



## POSITION DESCRIPTION

<b>Position Title</b>	Mental Health Clinician
<b>Department/Team</b>	Asha- Clinical Mental Health Treatment Program
<b>Location</b>	Based at Intercept Youth and Family Program, Caboolture. Program delivered in a consortium model with Redcliffe Area Youth Space as Lead Agency.
<b>Reports To (Position)</b>	Clinical Lead (RAYS), Coordinator- Child, youth and families (Lutheran Services), Community Services Manager- Youth and Family (Lutheran Services)
<b>Positions Reporting to this Position</b>	Nil
<b>Effective Date (of PD)</b>	February 2021

<b>Main Purpose/ Primary Objective</b>	<p>The Mental Health Clinician provides clinical interventions to young people (aged 12 to 25) and/or families seeking support to address mental ill-health (diagnosed, undiagnosed or at risk of developing).</p> <p>The Asha program is a two-worker model, providing co-case management across Functional Recovery Managers and Mental Health Clinicians.</p>
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### Key Accountabilities/Key Result Area

#### Overview of Position

#### The Mental Health Clinician:-

- Works with young people and/or families seeking support to address mental ill-health (diagnosed, undiagnosed or at risk of developing) and associated issues.
- Works holistically and provides thorough wrap around support to young people and/or their families
- Provides intensive therapeutic/clinical and case management support (in conjunction with the Family and Youth Workers)
- Uses routine, non-routine and specialised interventions
- Uses a biopsychosocial approach that includes integrated treatment and stepped care
- Works within a recovery-oriented framework and trauma-informed, relational model of care
- Liaises in a professional manner with a range of stakeholders
- Demonstrates practice that is guided by Organisational Policy and Procedures;



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### Toolkits and Model of Service

- The Mental Health Clinician works within a work team and has accountability and responsibility for delivering a professional service that aims to meet benchmarks set for the program. The position reports to the Clinical Lead. A range of Policies and Procedures and a comprehensive Program Brief support the execution of this role.

### Responsibilities-

- Exercise judgment and/or contribute critical knowledge and skills where procedures are not clearly defined;
- Perform duties of a specialised nature requiring the development of expertise over time or previous knowledge;
- Identification of specific or desired performance outcomes;
- Contribute to interpretation and administration of areas of work for which there are no clearly established procedures;
- Set outcomes and further develop work methods where general work procedures are not defined and exercise judgment and contribute critical knowledge and skills where procedures are not clearly defined;
- While under general direction and within the clear objectives of the organisation and within budgetary constraints, contribute to the development of work methods and the setting of outcomes.
- Provide administrative support of a complex nature to senior employees;
- Exercise responsibility for various functions within a work area;
- Provide assistance on grant applications including basic research or collection of data;
- Undertake a wide range of activities associated with program activity or service delivery;
- Develop, control and administer a records management service for the receipt, custody, control, preservation and retrieval of records and related material;
- Undertake computer operations requiring technical expertise and experience and may exercise initiative and judgment in the application of established procedures and practices;
- Undertake the following as required:
  - Liaise with other professionals/services/community at a technical/professional level;
  - Discuss techniques, procedures and/or results with clients on straight forward matters;
  - Lead a team within a specialised project;
  - Provide a reference, research and/or technical information service;
  - Carry out a variety of activities in the organisation requiring initiative and judgment in the selection and application of established principles, techniques and methods;
  - Perform a range of planning functions which may require exercising



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<p>knowledge of statutory and legal requirements;</p> <ul style="list-style-type: none"> <li>○ Assist senior employees with the planning and coordination of new programs/projects.</li> </ul>	
Strategic Tasks	Key Performance Indicators
To deliver programs in line with brief/project scope	<ul style="list-style-type: none"> <li>• Utilise routine, non-routine and specialised <b>interventions</b> from the quality managed pool and apply to individual needs/scenarios as required</li> <li>• Undertake <b>data collection</b> as required for the program</li> <li>• For new initiatives apply the <b>program development</b> procedures</li> <li>• Meet organisational and/or funding body <b>benchmarks</b> as reflected in Project Brief and/or scope</li> <li>• Undertake all required tasks to the level outlined in the <b>Competency Matrix</b> for this position</li> </ul>
To reflect better practice	<ul style="list-style-type: none"> <li>• Undertake ongoing <b>professional development</b> in line with policy</li> <li>• Contribute to <b>action learning</b> reviews and evaluation processes as required</li> <li>• Uphold all program <b>policy and procedure</b> particularly clinical governance, the model of service, the treatment process, the referral process, interventions manual, interventions toolkit and case conferencing toolkit</li> <li>• Provide weekly <b>briefings</b> and monthly report to line manager</li> </ul>
To actively develop meaningful partnerships of mutual interest	<ul style="list-style-type: none"> <li>• Identify and engage in relevant <b>networking</b> opportunities with a particular focus on clinical mental health and medical service providers (such as General Practitioners)</li> <li>• Use internal reporting structures to provide <b>communications</b> about networking and partnership opportunities</li> <li>• <b>Engage</b> professionally with external service providers at all times</li> <li>• Actively contribute to <b>case conferencing</b> where clients are engaged with multiple service providers</li> <li>• A minimum of two formal <b>partnerships</b> documented via Memorandum of Understanding annually</li> </ul>
To actively promote the	<ul style="list-style-type: none"> <li>• <b>Promote</b> all programs across the organisation at</li> </ul>



