPLOYMENT

1. This position may be required to work additional hours as necessary, and extra hours worked will be accrued as Time-in-Lieu according to the *Berry Street Victoria 2014-2017 Agreement*
2. You will initially be employed at our Flemington Office. 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 remuneration for this position is Senior Clinician \$93, 036.40 gross per annum (full time equivalent), under the *Berry Street Victoria 2014-2017 Agreement*. The value of the salary can be increased through salary packaging.
5. This position includes an all-inclusive annual motor vehicle allowance of \$10,500 (pro rata) and no other claims for motor vehicle costs can be made to Berry Street. It is expected that the employee's personal vehicle fulfils all work related purposes and, as a result, no work related travel costs or access to pool cars will be provided. Please refer to the Motor Vehicle Policy for further information.
6. Superannuation will be paid according to Superannuation Guarantee into a compliant fund of your choice or into HESTA Superannuation Fund.
7. The successful applicant will be required to undergo satisfactory pre-employment checks, including 2 professional referees, a pre-employment health declaration, a criminal records check and proof of identify and qualifications.
8. 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.
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.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	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.	Regular
	Sit at a computer or in meetings for extended periods.	Daily
	Work in an environment with competing demands.	Daily
	Present at court and other jurisdictions.	Occasional
People Contact	Liaise with government, non-government and community organisations.	Daily
	Work with clients who may have a physical or sensory disability.	Regular
	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
	Facilitate access to specialist, generic and community services.	Daily
	Undertake training and professional development activities.	Regular
Administrative Tasks	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
	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.	Regular

	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional
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