



<b>POSITION</b>	<b>Clinician: Psychologist/Mental Health Social Worker/Social Worker</b>	<b>STATUS</b>	Part time 0.6FTE
<b>REPORTS TO</b>	Clinical and Program Lead Elder Services	<b>LOCATION</b>	Mornington Peninsula Region

**VISION AND STRATEGIC GOALS**

Better Place Australia has a vision of *“An Australia where all people experience positive relationships, truly value each and live safer, more confident lives”*. As a community focused not-for-profit organisation with an ever-growing range of psychological and community support services, Better Place Australia is taking a leadership role in the provision of high-quality, effective services for a wide range of community groups across 25 locations in Victoria.

**PURPOSE OF ROLE**

The prevalence of mental illness is higher amongst older people, both as residents of RACFs and those residing in the community than it is for the general population, however Mental Health Services are not routinely available. Social isolation as a result of the COVID-19 pandemic has had disproportionate impacts on older people, with disruptions to service provision and heightened rates of anxiety and poorer mental wellbeing being reported. Where mental illness is diagnosed for older people, the most likely intervention is the prescription of medication, however research evidence suggests that there are a range of non-pharmacological psychosocial interventions that are effective alternatives to the prescription of medication for the treatment of mental illness for older people living in residential care facilities and the community.

To address these impacts, the Commonwealth Government has provided funding through the South Eastern Melbourne Primary Health Network (SEMPHN) to provide Psychological Services in RACFs and a COVID-19 Older Adult Mental Health services in the Mornington Peninsula Region.

- The objectives of the role are:
- Provision of psychological therapies to improve the mental health and wellbeing of older adults where other psychological services are not available
  - Work collaboratively with RACF staff (including General Practitioners) for those clients residing in RACF’s, and to work holistically with the family/friends/carers to provide psychoeducation on the wellbeing of the older person residing in the community
  - connecting older people to appropriate supports,
  - re-establishing previous supports that may have been disrupted by COVID-19 (including Carer’s over 65)

The position holder will deliver therapeutic interventions for residents of aged care facilities and older people residing in the community experiencing mild-moderate mental health issues and/or social isolation in the Mornington Peninsula region. This role will work collaboratively with the wider RACF Psychological Services Program and Elder Abuse Prevention Service, and utilise existing networks available in the region, as well as building on new relationships and networks.

**WORK PERFORMED**

- Direct Client Service**
- Determine client eligibility for service delivery
  - Provide psychological evidence-based assessment (including risk assessment), clinical intervention,

psychoeducation, case coordination and use of appropriate outcome measurement tools (including K 10, UCLA3, SMMSE, GDS).

- Provide psychological services via Video, phone or face to face to clients affected and impacted by mental illness and/or social isolation including:
  - *Provision of treatment by way of individual sessions;*
  - *Reviewing the outcomes of sessions, supports and strategies;*
  - *Referral of clients to alternative support services as and where required;*
  - *Liaising with project team and group facilitator, contributing to group sessions where appropriate.*
- Liaise with referring agencies and/or health professionals (e.g. Medical Practitioner/GPs) regarding assessment, treatment and progress
- Enabling of early intervention and provision of short term psychological evidence-based therapies to older clients
- Provision of case coordination enabling connections and/or reconnections to appropriate services, supports and social networks
- Provision of education to friends/family/carer's regarding the wellbeing of the older person
- Create referral pathways between Better Place Australia and referring agencies

#### ***Community Liaison and Networking***

- Establish and maintain contact with relevant community service organisations, departments, and individuals as appropriate
- Establish relationships with staff in Residential Aged Care Facilities
- Establish relationships with relevant Aged Mental Health staff and other key stakeholders
- Respond ethically, efficiently, creatively, and in a timely fashion to developments in the delivery of therapeutic services
- Work in a consultative manner with Indigenous and Migrant / Multicultural Services as required to ensure that service provision is implemented in a culturally appropriate manner
- Participate in promotional activities and the community education component of the project

