



Therapeutic Clinician (Registered Psychologist, Provisional Psychologist or Occupational Therapist) Job Description

Area: All Miwatj Health East Arnhem Region
Job Title: Therapeutic Clinician
Classification: HP4, Level 1 ~ Level 4
Salary: \$102,136 ~ \$107,328 per annum + Super depending on skills and experience
Work Type: Full Time
Work Unit: Mental Health
Reports to: Manager, Mental Health Bulunu Ward
Direct Reports: Nil
Employment Conditions: *Miwatj Health Aboriginal Corporation EA 2018*

OUR VALUES

Compassion care and respect for our clients and staff and pride in the results of our work

Accountability and transparency

Cultural Integrity and safety while recognizing cultural and individual differences

Continual capacity building of our organization and community

Driven by evidence-based practice

Miwatj Health's mission is to improve the health and wellbeing of residents of the communities of East Arnhem Land through the delivery of appropriate and comprehensive primary health care and to promote the control by Aboriginal communities of primary health care resources.

Primary Objective of Therapeutic Stream

- To improve access to integrated, culturally responsive and safe mental health and drug and alcohol services that holistically meet the social and emotional wellbeing and mental health needs of the population in the Miwatj region.
- To achieve better outcomes in the prevention, early intervention, treatment and management of common mental and behavioural disorders, including substance use disorders, in the Miwatj region as part of comprehensive primary health care.¹
- Assist in the development and delivery of a regional therapeutic stream to address common mental and behavioural disorders (including substance use disorders), that, under the supervision of Yolngu management, complements the existing medical and social/cultural support streams currently operating in the Miwatj region.
- To deliver mental health services within a SEWB Model² and Miwatj's framework for SEWB that reflect the guiding principles articulated in the National Strategic Framework for Aboriginal and Torres Strait Islander Mental Health and Social and Emotional Well Being (SEWB Framework) (see Appendix).

¹ Definition of clinically diagnosable disorders to be informed by the WHO Diagnostic and Management Guidelines for Mental Disorders in Primary Care: ICD-10 Chapter V Primary Health Care Version.

² Social and Emotional Wellbeing (SEWB): a holistic view of health that recognises the importance of connection to land, culture, spirituality, ancestry, family and the community and how these affect the individual.

Staffing and budget responsibilities

Nil.

Reporting Relationships

Reports to Manager, Mental Health Bulunu Ward

Key Responsibilities

- Contribute to the development and delivery of the Miwatj SEWB Model³ that includes the promotion of strong SEWB, screening, self-referral and early intervention for common mental health disorders (including alcohol and drug use disorders) as part of comprehensive primary health care. This includes the development of care plans involving individuals, families and community, clinical pathways, case management, and clear referral pathways and processes.
- Provide a range of effective therapeutic interventions using established evidence-based techniques and methodologies that is adapted to the individual needs and treatment plan for each client.
- Deliver culturally-adapted, evidence-based interventions⁴ to promote strong SEWB and prevent the development of common mental and behavioural disorders (including alcohol and drug use disorders) in the Miwatj region.
- Deliver culturally-adapted evidence-based therapeutic interventions that value and build upon local knowledge, community and cultural strengths.
- Ensure Therapeutic Work complements and works in an integrated way with the existing medical and social/cultural support streams of care.
- Contribute to a coordinated approach for the prevention, assessment, early intervention, referral and shared care arrangements for common mental and behavioural disorders, including alcohol and drug use disorders.
- Deliver culturally-adapted, evidence-based therapeutic interventions to address common mental health disorders.
- Support the promotion of strong SEWB and prevent the development of common mental and behavioural disorders (including alcohol and drug use disorders) in the Miwatj region.
- Accept and provide ongoing support, professional guidance and mentoring.
- Provide trauma informed and trauma specific support to peers and community members when required.
- Use client feedback to continuously improve service delivery.
- Meet relevant data reporting requirements including data entry for the Primary Mental Health Care Minimum Data Set (PMHC MDS).

Qualifications/Professional registration/other requirements

1. Registered Psychologist

Psychologists are required to maintain their skills level through continuing professional development (CPD). Services delivered through the Therapeutic Stream must meet the National Safety and Quality Health Service (NSQHS) Standards and the National Standards for Mental Health Services (NSMHS).⁵

The Therapeutic Stream must reflect the values and Strategic Objectives for Miwatj Health.

³ Northern Territory PHN: An integrated model for providing mental health and drug and alcohol services. The model is located within comprehensive primary mental health care settings and incorporates both community development and clinical components. The model is to be delivered in Aboriginal Community Controlled service where available to support Aboriginal people's control of their own health and wellbeing.

⁴ Drawn from Focused Psychological Strategies to address mental and behavioural disorders in primary care according to the WHO Diagnostic and Management Guidelines for Mental Disorders in Primary Care: ICD-10 Chapter V.

