



Position Description

Mental Health Clinician

Location	GYHSAC facilities, Yarrabah and surrounds
Employment status	Full-time
Reports to	Family Healing Service Team Leader
Responsible for	No position reports to this position
Date of Approval	March 2024

About Gurriny Yealamucka Health Services Aboriginal Corporation

Gurriny Yealamucka Health Services Aboriginal Corporation (GYHSAC) is a charitable, not for profit, community-controlled Indigenous health provider to over 4000 residents of Yarrabah: Australia's largest discrete First Nations community.

GYHSAC provides culturally sensitive PHC services in accordance with the Yarrabah Health Strategic Plan and is a member of both the National Aboriginal Community Controlled Health Organisation (NACCHO) alliance and Queensland Aboriginal and Islander Health Council (QAIHC).

Vision GYHSAC will be a holistic centre of excellence supporting a strong and healthy community.

Mission GYHSAC will be influential innovators delivering quality holistic health outcomes.

Values

Quality of Service Valuing the responsibility of providing a quality of holistic health service and will maintain a high standard of care across all levels of the organisation

Leadership Strong Leadership ensuring the delivery of innovative holistic health solutions

Commitment Strong leadership drives commitment to all levels of the organisations business and in its capacity to support the Yarrabah Community

Accountability Enacting the self-determination principles of governance and sovereignty guided by the Yarrabah community & stakeholders

Innovation Welcomes and fosters creative ideas to deliver highly effective holistic health solutions

Diversity Statement

As an Aboriginal Community Controlled Organisation (ACCHO), GYHSAC recognises and celebrates the diversity of our community, including cultural backgrounds, languages, beliefs, and experiences. We acknowledge employees who come from different Aboriginal and Torres Strait Islander communities and non-Indigenous employees including those from linguistically diverse backgrounds, and we strive to create a welcoming and inclusive workplace for all.

About the Position

Working as a member of the multidisciplinary Family Healing Services (FHS) Team, the position will provide mental health intake, assessment, triage and referral for clients and their families seeking mental health support. Short-term psychological interventions are provided to clients with mild to moderate mental illness in accordance with standards required by North Queensland Primary Health Network's (NQPHN) Stepped Care Service Operational Guidelines.

The Mental Health Clinician will work closely with GYHSACs clinical teams to foster a culture of responsiveness that focuses on positive social and emotional wellbeing outcomes for the Yarrabah Community.

Key responsibilities

This position reports to the Family Healing Services (FHS) Team Leader/ Clinical Lead for supervision, workload management and Performance Planning and Review (PPR). In cooperation with (and under the direction of) the FHS Team Leader, the Mental Health Clinician will:

Collaborative Services

- a. Work with SEWB teams to provide culturally appropriate, mental health assessment, psychological intervention and treatment for individuals, families and the Community
- b. Connect clients to partnering clinical and SEWB services to meet identified needs, consistent with the 'stepped care' approach
- c. Develop, review, and close care plans utilising Medicare Benefits Scheme (MBS) approved psychological assessments and therapeutic interventions in collaboration with GYHSACs clinical and SEWB teams
- d. Maintain working relationships with partnering service providers including mental health reference groups to ensure shared case management, referral pathways and ongoing support for clients as required
- e. Work collaboratively with the Family Healing Team Leader and SEWB staff to facilitate and assist with programs and events

Administration, documentation & reporting

- f. Participate in clinical and case review meetings, intake meetings and risk management meetings to manage referrals
- g. Maintain case records in the agreed format, within expected timeframes and clearly documenting activities undertaken
- h. Ensure the collection of relevant data to measure deliverables and continuously improve and evaluate the delivery of mental health services
- i. In collaboration with the FHS Team Leader/ Clinical Lead, prepare quarterly evaluation reporting including performance against funding-contract Key Performance Indicators (KPI)
- j. Ensure all documentation and reporting is comprehensive, factual and complies with relevant legislation, program guidelines and organisational policies

