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| Directorate | Canberra Health Services | Reporting Relationships <div style="border: 1px solid black; padding: 5px; text-align: center;">Senior Manager, Intake Services - ACMHS</div> <div style="text-align: center; margin: 10px 0;">↑</div> <div style="border: 1px solid black; padding: 5px; text-align: center;">Manager, HAART</div> <div style="text-align: center; margin: 10px 0;">↑</div> <div style="border: 1px solid black; padding: 5px; text-align: center;">Mental Health Clinician, HAART</div> |
| Division | Mental Health, Justice Health, and Alcohol & Drug Services | |
| Business Unit | Adult Community Mental Health Services | |
| Position Number | PXXXX | |
| Position Title | Mental Health Clinician, HAART | |
| Classification | HP2 | |
| Location | The Canberra Hospital | |
| Last Reviewed | | |

Canberra Health Services (CHS) is focussed on the delivery of high quality, effective, person-centred care. We provide acute, sub-acute, primary and community-based health services, to the Australian Capital Territory (ACT) and surrounding regions. More information can be found on the [CHS website](#).

Our **Vision**: creating exceptional health care together

Our **Role**: to be a health service that is trusted by our community

Our **Values**: Reliable, Progressive, Respectful and Kind

Mental Health, Justice Health and Alcohol and Drug Services (MHJHADS) provides support to youth and adults via inpatient and outpatient settings, community health centres, justice health facilities and other community settings, including people's homes. MHJHADS aims to be socially inclusive and operate within a recovery-focussed and/or harm minimisation approach.

POSITION OVERVIEW

The position is situated within Adult Community Mental Health Services (ACMHS), under the Intake Services Teams, which is a specialist mental health service that provides health care and support for people aged from 18 years old. ACMHS provides evidenced based and personalised care planning for recovering people while also collaborating with carers, Nominated Persons, supports and other key stakeholders.

ACMHS teams operate across the Australian Capital Territory, adhering to both the Adult Community Mental Health Model of Care and the Older Persons Community Mental Health Model of Care. ACMHS program area services the community's mental health needs in the areas of intake, recovery, supported and therapeutic accommodation, therapy, older persons, neuropsychology, assertive community outreach, homeless outreach, and intensive home treatment.

The Intake Services Teams - Adult Community Mental Health Services (ACMHS) includes the Home Assessment and Acute Response Team (HAART) and includes a Police Ambulance Clinician Early Response (PACER) service.

HAART provides acute and crisis interventions to facilitate hospital diversion, outreach assessment and treatment to people experiencing and living with a moderate to severe mental illness and complex needs in a community setting. HAART provides assessments and intervention for acute mental health presentations.

PACER is a tri-service mental health co-response capability which works in partnership with the Australian Federal Police (AFP) and ACT Ambulance Services to provide a Police Officer, Ambulance Paramedic, and a Mental Health Clinician who will provide a timely mobile response to people experiencing mental health crisis.

HAART, inclusive of PACER operates seven days a week, including weekends and public holidays, and has an overnight on call arrangement. The position holder will be required to work a rotating roster of 8 and 10-hour shifts, including on call arrangement overnight and reports to the HAART Team Leader.

Applicants may apply using the CHS online employment website and must attach two recent referee reports, a current resume and no more than a two-page written response that demonstrates your experience against the selection criteria. Depending on the response received applicants may be appointed on merit.

