POSITION DESCRIPTION

<table>
<thead>
<tr>
<th>Position title</th>
<th>Youth Mental Health Clinician</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reference</td>
<td>hsd: Primary</td>
</tr>
<tr>
<td>Award</td>
<td>Health Professionals and Support Services Award 2010 or Nurses Award 2010</td>
</tr>
<tr>
<td>Tenure</td>
<td>Contract – until June 30 2016</td>
</tr>
<tr>
<td>Last reviewed</td>
<td>20 February 2015</td>
</tr>
<tr>
<td>Hours</td>
<td>Full time</td>
</tr>
<tr>
<td>Reporting to</td>
<td>Senior Clinician – Primary Client Services Team</td>
</tr>
<tr>
<td>Location</td>
<td>Headspace Darwin site Palmerston (due to relocate to Casuarina site)</td>
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<tr>
<td>Program</td>
<td>headspace Darwin</td>
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<tr>
<td>Cost Centre</td>
<td>3400</td>
</tr>
<tr>
<td>Division</td>
<td>Mental Health and Wellbeing</td>
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<tr>
<td>Section</td>
<td>Primary Health</td>
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<tr>
<td>Approved</td>
<td>Karyn Cook</td>
</tr>
<tr>
<td>Date</td>
<td>18 April 2015</td>
</tr>
<tr>
<td>Comment</td>
<td>Re: Updated PD in line with new hYEPP integration within headspace Darwin service.</td>
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</tbody>
</table>

1. AGENCY STATEMENT

Anglicare NT is a respected provider of quality human services across urban, regional and remote areas of the Northern Territory. Our motto Respect Fairness and Community articulates our values of cultural respect, social justice and partnerships. As an organisation we are committed to child safe, strength based and community development practices. We aim to make a sustainable difference in the lives of Territorians. Anglicare NT is the community services agency of the Anglican Church in the Northern Territory and member of Anglicare Australia.

2. PROGRAM CONTEXT

The Australian Government funded the formation of headspace - National Youth Mental Health Foundation in 2006 to deliver early intervention youth friendly primary health care services to young people aged 12 to 25. Anglicare NT has been delivering the headspace Darwin service since 2008 and provides a range of early intervention youth mental health responses including clinical, counselling and support services as well as community engagement, education and youth participation opportunities. In 2013 the Australian Government announced the establishment of 9 youth early psychosis programs based on the EPPIC model and delivered through the headspace platform. The hYEPP (headspace Youth Early Psychosis Program) will provide early intervention, responsive and recovery focused care for young people aged 12-25 years who are at risk of or experiencing a first episode of psychosis. The headspace Darwin service has expanded to deliver both the headspace Primary Stream and hYEPP stream to young people in the greater Darwin region.

3. PURPOSE OF THE POSITION

The Youth Mental Health Clinician is responsible for providing early intervention clinical assessments and therapeutic interventions for young people and their families accessing headspace Darwin. The position is located in the headspace Darwin Primary Client Services Team and will work alongside the newly integrated hYEPP team to deliver youth friendly, family inclusive, culturally appropriate services to young people aged 12-25. The role will provide a professional and effective counselling and support services to young people and their families according to best practice standards. The position will provide clear referral pathways for young people to access internal and external services and maintain current data standards and clinical records in a timely and professional manner. The Youth Mental Health Clinician will support the work of other teams as necessary and deliver community awareness, information sessions and group work as required when it relates to youth mental health issues. The Youth Mental Health Clinician will participate in peer support and consultation and will work well in a multidisciplinary team.
4. SCOPE

The Youth Mental Health Clinician will:

3.1 Deliver high quality clinical/counselling, intake (including for first onset psychosis) and assessment services for young people and their families accessing headspace Darwin based on evidence based practice.

Complete the data collection and clinical electronic medical record requirements in a timely manner and ensure legal and professional standards and minimum data set requirements are met.