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best interest of the organisation	<p>relevant opportunities</p> <ul style="list-style-type: none"> <li>• Participate in <b>fundraising</b> activities at least twice annually</li> <li>• <b>Participate</b> in, support and promote all special events as required</li> </ul>
To uphold the code of conduct and code of ethics	<ul style="list-style-type: none"> <li>• Uphold organisational <b>vision, mission and values</b> in all aspects of work</li> </ul>
To identify and report organisational risk	<ul style="list-style-type: none"> <li>• Identify and report (via line manager, fix-it diary and Incident or Accident report) risk to <b>organisation's reputation</b></li> <li>• Identify and report (via line manager, fix-it diary and Incident or Accident report) <b>physical risk</b> that may place employee or others in harm</li> <li>• Identify and report (via line manager, fix-it diary and Incident or Accident report) risk to the <b>operations</b> of the organisation</li> <li>• Use of risk mitigation <b>procedures and tools</b> (via Policy and Procedures and Tools, particularly the Suicide Policy and Risk Assessment tools)</li> </ul>
Contribution to continuous improvement processes	<ul style="list-style-type: none"> <li>• Regular input and attendance at <b>team meetings</b></li> <li>• Regular attendance at <b>peer supervision &amp; case review sessions</b></li> <li>• Regular contributions to the <b>fix-it diary</b></li> <li>• Involvement in <b>internal audits</b> as requested</li> <li>• Support <b>client feedback</b> mechanisms (via Client Feedback Forms, registers, Consumer Panel processes)</li> </ul>
To contribute to a culture of innovation	<ul style="list-style-type: none"> <li>• Contribute ideas, suggestions and improvements through the <b>suggestion box</b> and <b>fix-it diary</b></li> </ul>



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<b>Key Relationships/ Interactions</b>	<p>The Asha program is delivered in partnership via a consortium model with Redcliffe Area Youth Space (Lead Agency). Asha employees are expected to attend weekly MDT meetings with our lead agency.</p> <p>Co-case management is provided across sites, it is expected that all employees maintain professional and positive working relationships with partner organization staff.</p> <p>The Clinical Lead for the Asha program is based at Redcliffe Area Youth Space, it is expected that the Mental Health Clinician undertake monthly clinical supervision with the Clinical Lead.</p>
<b>Position Requirements (<i>Knowledge and Experience</i>)</b>	<p>Skills, Knowledge, experience:</p> <ul style="list-style-type: none"><li>• Knowledge of statutory requirements relevant to work;</li><li>• Knowledge of program and organisational policies and procedures;</li><li>• Ability to use Google Applications;</li><li>• Ability to learn new software;</li></ul> <p>Pre-requisites:</p> <ul style="list-style-type: none"><li>• Relevant four-year degree (such as psychology, social work - mental health accredited, mental health nursing, occupational therapy, etc.) with two year's mental health specific experience</li><li>• Masters level qualification desirable but not essential.</li><li>• Membership and/or ability to register with the relevant professional body.</li><li>• Knowledge of and experience in trauma informed care, stepped care, recovery-oriented practice and a range of therapies</li><li>• Experience in working with young people and a commitment to a relational model of care</li><li>• Experience working in a multidisciplinary team</li></ul>



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<b>Culture</b>	<p>At Lutheran Services we promote a culture that supports high and ethical performance. Our leadership team, believes a high performance culture that is characterised by:</p> <ul style="list-style-type: none"><li>• a learning and growing environment</li><li>• a high achievement orientation</li><li>• a sharing environment - information, resources, ideas and goodwill</li><li>• commitment to being the best we can be</li><li>• humility, fairness and openness in how we go about our work.</li></ul> <p>All within the context of acting in the best interests of Lutheran Services, and working in accordance with our Values.</p>
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**We certify that the content of this position description is accurate:**

<b>Employee's Signature</b>	<i>Date</i>	/	/
<b>Manager's Signature</b>	<i>Date</i>	/	/

NOTE: This position statement is not intended to be all-inclusive. Employees may perform other related duties as negotiated to meet the ongoing needs of the organisation.