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| **Position Title & Level/Grade:** | Mental Health & Generalist Clinicians (Psychologists, Social Workers and Mental Health endorsed Occupational therapists)  SFC Rates CatholicCare Enterprise Agreement | | | **Department:** | | Counselling and Therapy Services | |
| **Reports to:** | Counselling and Therapy Services Manager | | | **Supervises:** | | No staff | |
| **Internal Liaisons:** | The clinician is part of the broader integrated counselling team at CatholicCare. The team consists of various allied health staff including; psychologists, social workers, speech pathologists and counsellors. | | | **External Liaisons:** | | The clinician may need to liaise and communicate with external stakeholders including a treating team such as GP’s and psychiatrists. | |
| **Position Objective** | | | The role involves providing high quality clinical services to vulnerable and disadvantaged people within the community. Your duties include assessment, treatment and evidence-based counselling across the lifespan with a wide range of presentations. You will complete administrative tasks including maintaining clinical records, writing relevant reports, data entry, ensuring service agreements are followed and other associated tasks. | | | | |
| **Key Responsibilities** | | | **Provide a quality psychological intervention service**  Clinicians are responsible for providing appropriate treatments for clients seeking counselling intervention including:   * At the first session, you are required to inform the client of the limitations of confidentiality and our obligations under the Child Protection and Privacy Acts. Being a mandated person, you must adhere to any policy or legislation regarding this. * Conduct comprehensive assessments according to service processes/requirements and sector guidelines. Provide information regarding a more relevant service when inappropriate referrals are received. * Provide feedback and follow up to referring party. * Be prepared for all sessions, including resources required. * Use evidence-based interventions which are person centred and comply with various contract requirements. * At times, may be required to respond to critical incidents and provide onsite EAP counselling sessions * Ensure sessions are provided in line with any professional and CatholicCare Code of Ethics and Conduct. * Offer a minimum of 6 client sessions per working day, or equivalent of 6 billable hours per day. * Completion of outcome measurement tools   **Psychological Assessments**  Psychologists will be responsible for conducting cognitive and psychological assessments and writing reports on findings from these assessments. Reports will be completed within 3 working days upon completion of assessment and to complete the report with the aid of the report writer within the allocated hours.  **Behaviour Intervention**  Psychologists with a focus on behaviour support will provide behaviour management services. The service includes conducting functional behaviour assessment, developing, implementing, monitoring and reviewing behaviour support plans within the given timeframe.  **Administration**  Clinicians will be responsible for maintaining client records and data entry as per program policy and within policy timeframes including:   * Timely and accurate completion of documentation, records and statistics is a key KPI. Client records should be completed within 24 hours of the contact. These are to be completed within the provisions of the Privacy Act. * A case note must be made for every interaction regarding the case, including any correspondence, e-mails and other documents. Case notes must be factual, relevant and adhere to any CatholicCare process or practice. * Completion of support letter and reports may be required. * The Clinician will maintain professional communication and provide timely response to all stakeholders, including written updates to referrers in line with program policy. * Complete Connx timesheets on a fortnightly basis. Where pay dates fall during a holiday period, have these completed prior to commencement of break and complete any other required documentation as requested by Program Manager or stipulated in policy and procedure (e.g. travel allowance forms, leave forms, time in lieu requests).   **Supervision and Professional Development**  Clinicians are supported to participate in supervision and ongoing professional development training including:   * Attend, organise and carry out professional supervision and training as appropriate and in accordance with the relevant policies and procedures. Supervision will be funded for at a pro-rata rate according to clinician work hours. * It is the staff members responsibility to manage their PD requirements including attending core training required by the agency and relevant contracts. * Policies in these areas are to be followed. * Maintain professional registration with the relevant body (eg, AHPRA) * Clinicians may be required to provide supervision across the agency dependant on their level of skill and experience.   **Team Meetings**  The Clinician will participate and contribute towards team meetings as directed. This includes being on time and coming prepared to meetings. | | | | |
| **Key Selection Criteria** | | | | | | | |
| * Full registration including one of the following; 1) Registration with APHRA as a psychologist, both generally registered psychologists and clinical psychologists; Provisional psychologists are eligible to work in certain programs 2) Social Workers eligible for AASW membership; certain programs require AASW accredited mental health Social Workers 3) a Better Access to Mental Health endorsed Occupational Therapist. * Demonstrated skills and experience working with children, adolescents, adults, couples and/or families. * Commitment to and proficiency delivering evidence-based practice. * Good verbal and written communication skills, and time management skills | | | | | | | |
| **Experience & Knowledge** | | * Knowledge and understanding of the key issues facing individuals, couples and families who are experiencing a range of challenges including mental illness. * Understanding of psychological practices and evidence based interventions. * Experience working with vulnerable and marginalised people. * Understanding of person centred principles. * Mandatory reporting skills * Knowledge of related standards, laws, legislation, awards regulations and codes. * Knowledge of EEO, Work, Health & Safety and Privacy and Confidentiality policies and legislation. * Understanding of Quality Assurance Standards, protocols and implementation. * A minimum 3 years experience in the sector is desirable | | | **Attributes** | | * Evaluating and monitoring own performance. * Having knowledge and confidence in own ideas and vision. * Articulating own ideas and vision. * Taking responsibility. * Working ethically. * Being punctual and meeting deadlines. * Empathetic. * Emotional Intelligence. * Enthusiastic and positive. * Ability to work under pressure. * Demonstrating resilience. * Commitment to Social Equity. * Sense of humour. |
| **Employee Declaration** | | | | | | | |
| I have read this document and agree to undertake the duties and responsibilities as listed above.  I acknowledge that:   * This position description details the accountabilities of the role and provides an indication of the current duties and tasks that I may be required to undertake. Additional or other duties may from time to time be allocated in order to fully meet the responsibilities of the role, team and any organisational objectives. * The measures where included in this document are indicative and will be reviewed with me on an annual basis and that my performance will be evaluated against these measures. | | | | | | | |

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| **Employee** |  |
| **Signature** |  |
| **Date** |  |