#### ***Program Responsibilities***

- Promote teamwork through the sharing of skills and knowledge
- Work collaboratively with the RACF Psychological Services team and the Elder Abuse Prevention Service
- Participate in staff activities including but not limited to staff meetings, staff development, on-going training activities and case conferences
- Participate regularly in, and be committed to a process of clinical supervision, operational supervision and performance development
- Be willing to engage in reflective practice, particularly focused on work within the organisation and demonstrate integrity and honesty in giving / receiving feedback to maintain quality professional practice
- Maintain consistent performance in client record-keeping (including case notes and administrative processes)
- Participate in the annual staff appraisal process
- Maintain knowledge of, and adherence to, the policies and procedures governing practices within the organisation

#### ***Quality & Compliance***

- Ensure any quality risks are identified and reported promptly and that prevention strategies are implemented to ensure the safety of all clients and staff
- Maintain a good working knowledge and understanding of the QIC Health and Community Standards
- Pursue opportunities for quality improvement, and actively contribute to the accreditation of the service being delivered
- Participate in regular audit processes to ensure compliance with applicable regulatory bodies is maintained

- Contribute to the development and implementation of service manuals in accordance with contract and program requirements
- Ensure Better Place Australia's services follow applicable funding contracts, including reporting requirements

**Other:**

- Other duties as assigned, and which are consistent with the position
- Ensure compliance with Better Place Australia's code of conduct and related organisational policy material
- Contribute to a culture of health and safety
- Identify potential hazards and implement appropriate risk mitigation responses in so far as is reasonably practicable

**REQUIRED QUALIFICATIONS, KNOWLEDGE AND EXPERIENCE**

- Demonstrated commitment to child safety and evidence of active involvement in child safety related activities and initiatives
- Tertiary Qualification in Psychology and either general registration with the Australian Health Practitioner Regulatory Agency (AHPRA) or registered as a Mental Health Social Worker or eligible for registration as a qualified Social Worker
- Extensive experience in community settings and/or hospital settings undertaking high level client assessment, care planning and coordination
- Advanced problem solving skills
- Experience working in Aged Care and a sound understanding of the Aged Care Sector
- Advanced level of comprehensive assessment and care coordination beyond the scope of discipline specific practice
- High level knowledge of complex care options and services available to the aged and ability to refer to appropriate services and agencies including community and health services
- Demonstrated experience in working within a multi-disciplinary team
- Experience in aged Mental Health is highly desirable
- Willingness to build a client base from local referral agents and to represent our service at local networking opportunities

Experience in delivering services to the following groups would be a *distinct advantage*:

- People living in residential aged care facilities
- Aboriginal and Torres Strait Islander people
- People from culturally and linguistically diverse backgrounds

**PERSONAL COMPETENCY REQUIREMENTS**

- Excellent written and verbal communication skills
- The ability to think creatively and develop innovative and ethical responses to situations as they arise
- Highly developed interpersonal skills
- The ability to rapidly develop rapport with clients
- Realistic reflective self- assessment / appraisal skills (including self-identification of areas of development) are essential
- Demonstrated experience in working collaboratively with a multi-disciplinary team
- Proficiency in the use of IT systems such as the Microsoft Office suite

**RISK SCREENING**

- Current Victorian driver's license and access to own transport
- Current satisfactory National Police check
- Working with Children Check
- Evidence of current influenza vaccination

#### KEY RELATIONSHIPS / INTERACTIONS

##### Internal

- Elder Program and Clinical Leads
- RACF Psychological Services Team
- Elder Abuse Prevention Service
- Executive Manager: Community Support Services
- Administration Coordinators and operational staff
- Other relevant internal stakeholders

##### External

- Residential Care Facilities (RACFs)
- General Practitioners
- Community services providers
- Aged Mental Health providers
- Clients and their family members
- Funding body

#### GENERAL INFORMATION

Better Place Australia is a not for profit organisation and we provide services for all members of the community regardless of religion, age, gender, sexuality, lifestyle choice, cultural background or economic circumstances. We offer a workplace culture reflective of a vibrant, learning organisation where our people are highly engaged in their work and committed to making a difference. Our organisation is committed to child safety and we carry out police record, working with children and reference checks to ensure that we are recruiting the right people.