DUTIES

Under limited direction of the HAART Team Leader and or Clinical Lead you will perform assessment and crisis intervention for people presenting with acute mental health issues. You will:

1. Provide early/immediate advanced mental health assessment and treatment, including where a person may require a joint police/ambulance/clinician response when experiencing a mental health crisis.
2. Provide high standard clinical discipline-specific expertise, actively apply recovery-based intervention principles, and work collaboratively with people, carers and community agencies/other stakeholders to provide care co-ordination and educative practices.
3. Complete case notes to the required standard in the Digital Health Record (DHR) and meet reporting and data collection requirements, as well as initiating, coordinating and leading quality improvement activities.
4. Undertake duties as directed including participating in clinical supervision and engagement in professional development activities.
5. Work within the Mental Health Act and other relevant legislation and meet the requirements of the role of Mental Health Officer as set out in the Mental Health Act 2015 and apply these principles to crisis decision making.
6. Assist in the provision of primary, secondary, and tertiary consultation services, community development and education, liaison and linkage to other government and non-government agencies that also provide care to people experiencing acute mental illness.
7. Compliance with the frameworks around clinical audits, incident management, occupational violence, staff orientation, clinical review, the National Standards for Mental Health Services, the National Safety and Quality Health Service standards and the National Safety and Quality Digital Mental Health Standards.

8. Undertake other duties appropriate to this level of classification which contribute to the operation of the organisation.

ABOUT YOU

CHS is committed to workforce diversity and to creating an inclusive workplace. As part of this commitment, we welcome applications from all diversity groups. Aboriginal and Torres Strait Islander peoples, people with disability and people who identify as LGBTQIA+ are particularly encouraged to apply.

Behavioural Capabilities

1. Ability to respond to and prioritise competing demands in a calm and efficient manner while maintaining high work standards.
2. Be flexible, adaptable, and comfortable with a changing working environment and differing working styles.
3. Have excellent interpersonal skills and the ability to communicate effectively with consumers, family/carers, colleagues and emergency service and hospital personnel, particularly in crisis situations.

Position Requirements / Qualifications

Mandatory

- Relevant Tertiary qualifications and a minimum of 12 months experience working professionally in community mental health teams.
- For Psychology: Be registered or be eligible for general registration with Psychology Board of Australia under the Australian Health Practitioner Regulation Agency (AHPRA).
- For Social Work: Degree in Social Work, professional membership or eligibility for professional membership of the Australian Association of Social Workers (AASW), and registration under the ACT Working with Vulnerable People Act 2011.
- For Occupational Therapy: Be registered or be eligible for general registration with Occupational Therapy Board of Australia under the Australian Health Practitioner Regulation Agency (AHPRA).
- The successful applicant will need to have a current driver's licence.
- The successful applicant will need to work on weekends and after-hours work.
- CHS is leading the drive to digitally transform health service delivery in Australia through the implementation of a territory wide [Digital Health Record](#). Computer literacy skills are required which are relevant to this role as you will be responsible for completing required documentation and becoming a proficient user of the Digital Health Record and/or other Information Technology systems; once proficient, you will need to remain current with changes, updates and contingencies.
- Understand how the [National Safety and Quality Health Service \(NSQHS\)](#) indicators align with this role.
- Fulfil the responsibilities of this role in alignment to the [CHS Exceptional Care Framework](#), [Clinical Governance Framework](#), [Partnering With Consumers Framework](#) and [all other related frameworks](#).
- Approved as a Mental Health Officer under the *Mental Health Act 2015*, or eligible to be approved as a Mental Health Officer and undertake and complete that training.

Desirable

- Post Graduate Qualification in Relevant Discipline or another relevant stream.
- Experience in working in partnership with emergency services personnel that promotes a spirit of cooperation and collaboration, and respect for each other's philosophy, priorities, knowledge, skills, and experience.

Please note prior to commencement successful candidates will be required to:

- Undergo a pre-employment National Police Check.
- Comply with Canberra Health Services Occupational Assessment, Screening and Vaccination policy.
- Gain and maintain a NVI National Security Clearance. If a clearance is not granted or maintained your employment in the role will not commence or, if already commenced, will be reassessed.

WHAT YOU REQUIRE

These are the key selection criteria for how you will be assessed in conjunction with your resumé and experience.

