AOD and Mental Health Clinical Lead

Section A: position details

<table>
<thead>
<tr>
<th>Description</th>
<th>Details</th>
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<tbody>
<tr>
<td>Position title:</td>
<td>AOD Mental Health Clinical Lead: Breakthrough – Specialist Mental Health and AOD Clinical Services</td>
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<tr>
<td>Employment Status:</td>
<td>Full Time</td>
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<tr>
<td>Classification and Salary:</td>
<td>$90,000 per annum (above Award salary) Health Professionals and Support Services Award 2010 or Nurses Award 2010</td>
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<tr>
<td>Location:</td>
<td>Joondalup (Mercer Lane) – Integrated Care</td>
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<tr>
<td>Hours:</td>
<td>Monday to Friday 8:30 am to 5:00pm (some after-hours may be required)</td>
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<tr>
<td>Contract details:</td>
<td>Maximum term contract TBA (subject to funding)</td>
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Organisational context

Neami National is a community-based recovery and rehabilitation service supporting people living with mental illness and psychiatric disability to improve their health, live independently and pursue a life based on their own strengths, values and goals.

We provide services in more than 50 locations, ranging from the inner-city and suburbs to regional and remote parts of Australia.

Our vision is for full citizenship for all people living with a mental illness in Australian society. Our mission is to improve mental health and wellbeing in local communities across the country.

We believe that recovery is an individual process and that with the right kind of support everyone can live a life based on their own strengths, values and goals for the future.

We use an approach called the Collaborative Recovery Model (CRM) to support people through our services. The CRM assists individuals to identify their personal strengths and values, to set goals and then helps them make progress towards achieving them.

As an organisation based strongly on our mission, vision and values, Neami is committed to demonstrating the highest standards of safety and quality across all of our services. Neami views quality, safety and clinical governance activities as key components of the role and responsibilities of all staff and an essential process in the provision of safe and high quality support services to consumers.

We are a smoke free organisation.
Program Context

It is recognised that people impacted by mental illness and alcohol and other drug use continue to experience poorer health outcomes exacerbated by a service system that does not meet their needs. The Western Australian Mental Health, Alcohol and Other Drug Services Plan 2015-2025 (Better Choices, Better Lives) calls for improved service navigation, collaboration and integration, and points to a current lack of access and under-utilisation of primary care services.

The National Mental Health Commission’s Review of Mental Health Programmes and Services, Contributing Lives, Thriving Communities, highlighted the existing complexity, inefficiency and fragmentation of the mental health system. Similarly, the National Ice Taskforce Report highlights the need for improved coordination between existing services, improved referral pathways, a need to develop the primary care workforce and provide greater access to care through General Practitioners.

In response, WAPHA is choosing to focus its investment on integrated services and collaborative models of care, taking a place based, and person centred approach to meet needs. Building on the strengths of what works in the current systems and identifying new and effective ways of working together within and across traditional boundaries to improve outcomes.

Evidence-based Integrated Care is delivered by accredited mental health and AOD clinicians. Multiple sessions of one hour are delivered according to need. The outreach service provides stand-alone support for people who face barriers to engaging with primary health support but who may not meet the requirements to receive appropriate tertiary care.

The Breakthrough – Specialist Mental Health and AOD Clinical Services provides wrap-around multidisciplinary support to people living in the community with AOD and mental illness, who will benefit from an enhanced and integrated primary care approach, and streamlined access to specialist services as needed.

Position overview

Provide clinical oversight for and leadership of a multidisciplinary mental health and AOD team to inform and guide the delivery of high quality AOD and mental health services in the primary care setting. Manage and coordinate program to ensure efficient and effective flow of clients through the service, including triage and assessment of clients.

The AOD and Mental Health Clinical Lead position will be expected to maintain a clinical caseload.

Period of employment

Full Time, Maximum term contract TBA (subject to funding); subject to a 6-month probationary period.

Accountability

The AOD and Mental Health Clinical Lead is accountable to the WA Clinical Services Regional Manager.

Conditions of employment

The terms and conditions of employment will be in accordance with the Health Professionals and Support Services Award 2010 or Nurses Award 2010.

A number of benefits are available to staff, including generous salary packaging with rewarding NFP fringe benefit tax exemptions.