⁵ Australian Commission on Safety and Quality in Health Care (2014) Accreditation Workbook For Mental Health Services. Sydney, ACSQHC.

Selection Criteria

Essential minimum requirements:

- Registered or Provisionally registered Psychologist or Occupational Therapist with the Australian Health Practitioner Regulation Agency (APHRA).
- Experience in delivering (culturally adapted) focused psychological or occupational therapy strategies, including assessment and counselling to Aboriginal and Torres Strait Islander people.
- Demonstrated ability to apply a high level of clinical judgement and to prepare accurate reports relating to the assessment and intervention of a client.
- Knowledge of, and demonstrated ability in the application of a variety of evidenced-based psychology treatment approaches including mental health, AOD/VSA, and trauma.
- Ability to administer assessments and undertake comprehensive assessments within a culturally appropriate framework.
- Demonstrated experience in overseeing and coordinating case management processes and procedures.
- Willingness to respectfully engage cultural mentoring/supervision.
- Willingness to travel to communities on a regular basis.
- Current Working with Children Clearance Card (OCHRE card).

Required qualifications by professional group:

- Registered Psychologist, Provisionally registered Psychologist or Occupational Therapist: evidence of registration without limitations or provisional registration with the Psychology Board of Australia.

Desirable attributes:

- Demonstrated experience in working in Aboriginal Community Controlled Health organisations / environments and fully embracing the concept of Aboriginal Community Control.
- Demonstrated knowledge of current issues, standards and trends in the delivery of mental health and social and emotional well-being services to Aboriginal peoples.
- Experience in developing/culturally adapting, evidence-based SEWB and mental health services for Aboriginal people at a regional level.
- Previous experience in working in remote /very remote Australia.

Delegation Authority / Other Functions

ONLY IF APPLICABLE

Delegations are attached to positions rather than occupants of positions. Delegations are to be exercised within the framework of MHAC policies and guidelines. Tables of delegates and delegations will be accessible on MHAC's internal information systems, together with associated policies.

If a delegate is found to have exercised a delegation improperly, he or she may be subject to discipline and the delegation(s) revoked.

The applicant will be required to hold a current Working with Children Clearance notice and undergo a criminal history check. A criminal history will not exclude an applicant from this position unless it is a relevant criminal history.

Acceptance of Responsibilities

I have read the requirements and responsibilities outlined in this position description, MHAC Code of Conduct and Employment Terms and Conditions and agree to meet and adhere to these and have my performance monitored and evaluated in relation to my performance in the role as detailed throughout this document.

Name:	(Employee)	(Manager)
Signed:		
Date:		

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Appendix

The National Strategic Framework for Aboriginal and Torres Strait Islander People’s Mental Health and Social and Emotional Wellbeing 2017 – 2023 offers a set of guiding principles for developing and delivering social and emotional wellbeing and mental health services for Aboriginal and Torres Strait Islander people.

Type of determinant	Guiding Principles
Cultural determinants	Aboriginal and Torres Strait Islander health is viewed in a holistic context, that encompasses mental health and physical, cultural and spiritual health. Land is central to well being. Crucially, it must be understood that when the harmony of these interrelations is disrupted, Aboriginal and Torres Strait Islander ill health will persist.
	Culturally valid understandings must shape the provision of services and must guide assessment, care and management of Aboriginal and Torres Strait Islander peoples health problems generally and mental health problems in particular.
	The centrality of Aboriginal and Torres Strait Islander family and kinship must be recognised as well as the broader concepts of family and the bonds of reciprocal affection, responsibility and sharing.
	It must be recognised that Aboriginal and Torres Strait Islander peoples have great strengths, creativity and endurance and a deep understanding of the relationships between human beings and their environment.
	There is no single Aboriginal or Torres Strait Islander culture or group, but numerous groupings, languages, kinships, and tribes, as well as ways of living. Furthermore, Aboriginal and Torres Strait Islander peoples may currently live in urban, rural or remote settings, in urbanized traditional or other lifestyles, and frequently move between these ways of living.
Social determinants	Racism, stigma, environmental adversity and social disadvantage constitute ongoing stressors and have negative impacts on Aboriginal and Torres Strait Islander peoples’ mental health and well being.
Historical determinants	It must be recognised that the experiences of trauma and loss, present since European invasion, are a direct outcome of the disruption to cultural wellbeing. Trauma and loss of this magnitude continues to have inter-generational effects.
Political determinants	The human rights of Aboriginal and Torres Strait Islander peoples must be recognized and respected. Failure to respect these human rights constitutes continuous disruption to mental health, (versus mental ill health). Human rights relevant to mental illness must be specifically addressed.
	Self determination is central to the provision of Aboriginal and Torres Strait Islander health services.