1. Under limited professional supervision, a proven ability to undertake relevant mental health and risk assessment of people experiencing acute symptoms of mental illness and application of contemporary and evidence-based skills in relation to crisis intervention.
2. Demonstrated understanding of the principles of recovery, the National Standards for Mental Health Services, and the Fifth National Mental Health and Suicide Prevention Plan.
3. Demonstrated effective communication and high-level negotiation skills, and an understanding of and willingness to participate in research, quality improvement activities, and clinical supervision.
4. Demonstrated knowledge of current mental health services within the ACT and sound knowledge of current mental health and other relevant legislation.
5. CHS is leading the drive to digitally transform health service delivery in Australia through the implementation of a territory wide [Digital Health Record](#). Computer literacy skills are required which are relevant to this role as you will be responsible for completing required documentation and becoming a proficient user of the Digital Health Record and/or other Information Technology systems; once proficient, you will need to remain current with changes, updates, and contingencies.
6. Demonstrates understanding of, and adherence to, safety and quality standards, work, health, and safety (WH&S) and the positive patient experience. Displays behaviour consistent with CHS's values of reliable, progressive, respectful, and kind.

HOW TO APPLY / OR WANT TO KNOW MORE?

Applications must be submitted through the e-recruitment system. Applications must include:

- A response to the selection criteria under "what you require" in no more than two pages. Where possible include specific relevant examples of your work.
- A current resume.
- Two referee reports must be included - where one must be your current line manager.

CHS Contact: HAART Team Leader, phone: 02 6205 1065

WORK ENVIRONMENT DESCRIPTION

The following work environment description outlines the inherent requirements of the role and indicates how frequently each of these requirements would need to be performed. Please note that the ACT Public Service is committed to providing reasonable adjustments and ensuring all individuals have equal opportunities in the workplace.

| ADMINISTRATIVE | FREQUENCY |
|-----------------------------|------------|
| Telephone use | Frequently |
| General computer use | Frequently |
| Extensive keying/data entry | Frequently |
| Graphical/analytical based | Never |
| Sitting at a desk | Frequently |
| Standing for long periods | Frequently |

| TRAVEL | FREQUENCY |
|---------------------------------------|------------|
| Frequent travel – multiple work sites | Frequently |
| Frequent travel – driving | Frequently |

| PSYCHOSOCIAL DEMANDS | FREQUENCY |
|--|--------------|
| Distressed People e.g. Emergency or grief situations | Frequently |
| Aggressive & Uncooperative People e.g. drug / alcohol, dementia, mental illness | Frequently |
| Unpredictable People e.g. Dementia, mental illness, head injuries | Frequently |
| Restraining e.g. involvement in physical containment of clients/consumers | Occasionally |
| Exposure to Distressing Situations e.g. Child abuse, viewing dead / mutilated bodies; verbal abuse; domestic violence; suicide | Frequently |

| SPECIFIC HAZARDS | FREQUENCY |
|--|--------------|
| Working at heights | Occasionally |
| Exposure to extreme temperatures | Frequently |
| Operation of heavy machinery e.g. forklift | Never |
| Confined spaces | Frequently |
| Excessive noise | Occasionally |
| Low lighting | Occasionally |
| Handling of dangerous goods/equipment e.g. gases; liquids; biological. | Occasionally |
| Slippery or uneven surfaces | Occasionally |

| PHYSICAL DEMANDS | FREQUENCY |
|--|--------------|
| Distance walking (large buildings or inter-building transit) | Occasionally |
| Working outdoors | Frequently |

| MANUAL HANDLING | FREQUENCY |
|---|--------------|
| Lifting 0 – 9kg | Occasionally |
| Lifting 10 – 15kg | Occasionally |
| Lifting 16kg+ | Occasionally |
| Climbing | Frequently |
| Running | Occasionally |
| Reaching | Occasionally |
| Kneeling | Occasionally |
| Foot and leg movement | Occasionally |
| Hand, arm and grasping movements | Frequently |
| Bending/squatting | Occasionally |
| Bend/Lean Forward from Waist/Trunk twisting | Occasionally |
| Push/pull | Occasionally |
| Sequential repetitive movements in a short amount of time | Frequently |