Training, development & performance improvement

- k. Participate in professional development activity related to social and emotional wellbeing, mental health, and mental illness including professional external supervision
- l. Support the development needs of the SEWB team, including through coaching supervision to enable the effective team-based implementation of GYHSACs model of care
- m. Promote practices within the SEWB Team that raises awareness of the social and emotional wellbeing foundations of physical and mental health for Indigenous Australians.
- n. In cooperation with the Family Healing Team Leader, actively contribute to mental health clinical leadership through ongoing evaluation, development and quality improvement of services to ensure compliance and continued performance outcomes

Quality & risk

- o. Participate in team activities necessary for the continuous improvement of mental health and SEWB services to standards that comply with:
 - AS/NZS ISO 9001:2016 Quality Management Systems;
 - RACGP Standards for general practice;
 - National Standards for Mental Health Services 2010
 - Human Service Quality Framework (HSQF)
- p. ensure allocated quality management system (LogicQC) tasks are completed as required

Community engagement

- q. engage authentically with the community, and develop and maintain relationships with relevant stakeholders to ensure organisational representation in the community's mental health leadership

The Mental Health Clinician may be required to carry out such other duties as are within the limits of their skill, competence, and training, consistent with relevant Award classification definitions and as reasonably directed.

Cultural Safety

The position is required to commit to the ongoing development of Cultural Capacity with the goal of continually improving understanding of the principles of Cultural Safety, by actively engaging in opportunities provided within the Service and as appropriate, the broader Yarrabah Community.

Work, Health & Safety (WHS)

Take all reasonable steps to protect personal workplace safety and avoid adversely affecting the health or safety of any other person at the workplace in accordance with the requirements of the Work Health and Safety Act (2011).

In support of GYHSAC policy, this position has as a minimum, the following responsibilities with regard to WHS:

- Follow prescribed Safe Work Method Statements (SWMS)
- Take reasonable care for the health and safety of self and others
- Seek guidance for all new or modified work procedures
- Ensure that any hazardous conditions, near misses and, or injuries are reported and any potential for further incident/ risk is mitigated
- Participate in meetings, training and other health and safety activities as reasonably directed
- Wear personal protective clothing or equipment as directed
- Use equipment and materials in compliance with relevant guidelines or instructions, without wilful interference or misuse

Selection Criteria

Essential

1. Understanding of and commitment to the principles of Aboriginal community control, cultural identity, practices and beliefs
2. Demonstrated understanding of the health, social and emotional wellbeing needs of Aboriginal and Torres Strait Islander peoples
3. Minimum two years of experience working as a qualified Mental Health Practitioner, Counsellor or Social Worker
4. Demonstrated experience providing evidence-based culturally appropriate psychological intervention to people experiencing mild to moderate mental illness
5. Analytical, problem solving and strategic planning skills, including the ability to provide constructive information, education and advice on clinical issues to professionals, team members and the public.
6. Interpersonal, negotiation, and communication skills capable of influencing outcomes, including the ability to communicate effectively and credibly within an Indigenous community setting
7. Agreement with and commitment to observing and upholding organisational mission, vision, and values and their application to this position

Desirable

- 8. Experience working within an Aboriginal Community Contolled PHC setting
- 9. Practical knowledge of accreditation, regulatory and legislative obligations relevant to the ACCHO setting

Practical requirements

- 1. Professional registration as a Mental Health Practitioner, Counsellor or Social Worker
- 2. Queensland Drivers Licence
- 3. Possess (or have the ability to obtain) a valid Positive Notice Blue Card issued by the Queensland Government
- 4. Current National Police Certificate
- 5. Ability to maintain a current CPR certificate

Acknowledgement by Employee

I have read the Mental Health Clinician Position Description and understand the position requirements and standard of performance expected.

Mental Health Clinician

Signature:

Date

Chief Executive Officer

Signature:

Date: