

POSITION	RACF Clinician	STATUS	Full time / Part time / Various
REPORTS TO	Clinical and Program Lead Elder Services	LOCATION	Western Victoria Primary Health Network (WVPHN)
RELEVANT ENTERPRISE AGREEMENT	FMC Mediation and Counselling Victoria Enterprise Agreement 2018 (Better Place EA)	UNDERLYING AWARD	Health Professionals and Support Services Award 2020
VISION AND STRATEGIC GOALS			
Better Place Australia has a vision of “An Australia where all people experience positive relationships, truly value each other and live safer, more fulfilling lives”. Our purpose is “To empower people to become more resilient and experience improved wellbeing to better determine their futures”. Our organisational values are at the forefront of all interactions with our employees, our clients, and our stakeholders. We are: • Creative • Caring • Welcoming • Responsive; and • Thriving As a community focused ‘for-purpose’ 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 Victoria.			
PURPOSE OF ROLE			
The prevalence of mental illness is higher amongst residents of Residential Aged Care Facilities (RACF) than it is for the general population, however Mental Health Services are not routinely available. Where mental illness is diagnosed in residential aged care residents, the most likely intervention is the prescription of medication despite their known side effects and the risk of drug-disease interactions which are more common in the elderly. 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 in frail aged people living in residential care facilities. There are currently significant barriers for residents in RACFs accessing mental health services. To address this, the Commonwealth Government has provided funding through various Primary Health Networks (PHN) to provide Psychological Services in RACFs. The position holder will deliver therapeutic interventions for residents of aged care facilities experiencing low-moderate depression and anxiety.			
WORK PERFORMED			
Direct Client Service • Determine client eligibility for service delivery			

- Provide psychological evidence-based assessment (including risk assessment), clinical intervention, and psychoeducation and use of appropriate tools including K5, UCLA3, SMME, GDS4
- Provide psychological services to clients by Video, phone or face-to-face affected and impacted by mental illness 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
- 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
- Assist RACFs to undertake referrals to Better Place Australia
- 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 Information Services as required to ensure that service provision is implemented in a culturally sensitive manner
- Participate in promotional activities and the community education component of the project

Program Responsibilities

- Promote teamwork through the sharing of skills and knowledge
- Participate in staff activities including but not limited to staff meetings, staff development, on-going training activities and case review
- Participate regularly in, and be committed to a process of clinical 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

- Mental health Registered Nurse or,
- Psychologists (Registered or Clinical) or,
- Mental health occupational therapists or,
- Social workers (mental health) or,
- Mental Health Experienced Social Worker working towards Mental Health Accreditation (as approved by PHN) or,
- Aboriginal and Torres Strait Islander Health Practitioners (AHPRA registered) or,
- Mental Health Professional with specific training in providing evidence based mental health services (as approved by the PHN)
- Demonstrated commitment to child safety and evidence of active involvement in child safety related activities and initiatives
- Tertiary Qualified in a relevant discipline (ie: Social Work or similar)
- Registered with the Australian Health Practitioner Regulatory Agency (AHPRA) or registered as a Mental Health Social Worker with the AASW or qualified and registered as an accredited Mental Health Clinician
- Significant experience and interest working with clients with mental illness across the following areas:
 - Older adults
 - Mental Health
 - People at risk of suicide or self-harm
 - Culturally and linguistically diverse people
 - People diagnosed with depression/anxiety disorders
 - People with substance use disorders
 - People who have experienced family violence
- 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
- Executive Manager: Community Support Services
- Administration Coordinators and operational staff

External

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

GENERAL INFORMATION

Better Place Australia is a for purpose organisation, providing 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. At BPA, we all have a shared responsibility for supporting a culture of inclusivity and diversity. 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.