Core requirements prior to any offer, or commencement of employment:

- Criminal record checks are mandatory for all new appointments. Neami National will cover the cost of an Australian check. Where a new employee has lived outside of Australia for 12 months or more within the last 10 years, the cost of an International check will be borne by the applicant (~$142.00).
- Working with Children check required before commencement of work (employee responsibility).
• You must maintain a right to work in Australia, in the position and location of employment during your employment with Neami. You must comply with all terms of any such grant of a right to work in Australia.
• At all times maintain annual registration requirements with appropriate registration authority (AASW, AHPRA) including registration standards and continuing professional development (CPD).

Qualifications
• Social Workers – Registered member of the AASW and have AASW accreditation
• Psychologists – General or Clinical Registration with Australian Health Practitioner Regulation Agency (AHPRA)
• Registered Nurses – Registered and accredited with the Australian College of Mental Health Nurses
• Occupational Therapists – Registered with the Australian Association of Occupational Therapist and AHPRA
• Cognitive Behaviour Therapists – Minimum 2 years post graduate experience and having completed ATAPS proforma to an appropriate level

Section B: application procedure

To discuss the position, please contact:

Name: Martin Burt
Title: WA Clinical Services Regional Manager
Contact Phone Number: (08) 6252 0420

Applications should include a CV and a Cover Letter explaining your interest in the position and working at Neami National. You do NOT need to provide a written response to the selection criteria.

To apply, please:
• Include three current referees.
• Ensure the files are in Word (.doc) or Adobe Reader (.pdf) format.
• To apply, please visit: https://neami-national.workable.com/

Closing date for applications: Sunday 28 July 2019

Please visit www.neaminational.org.au for more information on our organisation, services and other employment opportunities around Australia.
Section C: key responsibilities

Management and guidance

- Provide cohesive leadership to the Breakthrough – Specialist Mental Health and AOD Clinical Services staff including contributing to the recruitment, orientation/induction, training, support and supervision of program staff members
- Provide oversight for and positive leadership of the Breakthrough – Specialist Mental Health and AOD Clinical Services team, to ensure all clinicians within the team work together to achieve delivery that is as excellent as possible, within the available resources
- Ensure allocated Neami ISC Perth North staff are aware of and adhere to Neami’s mission, vision, values, policies and procedures
- Negotiate and resolve with allocated Neami ISC Perth North staff any areas of conflict and industrial dispute in conjunction with the State Manager and with support from Corporate Services
- Monitor progress against financial and consumer targets for allocated services and ensure priorities for achievement of targets are established and met
- Regularly assess the physical, technological and staffing needs of allocated services and develop proposals to meet these needs in conjunction with the Regional Manager
- Implement Neami Risk Management Framework throughout allocated services and ensure timely response to all OH&S issues and regular monitoring and review of all service related accidents and/or incidents
- Provide a bi-monthly report to the Regional Manager detailing issues pertinent to management and the delivery of allocated services, performance to service targets, service and partnership development activities, staffing issues and an overview of any other relevant issues
- Provide specific reports to the Alliance for the Program Management Group meetings when required
- Ensure the MDS and other collected data is reported on in a timely manner
- Monitor client loads and contribute to the development of a maintenance and support program for designated staff that is sustainable within Links to Health and Wellbeing program
- Support the aims and objectives of the WAPHA through understanding and implementation of the WAPHA Strategic Plan
- Take responsibility for:
  - Effective facilitation of the Clinical Team meetings
  - Effective coordination of the Clinical Case Reviews
  - Ensuring daily coverage of mental health coordination function
  - Appropriate delegation of responsibilities as needed in consultation with the Service Design Manager

Program coordination

- Provide clinical oversight for and positive leadership of the AOD and Mental Health teams, to ensure all clinicians within the team work together to achieve delivery that is as excellent as possible, within the available resources
- Facilitate a strong clinical governance culture within the team, where each practitioner takes responsibility for their own decision making and quality improvement activities, whilst supporting the clinical governance framework of the Links to Health and Wellbeing Service. Including monitoring and evaluation to ensure internal audits and external accreditation requirements are met
• Through expert clinical knowledge and a high degree of independent clinical decision making, providing the provision of triage, assessment, planning, implementation and co-ordination of care or delivery of care to clients engaged with our services
• Provide relevant support so that all services are delivered according to current best practice and evidence based approaches
• Provide clinical advice and support to General Practice
• Support the development and implementation of clinical and operational policies and procedures for AOD and Mental Health programs

