



GURRINY YEALAMUCKA

HEALTH SERVICE ABORIGINAL CORPORATION

Position Title	Mental Health Clinician
Location	Yarrabah
Employment status	Full time Part Time
Position reports to	Family Healing and Wellbeing Services Manager
Date of Approval	May 2021

About Gurriny Yealamucka (Gurriny)

Gurriny Yealamucka Health Service (Gurriny) is an incorporated Aboriginal community-controlled health organisation. The core business of Gurriny is to provide a culturally sensitive multi-purpose primary health care service and to implement the Yarrabah Health Strategic Plan through the Yarrabah Health Framework Agreement in partnership with Queensland Health, Yarrabah Aboriginal Shire Council & Commonwealth Department of Health & Ageing.

Further information about Gurriny can be obtained from the website at <https://www.gyhsac.org.au/>

Our Vision

As the Community Controlled Health Services will lead the advancement of equitable health outcomes for the people of Yarrabah.

Our Mission

Gurriny Yealamucka Health Services will “Close the Gap” through progressing quality health care services that are underpinned by gold standard governance business practices.

Our Values

- **Quality of Service** – valuing the responsibility of providing a quality holistic health service and will maintain a high standard of care across all levels of the organisation.
- **Leadership & Innovation** – strong Leadership ensuring the delivery of innovative holistic health solutions.
- **Commitment** – strives to provide commitment to all levels of the organisation’s business and in its capacity to support the Yarrabah Community.
- **Accountability** – enacting the principles of governance, self-determination and sovereignty guided by the Yarrabah community & stakeholders.
- **Teamwork & Partnerships** – as an essential component of successful service delivery and advocates for equitable productive partnerships.

About the program area

The Family Healing Service is a primary health care mental health service for mild to moderate mental health presentations from the Yarrabah community. The program is funded under the North Queensland Primary Health Network Stepped Care program. The program's activities and operations are prescribed by the North Queensland Primary Health Network Stepped Care Program Operational Guidelines.

The program supports and counsels clients with low to moderate clinical acuity. The clinicians use MBS approved psychological assessments and therapeutic interventions and work closely with Gurriny's GPs to support/implement GP Mental Health Care Plan patients. Referrals come from other internal Gurriny services through Communicare, external services and self-referrals.

Acute mental health presentations, are supported by a visiting CHHHS adult acute Mental Health service to Yarrabah, consisting of a Mental Health Nurse and two local Aboriginal Mental Health Workers and CHHHS Child and Youth Mental Health Service

Children and youth with acute mental health presentations are referred to the CHHHS Child and Youth Mental Health Service who visit and liaise with the Family Healing Service in Yarrabah on a fortnightly basis.

About the Position

The Family Healing Services Mental Health Clinician is a designated psychologist, accredited Mental Health Social Worker or Registered Mental Health Nurse/Health Worker qualified position. The role is accountable for providing clinical assessment, therapeutic intervention and case management of mental health healing service clients (adults, children and their families).

The position provides professional therapeutic intervention (individual/family/group counselling) to people of Yarrabah who fall into the low to moderate clinical acuity range category of mental health, and their family/supports. The position is concerned with instilling community confidence in Gurriny's Model(s) of Care and primary health care mental health service principles.

This position reports to the Family Healing and Wellbeing Services Manager for clinical and operational supervision, workload management and for Performance Planning and Review (PPR).

Key responsibilities include

Leadership and Management

- In collaboration with the Family Healing and Wellbeing Services Manager, positively articulate the vision for Mental Health practice within and across Gurriny's mental health and that is consistent with Aboriginal Community Controlled primary health care
- Integrate evidence-based practice to all psychological interventions and apply independent professional judgement and assessment skills to own caseload to achieve positive outcomes which meet individual client, organisational and community goals.
- Practice collaborative relationships and case management with other health services which are utilised and or accessed by the service and clients e.g. Acute Services, Crisis Assessment Services, Gurriny's GP clinic team, Family Wellbeing team, SEWB team, the, all agencies and organisations in Yarrabah
- Work positively, transparently and collaboratively with all managers in the performance and day-to-day operations of the clinical mental health team and external mental health services

- Enter own Mental Health data and clinical information into our systems to ensure that the program's KPIs, reporting and evidence –based practice outcomes are achieved
- Undertake regular case reviews, auditing and case management processes related to the clinical care of clients and the operations of the service. Recognise, respect and enact your professional leadership occurs within a cultural construct of not being the expert but instead having skills that local people don't have

Supervisory, Educative and Mentoring functions

- Attend in-service and external training and professional development as required to maintain currency
- With the Family Healing Services Manager, provide mental health education and professional development to external agency staff that you case manage with
- Support rotating intake workers through on the job clinical mentoring and professional development in assessment and case management