Actively contribute in the multidisciplinary headspace Darwin Client Services Team processes through participation in team meetings, Intake Meetings, Clinical Reviews and supervision and maintain a professional collegial strengths based approach.

3.4 Provide information / education sessions, group work and community awareness sessions to service providers in the community and to young people and their families about youth mental health issues and headspace services available.

4. DUTIES AND RESPONSIBILITIES

4.1 Specific

4.1.1 Provide a youth friendly, family inclusive service to young people and their families accessing the headspace Darwin Service, based on evidence based practice.

4.1.2 Provide intake services for young people and their families wanting to access the headspace Darwin utilising a range of intake and screening tools to ensure the most appropriate services (internal and external) are accessed in a timely way.

4.1.3 Conduct client focused psychosocial assessments with young people utilising a range of assessment tools including the HEADSS assessment tool and specific hYEPP (headspace Youth Early Psychosis Program) assessment tools to ensure that young people have access to appropriate services and responses to improve their mental health and wellbeing.

4.1.4 Provide early intervention youth focused counselling, utilising a range of therapeutic approaches based on evidence based practice.

4.1.5 Ensure the data collection and Clinical Electronic Medical Records are completed and meet legal and professional requirements and minimum data set requirements of headspace National Office.

4.1.6 Participate in Clinical Review Meetings, and Intake Meetings and ensure you are meeting standards of service delivery as set out in the headspace Darwin Operations Manual.

4.1.7 Manage clinical risk and actively work towards risk reduction strategies in consultation with the Senior Clinician, Primary Client Services Team.

4.1.8 Provide appropriate and timely referrals both internally to the hYEPP team and externally to outside agencies to ensure young people and their families are accessing the most appropriate services and support.

4.1.9 Participate in evaluation and portfolio responsibilities to support the delivery of youth early intervention services within the headspace Darwin service as required.

4.1.10 Actively participate in supervision and professional development opportunities as required. Provide support/supervision to students on an as needs basis and within professional guidelines.

4.1.11 Deliver group work, information sessions and community awareness activities as they relate to increasing awareness skills and knowledge in relation to youth mental health.

4.1.12 Ensure knowledge of referral options through the youth and mental health sectors is current.

4.1.13 Assist other program areas as required including Administration, Community Education and hYEPP to support the delivery of the headspace Darwin outcomes.

4.1.14 Manage workload and work independently according to work load standards and work within a team environment, assisting other team members as needed and as appropriate within a multidisciplinary framework.
4.2  General

4.2.1  Comply with Federal, NT and Local Government legislation, regulations, permits and/or by laws.

4.2.2  Adhere to Anglicare NT Policies and Procedures and general conditions of employment.

4.2.3  Comply with funding contracts, operational guidelines, approved work plans, reporting requirements or task directives.

4.2.4  Adhere to budgets, delegation levels and administrative and data collection and entry duties, ensuring procedural requirements are met in a timely manner.

4.2.5  Comply with Anglicare NT’s WH&S requirements; whilst also remaining vigilant in relation to any client/ customer related behavioural risk and contribute to maintaining a safe work environment.

4.2.6  Maintain confidential client, personnel and organisational information in line with legislative and organisational requirements.

4.2.7  Work collaboratively with the Team to address service improvement requirements resulting from client complaints, stakeholder feedback and/or internal or external evaluation processes.

4.2.8  Participate in organisational communications and development systems such as email, staff meetings, planning & review days, quality assurance and organisational promotions and events as required.

4.2.9  Actively participate in supervision, performance reviews, professional development activities and training as required.

4.2.10 Maintain time and attendance leave and higher duty records in accordance with Anglicare NT’s procedures and lodge within specified timeframes for each pay period.

5.  AUTHORITIES

5.1  Expenditure, Operational/Administrative, Personnel, Management and Legal – as per current Delegation of Authority Document (this is endorsed by the Board and periodically updated).

5.3  The number of direct reports is currently 0.

5.3  Professional or task supervision for workers and students may occur within this role as long as the proposed supervisor meets the supervision requirements of the relevant educational institution.