Daily coordination function

Ensures coverage of the coordination function for mental health programs which includes:
• Providing response and leadership to AOD and Mental Health teams individually and collectively with any clinical and/or non-clinical issues
• Respond to or delegate any crisis or distress calls / walk-ins
• Process and respond to enquiries from external stakeholders
• Troubleshoot issues that may arise where AOD and Mental Health input is required
• Ensure that administrative processes occur re: scheduling, authorising expenditures and coordinating financial reporting to the Project Manager – Transition and Capacity Building
• Following up on written correspondence e.g. letters from lawyers, requests for reports/assessments, release of information, subpoenas etc.
• Support the development and implementation of clinical and operational policies and procedures for Mental Health programs

Clinical Services

Coordinating and providing clinical AOD and Mental Health services including:
• Assess and screen referrals using appropriate tools, policies and procedures
• Provide information about mental health and available services
• Triage and assessment of mental health referrals
• Work collaboratively with clients and their families to identify their mental health (and where appropriate, general health) needs
• Coordinate client therapeutic interventions by formulating client plans in collaboration with the client, staff and external workers and agencies, including making internal and external referrals as needed
• Determining client goals and strategies to be implemented through therapy and review as required
• Support the continuity of client care and information flow between clients, staff and external workers and agencies
• Participate in psychiatric assessment with clients where appropriate
• Provide individual and group clinical interventions as required

Relationship and community engagement

• Assist the Regional manager in directing the development or expansion of community engagement activities that promote good mental health and Wellbeing in the community
• Timely review and approval of relevant program information, documents and marketing materials for distribution within the community
• Identify and employ strategies to develop and maintain relationships and communication with external stakeholders, referrers and governing bodies
• Sit as a member of community committees and networks as agreed by the Alliance or Regional Manager or delegate to appropriate team member
• Seek out and secure co-location or outreach locations for clinicians and manage relationships to ensure the longevity of these partnerships
Section D: key competencies

Creating diverse staff teams

The values, skills, attributes and commitment of our staff are key to our success and reputation as a national mental health service that provides high quality support services to people living with a mental illness.

We are strongly committed to further developing and diversifying our work force as part of our strategic directions.

We celebrate multidisciplinary teams and value the rich skills and experiences brought by applicants from a range of sectors and professional backgrounds.

Further depth is brought by those from diverse cultural backgrounds, Aboriginal staff, and those with lived experiences of mental illness and recovery, all of whom are strongly encouraged to apply for any roles that match their skills and interest.

The following competency criteria will inform our selection decision:

Skills and Abilities

- Ability to design and implement psychological interventions for individuals
- Ability to administer and interpret appropriate psychometric tests and outcome measurements
- Ability to apply evidenced based psychological interventions including understanding of current theoretical concepts within mental health sciences and their application to mental health issues and problems
- Ability to work as a member of a multidisciplinary team
- Ability to perform multiple tasks and meet deadlines and work independently with minimal supervision
- Demonstrated ability to form partnerships at a local and regional level with government and non-government health and welfare service providers to pursue practical strategies to improve service delivery to consumers
- Demonstrated financial management skills
- Proven high level of communication skills including the ability to communicate effectively, both orally and in writing with client, internal and external agencies and the community

Experience

- Proven experience at a senior clinical level within the area of AOD and/or mental health service delivery
- Experience in successfully leading/coordinating a team of staff and working as a member of a multidisciplinary team with the ability to inspire and facilitate team commitment and cooperation
- Demonstrated experience in preparation of reports with recommendations
- Experience working across a range of Commonwealth and State funded mental health programs and ensuring program implementation in line with funding requirements and contracts

Knowledge

- Knowledge of local services particularly relevant to the Perth North Metro region
- Knowledge of Occupational Health, Safety and Welfare Act, policies and practices
- Knowledge of Equal Opportunities Legislation, policies and practices
- Knowledge of Professional Codes of Conduct and Ethics: aware of and practicing within relevant Federal and State Legislation and the relevant Professional Code of Practice, Conduct and Ethics