

Parramatta Mission: A community transforming lives

POSITION DESCRIPTION

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| Position title | Mental Health Clinician |
| Department | Northern Sydney Youth Enhanced Support Service |
| Reports to | Service Manager |
| Direct Reports (if applicable) | Nil |
| Program Description | <p>Parramatta Mission is a part of the Uniting Church in Australia and Parramatta Mission provides meals, accommodation and mental health services across Greater Western Sydney. With more than 40 years' experience helping people, our aim is to be part of the communities in which we operate. Parramatta Mission has almost 500 staff and many volunteers delivering more than 70 services. We are largely funded by the Commonwealth and NSW governments and we work to assist:</p> <ul style="list-style-type: none"> • people living with mental illness • family members or carers of people with mental illness • young people • those living in crisis (e.g. financial or emotional crisis) • vulnerable communities or groups. <p>Parramatta Mission is the lead organization for many clinical mental health programs across Sydney including:</p> <ul style="list-style-type: none"> • headspace Primary Care Programs • headspace Early Psychosis Programs • Adult Enhanced Program • Youth Enhanced Programs • LikeMind Programs • Vocational program <p>In line with the mission and values of Parramatta Mission, its clinical programs support people to lead fulfilling and independent lives by delivering services, education and training, which are person-centered and recovery-focused.</p> <p>The NS Youth Enhanced Support Service (YESS), is one of our Youth Enhanced Programs and aims to provide early intervention services to young people with emerging serious mental illness, and their families, that are youth-friendly, accessible, consistent and seamless, which involves ongoing care and support. The service will assist young people aged 12 to 25 who are experiencing a serious mental illness or who are at risk of developing a serious mental illness. Such assistance will be in the form of early identification and effective, evidence-based interventions delivered by primary care and specialist providers working together within a collaborative, accessible and integrated service framework.</p> |



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| Position Purpose | <p>The YECC Clinician role is an integral part of the multidisciplinary team. The role involves the provision of comprehensive, evidence-based clinical case management, psychological and psychosocial interventions.</p> <p>The overall aims of the mental health clinician position is:</p> <ul style="list-style-type: none">• To provide early intervention in order to minimise the impact of severe mental illness on the normal developmental trajectory of the young person• To minimise the subjective distress of young people and their families associated with the experience of early onset of severe or complex mental health conditions• To screen and reduce the incidence of metabolic syndrome• To enable both symptomatic and functional recovery from a first episode of illness• To provide a responsive and seamless access to service for young people and their families/significant others.• Provide mental health assessments, including completion of mental state examination, risk assessment, case formulations and an initial treatment plan• Work collaboratively with consumers, their families/significant others and relevant service systems to respond appropriately to their mental health needs• Participate in triaging/intake of new referrals to the service; establishing what mental health concerns are present, identifying risk factors, current supports available and negotiation of appropriate plans for each person referred to the service• Provide positive consultation, liaison and linkage with internal and external service systems regarding the mental health needs of consumers of the service• Provide indicated, care, support and intervention |
| Primary Stakeholders | <p>Internally:</p> <ul style="list-style-type: none">• Senior Minister/CEO Parramatta Mission• PM Management• Other members of the multidisciplinary team• Staff of clinical programs• Other Team Leaders/Managers of Parramatta Mission Services, if required• Other staff members of Parramatta Mission Services, if required <p>Externally:</p> <ul style="list-style-type: none">• Consumers of Parramatta Mission• Family members, friends and significant others• Local Health Districts• Partner community organisations, including subcontracted organisations• Other community organisations and service providers• Sydney North Primary Health Network |



| | Area | Key responsibilities | Proficiency Indicators |
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| Primary Duties: | Clinical | <ul style="list-style-type: none"> • Work as a part of the multidisciplinary team to ensure timely access for young people and families • To be innovative in clinical service provision, and to contribute to current evidence-based practice, including data collection and outcome measurements • To participate, cooperate, and communicate with all other staff members, medical practitioners, and other agencies, to ensure maximum continuity of care. • Triage and assess young people using comprehensive mental health assessments • Provide comprehensive and specialist early intervention mental health treatment to suitable young people aged 12-25, both individually and in a group setting. • Promote the principles of Early Intervention. • Provide care co-ordination to young people to assist them in achieving the goals and actions outlined in their care/management plan. • To develop a systems-based approach to young people, in terms of their physical and social environment, as well as actively facilitate the provision of appropriate services across the full range of government and non-government agencies and individuals. • To facilitate the smooth and supported transition of young people as needed, ensuring the linkage with appropriate identified services. • Advocate on behalf of the young person with other staff, schools, employers, and other services, as required. • To participate in clinical review and supervision, ensuring service standards are met. • To participate in the daily site meeting with the multidisciplinary team, to discuss young people's care, treatment, and referral pathways. • Effectively mitigate and manage risk presentations with support and consultation of senior members of staff | <ul style="list-style-type: none"> • Participate and contribute to team decision making to ensure a collaborative approach with the treating team, and abide by team decisions • Achieving key performance indicators, as determined by the leadership team • Contribute to data collection, utilise outcome measures in clinical practice, and demonstrate outcomes • Participate in, and contribute to, the team decision-making processes • Be a part of liaison roster and follow relevant procedures • Actively participate in the processing and triaging of referrals, and identify referrals suitable for the service • Provision of long-term case management to a caseload of young people, which includes intake, assessment, engagement, psycho-education, clinical intervention, attendance at psychiatric review appointments, liaison, with an overarching focus on care co-ordination. • Provide evidence-based psychological and psychosocial interventions tailored to meet the individual needs of young people within a Recovery Framework. • Provision of mental health assessments, including completion of mental state examination, risk assessment, case formulations and individual treatment planning • Ensure that services are responsive to young people's mental state and developmental needs • Crisis response and home-based assertive outreach, to facilitate engagement and treatment with a young person and their family/significant others • Developing, implementing and evaluating appropriate treatment plans for each young person in collaboration with young people, families and members of the multidisciplinary team • To recognise the needs of young people and their families/significant others and participate in family meetings, including the provision of psychoeducation, debriefing, support and any family work required. • Meet file audit expectations • Ensure seamless and co-ordinated service delivery, including the completion of warm transfers • Work holistically with young people and their families, including external services as needed • Attend, and participate in, meetings as requested by Team Leader or management. • Ensure all risks and related issues are controlled, and escalated in a timely manner and as per policy and procedure. |



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| | <p>Professional</p> <ul style="list-style-type: none">• To maintain and develop clinical skills by active participation in peer reviews, and ongoing education.• To be committed to clinical supervision, and have a primary supervisor outside of the program.• Commitment to the continued development of clinical skills, and use of evidence-based best practice according to the philosophy, standards, guidelines, and protocols of the service• To observe your professional body's code of conduct, ethics, and values. To be aware of, and act within, any legislation and policies which are relevant to consumers and service delivery.• To maintain an awareness of local area health service triage policies and procedures.• To commit to, and implement, the principles of Best Practice in Mental Health Service delivery.• To understand and implement the principles of the Australian Clinical Guidelines for Early Intervention, and the Clinical Guidelines for the treatment of Depression and Suicide Prevention.• To be aware of, and act within, any legislation and policies, which are relevant to consumers and service delivery, e.g. Mental Health Act. | <ul style="list-style-type: none">• Active participation in regular supervision and professional development activities.• Complete mandatory training, and develop and complete an individual professional development plan to increase skills and ensure recency or learning.• Comply with all relevant legislation, codes of conduct, policies and procedures. |
| | <p>Operational</p> <ul style="list-style-type: none">• To contribute to the implementation of systems of care for young people within the program.• Demonstrate flexibility and adaptability to assist in ensuring that service delivery needs are met• Ensure appropriate record keeping for clinical, administrative, research and evaluation purposes.• Establish and maintain effective working relationships with other public and non-government organisations to achieve the best possible outcomes for young people in the community. | <ul style="list-style-type: none">• Complete tasks as requested by leadership team, ensure procedures are followed. Support team to do the same.• Be aware of relevant communications, and contribute to the problem solving of relevant issues• Utilise the electronic database system, and appropriate use of outcome measures.• Ensure clinical records, notes, and data are up-to-date in accordance with service requirements• Meet file audit requirements• Consult, liaise and link with internal and external service systems to provide a full range of tailored interventions for young people. |

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| Position Requirements | <p>Essential Criteria:</p> <ul style="list-style-type: none"> • Approved tertiary qualifications in relevant discipline, and provisional or full membership with AHPRA or the appropriate professional body: <ul style="list-style-type: none"> <i>Registered Nurse</i> <ul style="list-style-type: none"> ○ Bachelor Degree in Nursing or equivalent, as well as Mental Health Nursing experience. Current registration with the Australian Health Practitioner Regulation Agency (AHPRA) <i>Occupational Therapist</i> <ul style="list-style-type: none"> ○ Bachelor Degree of Occupational Therapy, and current registration with the Australian Health Practitioner Regulation Agency (AHPRA) to practice with the National Board. <i>Psychologist or Clinical Psychologist</i> <ul style="list-style-type: none"> ○ Registration as a psychologist under the Health Practitioner Regulation National Law Act (2009). Current membership with the Australian Health Practitioner Regulation Agency (AHPRA). <i>Social Worker</i> <ul style="list-style-type: none"> ○ Approved degree in Social Work and membership with the Australian Association of Social Workers. • Proven experience and demonstrated in depth knowledge and understanding of the application of evidence-based clinical practice within the mental health field. A minimum of 1-year clinical experience providing mental health treatment to young people • An understanding of the stress-vulnerability model, and the recovery framework for young people • Ability to effectively engage young people and their families, including the ability to be creative and flexible • Demonstrated ability to collaboratively plan and coordinate individualised psychosocial interventions to meet the needs of young people, based on a case formulation approach within a multidisciplinary team • Ability to use relevant information technology, electronic recording systems, and data management tools • Current NSW Drivers Licence |
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Organisational Context

A community transforming lives

Vision

Grace

We seek to be gracious to our neighbour

Inclusion

We are welcoming to all people and invite participation

Dignity

Everyone is of infinite worth and has a dignity which cannot be taken away from them

Faith & Hope

People's lives can be transformed by compassion and be given both meaning and hope

Values

Under the Regulations of The Uniting Church in Australia, the Church Council of Parramatta Mission is responsible for its governance. In accordance with the Church Council's determination, the Community Care Network Board (CCNB) has responsibility for all of the Mission's activities and programs. The Senior Minister & Group Chief Executive Officer, Parramatta Mission, is a member of the CCNB.

Acknowledgement:

I, _____ acknowledge that I have read and understood the above Job Description and have been given a personal copy.

SIGNED:

Employee's Signature

Manager's Signature

Date: ____ / ____ / ____

Date: ____ / ____ / ____