6.  SELECTION CRITERIA

6.1  Inherent requirements for all employees

As an employee of Anglicare NT you must:

✓ Commit to and respect the values of the organisation, uphold confidentiality, be trustworthy and adhere to the Anglicare NT Code of Conduct and Policy.

✓ You must uphold the principles of child safe and strengths based approaches and apply these in your day to day work and practice.

✓ Commit to working in a culturally inclusive workplace and the principles and practices of cultural competence and providing responsive services to the community.

✓ Familiarise yourself with agency information management systems and policies and procedures which will change from time to time.

✓ Complete and maintain documentation in accordance with organisational policies and procedures, and quality standards requirements and contribute to continuous improvement within the agency.

✓ Take responsibility for your own health and safety, and the health and safety of anyone else who may be affected by your acts or omissions in the workplace.

✓ Cooperate with management, the Work Health & Safety (WHS) Officer and WHS representatives with respect to action taken to comply with WHS requirements.
• Contribute to the WHS management system by the active identification and reporting of hazards and environmental risks.

• Understand the nature of risk and importance of risk management in an organisation.

• Have a genuine interest in working with Anglicare NT, and in the Northern Territory demonstrate a good organisational fit.

• Be solution focused, positive and have a capacity to respond effectively to challenges.

• Ability to drive, use a computer, Microsoft programs, mobile devices, undertake bending and lifting actions.

6.3 Qualifications

Approved tertiary qualifications in relevant discipline and registration with the relevant professional board or AASW as the appropriate professional body for Social Workers who are not registered to practice in Australia.

Registered Nurse

Bachelor Degree in Psychiatric/Mental Health Nursing or equivalent OR Bachelor Degree in Nursing or equivalent plus an approved postgraduate qualification in Psychiatric/Mental Health Nursing. Registration as a Registered Nurse with the Nursing and Midwifery Board of Australia.

Allied Health

Post graduate qualifications in a relevant specialist area is highly desirable, and

Occupational Therapist

Current registration as an Occupational Therapist with the Australian Health Practitioner Regulation Agency (AHPRA) to practice with the National Board.

Psychologist

Registration as a psychologist under the Health Practitioner Regulation National Law Act (2009). Practice endorsement as a clinical/clinical neuropsychologist with the Psychology Board of Australia. Accreditation with the APB (AHPRA) and APS to practice as a clinical supervisor

Social Worker

Approved degree in Social Work and membership of the Australian Association of Social Workers (AASW)

6.4 Experience, Skills and Knowledge

6.4.1 Experience in working with young people within a mental health or youth services setting.

6.4.2 Well developed assessment skills and ability to work within a mandatory framework.

6.4.3 A demonstrated understanding of mental health issues affecting young people, best practice treatment options, support services and co-morbidities.

6.4.5 Demonstrated ability to work holistically with young people utilising evidence based practice.

6.4.7 Demonstrated ability to work in a culturally relevant way and youth friendly manner.

6.4.8 High level planning, time management and organisational skills.

6.4.9 Demonstrated high level interpersonal skills and ability to work well within a multidisciplinary team.

6.4.10 Ability to maintain comprehensive and professional client information and data collation systems.
6.5 Licenses, Certificates and Professional Registrations
6.5.1 Northern Territory Working with Children Clearance (Ochre Card)
6.5.2 National Police Criminal History Report (less than 3 months old) with acceptable outcome for new employees
6.5.3 First Aid Certificate or willingness to obtain within 3 months or timeframe agreed by your Manager
6.5.4 Northern Territory Drivers Licence

7. ACKNOWLEDGEMENT OF AGREEMENT

After reading and discussing this document with Anglicare NT's delegate I agree that:

7.1 This Position Description and attachments are an accurate and fair description of the role.
7.2 I understand the expectations and inherent requirements of the position.
7.3 I acknowledge the nature of the position operating context within which I will work.

Incumbent signature: __________________________
Incumbent name: __________________________
Date: _______________________________