Communication and Team Participation

- Work collaboratively within and across multidisciplinary team/s by effectively providing clinical mental health knowledge to achieve optimal health outcomes for clients, families and caregivers
- Utilise case management techniques across complex care presentations that address psychosocial and health wellbeing
- Participate in team meetings to contribute to Gurriny's operational decision making, planning, risk management and corporate reporting systems
- Collaborate in cross-cultural liaison and consultation frameworks with the community, government and non-government service providers to sustain and improve mental health outcomes for clients: this includes working with a mental health reference group that includes community members and people with the lived experience of mental health
- Demonstrate behaviours, which are consistent with the organisational vision and values, and a community-controlled approach which support improved mental health outcomes and reduce health inequalities for the people of Yarrabah relative to the rest of the population
- Contribute and collaborate with Family Healing Services Manager and team in a professional, positive and transparent manner in the planning and development of the program within a wider service
- Participate in own performance development review and identify learning / development needs, participating in approved development initiatives to maintain and extend knowledge and skill base required for effective performance

Team Work

- Knowledge and understanding of Aboriginal and Torres Strait Islander societies and cultures from an historical and contemporary perspective, including the ability to communicate effectively and credibly to ensure their views are incorporated into health planning particularly in the Yarrabah Community
- Demonstrated understanding and commitment to the principles of the Aboriginal community-controlled health sector in Yarrabah and the concept of comprehensive primary health care in an Aboriginal setting
- Personally, demonstrates through consistent behaviors. understanding of, respect for and compliance with the principles of Aboriginal community control
- Ensure compliance with work health & safety, equal employment opportunity and associated

Gurriny policies

- Contribute and collaborate in a professional, positive and transparent manner in the planning and development of Gurriny
- Add value and knowledge to the successful integration of clinical and social support teams across Gurriny to ensure a holistic model of care
- Participate in approved development initiatives to maintain and extend knowledge and skill base required for effective performance
- Communicates effectively and openly in the workplace
- Complete tasks in a timely manner and meeting all deadlines

Quality Assurance

- Participate in all quality assurance processes including external and internal surveillance audits, document reviews and meetings etc
- Participate in ongoing and systematic quality improvement efforts and identify opportunities for improvements, and facilitate outcomes to bring about change
- Participate in AGPAL, ISO, LogicQC Training and education courses
- Ensures tasks identified in the Quality Management System (LogicQC) are completed within the required deadlines

External Relationships, Representation and Management

- Maintains relationships with other health service providers and may be asked to assist with negotiations for partnerships to improve primary health care delivery and address the determinants of health
- Represents Gurriny at meetings, conferences and workshops where required in consultation with the Senior Management Team
- Enhances the public image of Gurriny in the community

Professional conduct

- Undertake activities to develop and maintain own professional knowledge and skill and maintain awareness of current HR & WHS best practice clinical and risk management
- Practice in accordance with guidelines as outlined by legislation and Gurriny Policies and Procedures
- Practice in own capabilities and qualifications
- Maintain accurate and legally acceptable records, ensuring the security of documentation at all times
- Respect and maintain confidentiality
- Respect cultural diversity and traditional Aboriginal practices
- Support good governance decision-making through the provision of timely and accurate information
- Build a positive image of Gurriny Health and Wellbeing Service by representing and promoting Gurriny and its initiatives externally, ensuring consistent messages are delivered in line with agreed strategies

Required Training, Licences, and Additional Factors

- Current Driver's License
- First Aid Certificate or ability to obtain one
- Applicants must be in possession of or have the ability to obtain a valid Positive Notice Blue Card issued by the Commission for Children Young People and Child Guardian

- Applicants must have a current Police check or be prepared to undertake one prior to commencement of employment
- Some work out of hours may be required from time to time
- You may be required to work in and /or support other organisational business/service functions as required
- Gurriny has a 6-month probation period for new employees

Location

Noble Drive and Workshop Street

Selection Criteria

1. Tertiary level qualifications in Psychology, Social Work, Mental Health Nursing with demonstrated evidence of current mental health credentialing and current registration relevant to the requirements of the professional body and or AHPRA.
2. Demonstrated Knowledge, skills and experience in the area of focused psychological therapies including:
 - Psychopathology
 - Counselling theory and practice
 - Evidence based interventions
 - Minimum of two years' experience practice in the mental health field
 - Specific training in providing services to people at risk of suicide which is culturally appropriate
3. Demonstrated knowledge and experience in working with Aboriginal and Torres Strait Islander people in a primary health care. Health and wellbeing setting
4. Exceptional interpersonal skills with the ability to work with a diverse range of people, in particular the ability to engage with people and advocate on their behalf and to work across multidisciplinary teams both internal and external to Gurriny
5. Highly developed verbal and written communication skills including case documentation and reporting
6. Demonstrated experience in using clinical software and online data reporting
7. Excellent organisational and time management skills, including the ability to prioritise and manage multiple and competing work tasks and deliver to agreed deadlines
8. A broad understanding of the challenges and experiences of people in Yarrabah including the social determinants that impact on health and wellbeing.