

Position Description

Position title	Mental Health Clinician
Employment Status	Flexible
Classification and Salary	As per clinical remuneration structure
Location	Region based
Term	12 months

Organisational Context

Richmond Fellowship Tasmania (RFT) is the largest community-based providers of community mental health services in Tasmania. Our vision is to 'inspire a healthy community, where people are leaders in their own lives' and our mission is to 'deliver excellence through person centered, recovery and wellbeing services'. We strive to achieve this by promoting choice and control for all our consumers and NDIS participants and deliver services that help them achieve their goals.

Position Overview

To delivery of the Aged Care In-reach Support (ACIS) program delivered by Richmond Health, Richmond Fellowship Tasmania's clinical team, to deliver evidence based in-reach psychological treatment services for residents living in aged care facilities with a mild to moderate mental illness.

Period of Employment

This position is full time with a maximum term of 12 months. It is subject to a 6-month probation.

Accountability

This position will support the delivery of high-quality services into the ACIS program. It will carry a case load of older persons, delivering specialised clinical interventions either in a one on one or group settings to assist people to achieve their goals with a strong recovery focus.

Conditions of Employment

The terms and conditions of employment will be in accordance with Richmond Fellowship Tasmania's clinical contractual structure.

As a condition of employment, the following are required:

Police Check	A criminal record check completed within the last 6 months must be supplied for all new appointments. Where a new employee has lived outside of Australia for 12 months or more, within the last 10 years, an international check is also required to be provided.
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Working with Vulnerable People Check	A valid Working with Vulnerable People check must be supplied and maintained for the term of employment.
Car license	A valid Australian driver's license (P plate and above) must be supplied by all employees and maintained for the term of employment
Right to work within Australia	Australian or New Zealand citizenship or relevant working visa with VEVO documentation.
Tertiary qualification in allied health related discipline	This is the minimum qualification expected for this role, post graduate tertiary qualifications will be highly regarded, current APRHA registration is also favorable (if applicable for qualification).
First Aid Certificate	The employee must supply a valid HLTAID003 – Provide First Aid Certificate including HLTAID001 – Provide Cardiopulmonary Resuscitation (or such certificates that it is superseded by as listed on training.gov.au) and maintain the currency of these qualifications in accordance with the Safe Work Australia First Aid in the Workplace Code of Practice throughout their employment.

Responsibility

Responsibility 1 – Deliver in-reach evidence based psychological services.

- Completing intake and assessment and developing clear treatment plans.
- Maintaining a case load of active people who meet the scope of the program.
- Meet the case load requirements of the program including case management and program exit.
- Supporting people with referrals into other services where appropriate.

Responsibility 2 – Ensure that services are consistent with the National Standards for Mental Health Services 2010.

- Understanding the Act and how our services are guided by its content.
- Compliance with continued professional development for all clinicians within the program.
- Delivering the program in line with its design and governance requirements

Responsibility 3 – Complete all reporting as it relates to the ACIS program.

- Completion of minimum data sets in relation to contract requirements.
- Provision of regular inputs to ensure that productivity measures are easily analysed.

Responsibility 4 – Work collaboratively with external stakeholders to understand older people's needs and develop services accordingly.

- Co design services with aged care providers.
- Work closely with aged care providers to keep them information of program progress
- Liaise with external stakeholders to promote and further develop services.

Responsibility 5 – Apply the assessment and referral arrangements in line with contract requirements.

- Undertake sound clinical intake and assessment process grounded in a strong clinical governance framework.
- Ensure that patient assessment includes understanding of assessment acknowledging that the program
- Support people with appropriate referrals to other services as required

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Responsibility 6 – Oversee the efficient delivery of services in line with resource availability and client need.

- Ensure minimum program case load requirements are met.
- Intake, Assessment and Exit requirements completed as per program requirements.
- Case noting and actions completed as per program requirements.

