



Position Description

Position Title:	Mental Health Counsellor This position description is a supporting document to an employee's "Letter of Appointment" and "Variation to Letter of Appointment"
Department:	Allied Health Team
PD Issue Date:	December 2023
Classification/Award:	Award: Allied Health Professional (Victorian Public Health Sector) Single Interest Enterprise Agreement 2021- 2026 Classification: In accordance with relevant qualification and experience
Performance Review:	A six-month probation will apply to this position (6 months from date of commencement). Performance reviews will then be held annually.

ROLE

The Mental Health Counsellor provides high quality assessment and evidence-based counselling interventions to clients in the community. A strong knowledge and skill base, with a commitment to patient-centred care, collaborative practice and evidence-based knowledge contributes to positive client outcomes and service development.

To improve the health and wellbeing of people in South Gippsland, through the provision of safe, high quality mental health services in accordance with the Primary Mental Health and Suicide Prevention Stepped Care program.

ORGANISATIONAL RELATIONSHIPS

Reports to: Allied Health Manager

Manages/Coordinates: Nil

Liaises with:

- All South Gippsland Hospital Staff
- Foster Medical Centre
- Referring practitioner and care team
- External specialist staff as required
- Clients family and/or carers

KEY RESULT AREAS

- Be eligible for and maintain registration with either Psychotherapy and Counselling Federation of Australia (PACFA), Australian Counselling Association (ACA Level 3), Australian Association of Social Workers (AASW) or the Australian Health Practitioner Regulation Agency (AHPRA).

- Provides high quality mental health counselling services for people in accordance with Stepped Care program guidelines and funding requirements.
- Provides comprehensive evidence based clinical and risk assessments for all clients on admission, and during each episode of care.
- Provides timely and relevant feedback to referrers and other members of the person's care team, as appropriate, including family and/or carers.
- Establishes sound, collaborative working relationships with the multi-disciplinary Allied Health team, other internal staff, external clinicians and other stakeholders
- Maintain appropriate documentation of service provision within client files.
- Provide a multi-disciplinary approach to service delivery by liaising with, and referring into, relevant services as required.
- Attend in a timely manner to all appropriate service referrals.
- Contribute to Allied Health team development, education and improvement.
- Demonstrates understanding and provision of counselling interventions, care planning and case management, including the ability to formulate goal based care plans as required.
- Meet contractual and statutory requirements of the role including but not limited to National Health and Safety Standards, Gippsland PHN Primary Mental Health and Suicide Prevention Stepped Care Program Guidelines and other funding guidelines.
- Ability to provide an on-site face to face service or on-site telehealth appointments according to client preference.
- Maintains timely statistical data and documentation on all patient contacts and clinical support activity in compliance with the South Gippsland Hospital Record and Documentation policy and Stepped Care program requirements.
- Reports effectively to the Allied Health Manager including escalating all clinical and non-clinical concerns.
- Participates in relevant organisational/team meetings.
- Sets priorities and works in a timely and efficient way according to various program requirements and all SGH Policies and Procedures, spending a minimum of 80% of time on client related activities.
- Actively participates in regular supervision, the annual staff performance and development review and professional development opportunities.
- Participates in annual SGH mandatory competency training and assessment.
- Ensure all OH&S, statutory and mandatory requirements of the organisation are observed when undertaking duties.
- Demonstrate knowledge and commitment towards quality improvement activities and actively participate in departmental accreditation processes.
- Demonstrate a commitment to safety and quality of care.
- Perform other duties reasonably required as directed.

SPECIALIST SKILLS AND KNOWLEDGE

- Demonstrated current and best practice knowledge of own discipline and adherence to safe practice standards and policies.
- Demonstrated knowledge and experience of mental health interventions appropriate to the level of need to people at risk or experiencing mild, moderate or severe mental illness, and / or to people who have attempted, or are at risk of suicide or self-harm where access to other services is not appropriate.
- Demonstrate willingness to undertake relevant training / course to develop skills and acquire knowledge.
- Work within scope of practice according to qualifications and registration with the relevant registration body.
- Work according to the conduct, policies and standards of relevant external bodies and SGH.