Selection Criteria

Essential

Bachelor's degree or equivalent in clinical discipline such as Nursing, Social Work, Occupational Therapy or Psychology.
 APRHA Registration (if applicable)
 5 Years minimum experience working in a clinical capacity in Mental Health
 Experience leading a team to deliver service outcomes
 Existing or ability to achieving credentialing requirements where clinical discipline is Nursing or Social Work

Desirable

Formal leadership training or qualification
 Experience leading a team of clinicians
 Experience working in the aged care sector

Key Competencies

Competencies as per the competencies in the Clinical Services Competency Framework.

Key Performance Indicators (KPI)

These KPI's form an essential part of employee's achievement of probationary objectives, work plans and performance management reviews. These KPI's can be changed to meet the changing needs of Richmond Futures

KPI1	Meet the requirements of the contract in service delivery and reporting	100% contract health outcome KPI's met. <ul style="list-style-type: none"> - 100% MDS for consenting clients. - K10 at entry, after 3 months and exit. - AQoL 4D – within 3 weeks of entry, after 3 months or at exit. - Referrals made to other services where people are not suitable for this program
KPI2	Facilitate the growth and service delivery of the program in line with contract requirements.	Act as a brand ambassador for the program. Facilitating minimum of 10 new referrals to the program per month for the first 6 months of program commencement, and 7 thereafter.
KPI3	Service User and Aged Care Service Provider Satisfaction	<ul style="list-style-type: none"> - 100% of service users surveyed - Timely and appropriate feedback provided to aged care service providers - Positive satisfaction trend response from service users and aged care service providers
KPI4	Clinical Governance	<ul style="list-style-type: none"> - Adherence to RFT's clinical governance framework and working within the program design

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Values Statement

Our vision at Richmond Futures is to 'inspire a healthy community, where people are leaders in their own lives'. Our mission is to deliver excellence through person centered, well-being and recovery services. Our values are at the forefront of everything we do both as individuals and as an organisation. It is important that within every role at Richmond Futures we live the Richmond Futures Values, Mission and Vision. Our values are:

- **Recovery and Wellbeing** – We believe that people can and do recover and that everyone has a right to feel a sense of wellbeing. We work with purpose, courage, integrity and empathy to promote choice, hope, build resilience and grow individual self-determination.
- **Inclusion and Community** – We respect and value people's differences and recognise the strength that diversity brings. We value the relationships we have with individuals, families, colleagues and the community and look for opportunities to connect and learn from each other, and to contribute, belong to and feel safe within our community.
- **Co-design and Collaboration** – We embrace each person's unique journey and look for creative and innovative ways to listen, reflect, learn and grow. We work as a team to have fun, play to our strengths and have the courage to take risks.
- **Service Excellence** – We strive for excellence in all that we do and proactively identify and pursue opportunities which grow and complement our business. We embrace continuous improvement and quality and value accountability and professionalism.

Health and Safety Statement

- All health and safety policies and procedures are understood and followed
- Identified hazards are efficiently and effectively addressed
- Incidents are recorded in a timely manner
- Participation in health and safety audits of work is proactive
- An understanding of emergency and evacuation procedures is demonstrated

Additional Notes

- A current National Police Check is mandatory for all new appointments in accordance with the funding requirements. This position is mandated by law to report all current concerns about the safety, welfare and wellbeing of a child.
- The successful applicant will have or have the ability to obtain a Working with Vulnerable People card and agrees to hold this on their person for all activities within the program.
- The successful applicant will be able to demonstrate their capability to fulfil the requirements of the role during a six-month probationary period.
- We are committed to treating all people with dignity and respect, regardless of ethnicity, gender, language, age, sexual orientation, religion, socio-economic status or physical or mental ability.

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- The Health, Safety and Wellbeing of people is a priority for the organisation. Whilst at work you must comply with all relevant policies and procedures and exercise sound judgements with the health, safety and wellbeing of people being a primary consideration in all decisions across the organisation and the requirements of the Workplace Health and Safety Act 2012 (TAS).
- We are a non-smoking, alcohol and drugs free workplace.
- References to NDIS refers to all NDIS billable line items, Clinical services refers to NDIS, block funded and other fee for service work.

Position Description Acknowledgement

I have received, reviewed and fully understand the above position description. I further understand that I am responsible for the satisfactory execution of the essential functions described therein, under any and all conditions as described.

Employee name: _____ Date: _____

Employee signature: _____