QUALIFICATIONS AND EXPERIENCE

- Each employee is required to satisfy the registration requirements for this role as a mental health counsellor with either PACFA, ACA, AASW or the AHPRA.
- Current community based clinical experience, with a minimum of two years' experience in mental health counselling.

KEY SELECTION CRITERIA

- A strong working knowledge of evidenced based therapeutic interventions surrounding common mental health issues for people, including indications for risk in people experiencing serious mental ill health and suicidal ideation
- Proven experience in the practice of mental health counselling and interventions
- A sound knowledge and understanding of relevant legislation, policies and strategic directions relating to health, especially mental health, including the Primary Mental Health and Suicide Prevention Stepped Care model
- Demonstrated skill in participating as an effective member of a multi-disciplinary team
- Demonstrated computer and digital literacy particularly with information management systems
- A sound, applied understanding of health literacy, self-efficacy, peer support and strength-based models in health and human services
- Ability to provide an on-site face to face service or on-site telehealth appointments according to client preference.
- Mental Health counselling accreditation with a relevant professional peak body - PACFA, ACA, AASW or the AHPRA
- Current Australian Driver's Licence
- Current Working with Children Check and valid Police Check

MANDATORY COMPETENCIES

Unless an employee is able to produce authorised evidence of successfully completing an approved mandatory competency, the employee will be required to successfully complete the competencies within the first six months of employment.

Each employee is then required to successfully complete mandatory clinical competencies annually.

ORGANISATIONAL VALUES

South Gippsland Hospital (SGH) staff work with each other according to the Values listed below and the behaviours these values require when carrying out business.

These values are:

Accountability – accepting responsibility for our actions

Trust- acting with integrity and being able to count on each other

Excellence – doing our best at all times and looking for ways to improve

Adaptability – being flexible and accepting of new ideas and change for the better

Mutual Respect – treating others in the way that want to be treated

It is expected that staff will work according to these Values when working directly with other staff, clients and members of the community.

OCCUPATIONAL HEALTH AND SAFETY

SGH recognises its obligation for full compliance with the *Occupational Health and Safety Act 2004* and associated Occupation Health and Safety regulations 2017. All staff are required:

- to comply with safety instructions in their work environment and to familiarise themselves with OH&S procedures.
- to take reasonable care of their own health and safety as well as that of other people who may be affected by their conduct in the workplace.
- to seek guidance about new or modified work procedures.
- to ensure that any hazardous conditions are eliminated or minimised and that near misses and injuries are reported immediately to their supervisor.

If the role includes people management duties, these include the requirement to manage the health and safety of people under this control and support the actions contained in SGH OH&S policies.

INFECTION PREVENTION AND CONTROL

An effective, integrated organisation-wide Infection Prevention and Control Program is dependent upon the support, recognition, motivation, commitment and integrity of every staff member.

All staff members have a responsibility to maintain infection prevention and control knowledge levels commensurate with the requirements of the position, and to adhere to the organisation's Infection Prevention and Control policies and procedures at all times.

LEARNING AND DEVELOPMENT

SGH is committed to education.

All staff have a responsibility to undertake their own professional development and actively participate in the learning and development of others. This may involve colleagues, health professionals from other disciplines or students. Inter-professional education is strongly encouraged and supported and is integral to a small rural hospital

HEALTH AND WELLBEING

The health and wellbeing of employees is a priority for SGH and the importance of an environment that promotes and nurtures the physical, mental, emotional and social wellbeing of all individuals is recognised in this workplace.

Staff are expected to:

- partake in the promotion of the health and wellbeing of employees
- contribute to an inclusive and health promoting environment
- promote our values of trust, excellence, accountability, adaptability and mutual respect
- promote an organisational culture of positive mental health and wellbeing through supportive leadership, employee participation and shared decision making

DIVERSITY STATEMENT

SGH is committed to providing employment, health care and all related business based on the principles of access, equity and respect. SGH acknowledge the Traditional Custodians of the land on which we work and pay our respect to their Elders past, present and emerging. Staff are expected to provide excellence in care and a safe, welcoming and inclusive health service by:

- extending respect to Aboriginal and Torres Strait Islander people at all times,
- engaging respectfully with all cultures and
- respecting and appreciating what makes each individual different, in terms of age, gender, ethnicity, religion, disability, sexual orientation, education and national origin.

MULTI AGENCY RISK ASSESSMENT MANAGEMENT (MARAM)

Family Violence is a health issue and SGH provide support to any staff member experiencing family violence. All public hospitals are legislated to screen, identify and respond to family violence. The Multi Agency Risk Assessment Management (MARAM) framework is a whole organisation, multi-level approach to family violence. At SGH, we are committed to align our

organisation with the 4 pillars of the MARAM framework: Shared understanding, Collaborative practice, Responsibility for risk assessment and management and Systems, outcomes and improvement. We respectfully, safely, and sensitively engage with all. We work collaboratively to increase the safety of people experiencing family violence, and to keep perpetrators in view and accountable for their actions and behaviours. We are committed to ensuring that all staff have access to adequate training to enable them to fulfil the responsibilities assigned to their role in the MARAM framework. Employees will undertake MARAM training as appropriate to their position and adhere to related policies.

At SGH all staff either contributes to or holds the following responsibilities;

Responsibility 1: Respectful, sensitive and safe engagement with clients and colleagues

Responsibility 2: Identification of family violence risk

Responsibility 5: Seek secondary consultations and referrals for comprehensive risk assessment and management

Responsibility 6: Contribute to information sharing with other services in line with SGH Information Sharing Policy

Responsibility 9: Contribute to coordinated risk management

Responsibility 10: Collaborate for ongoing risk assessment and risk management

In addition to the above, some senior nursing staff hold responsibilities of

Responsibility 3: Intermediate risk assessments

Responsibility 4: Intermediate risk management.

CONFIDENTIALITY

Confidentiality is a matter of concern for all persons who have access to personal information about patients, clients, residents or employees of SGH.

Staff must understand and accept that in accessing this personal information they hold a position of trust relative to this information. In recognising these responsibilities staff must agree to preserve the confidential nature of this information.

Failure to comply with this agreement may result in disciplinary action and may include termination of employment.

QUALITY AND RISK MANAGEMENT

In order to ensure patient safety and high quality of care:

- Staff are required to participate in the development and maintenance of a quality service through the application of professional standards; participation in quality improvement activities; and compliance with the policies, procedures, practices and organisational goals and objectives of SGH.
- Staff are required to encourage the patient to partner with the health care team and be at the center of all care decisions.
- Staff are required to contribute to the development and maintenance of the SGH Risk Management Framework and apply the framework to identify, evaluate and minimise exposure to risk.
- Staff are required to abide by the Code of Conduct for Victorian Public Sector Employees
- Clinical leaders are required to help support other clinicians to understand and perform their delegated safety and quality roles, and ensure clinical staff are working within their designated scope of clinical practice

SPECIAL REQUIREMENTS

- Staff will be required to satisfactorily complete a National Police Records, and Working with Children Check prior to commencing employment.
- Staff will be required to hold a COVID-19 vaccination certificate, or valid medical exception prior to commencing employment.

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- Should your role require you to drive a SGH vehicle, a current Victorian Drivers Licence is required. Loss of licence or any licence infringement must be reported by the employee to Management immediately.
 - A completion of pre-existing injury or illness declaration will be required prior to appointment to the position.
 - SGH employees are expected to be familiar and work according to:
 - policies and procedures of SGH, including Risk Management Policy & Framework
 - Industrial Agreements that provide terms and conditions of employment
 - Scope of Practice and professional codes of conduct established for your profession
 - Code of Conduct for Victorian public sector employees and
 - Provisions of the Fair Work Act.

INCUMBENT STATEMENT

I, _____ have read, understand and accept
(please print name)

the above Position Description.

Signed: _____ Date: _____

Copy to staff member: ☐ Yes ☐ No

Details certified correct by:

Name: _____

Signature: _____

Date: _____