



MENTAL HEALTH PRACTITIONER

Position:	Mental Health Practitioner
Base Location:	Morwell
Hours of work:	Tuesday – 3:45pm - 8pm Thursday – 3:45pm - 8pm Friday – 12:45pm - 8pm Saturday – 9:45am - 6pm Job share/split shifts available by negotiation
Reports to:	Chief Executive Officer
Term of employment:	Fixed term to 30 June 2024
Salary:	Health Professionals and Support Services Award (Level 3 or 4 dependant on skills & experience). Generous salary packaging available.
Superannuation:	10.5% (will increase to 11% on July 1, 2024.)
Applications:	Please submit application including your response to the Selection Criteria via Seek. Any queries can be emailed to michelle.possingham@llg.org.au
Closing date:	Midnight, Sunday 11 June 2023.

Organisational Context

Lifeline Gippsland Inc. is a not-for-profit organisation with a proud history of serving our community since 1968. We provide a range of support services to the community including the 24-hour 13 11 14 national crisis line, suicide prevention activities, and mental health awareness programs and training. Volunteers play a vital role throughout the organisation.

Our business operations consist of five charity retail stores across Gippsland. These stores generate the income we need to support our contribution to the 13 11 14 crisis support line and other suicide prevention and response services as we work towards our vision of an Australia free of suicide, where no one has to face their darkest moment alone.

Project Overview

Lifeline Gippsland was commissioned by the Latrobe Health Assembly to pilot a new initiative in Morwell based on the Safe Haven Model in the UK. This project was developed through consultation with local agencies, people with lived and living experience of mental ill health, their families, carers and supporters and the community.

Named The WES (Wellbeing and Emotional Support), the space welcomes people experiencing mental and emotional distress, their carers, families and supporters seeking a safe haven, as well as peer support, advice and assistance with navigating the mental health system.

Organisational Level Outcomes:

All team members are expected to contribute to the success of LLG. At LLG we foster a strong sense of collaborative practice and a positive workplace by taking personal responsibility for:

- Participating in performance planning processes
- Contributing to the development of policies, procedures, risk management and quality improvement processes
- Developing annual work plans based on key performance indicators
- Seeking opportunities to recognise volunteers for their contribution to the organisation
- Complying with Lifeline Gippsland's values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperating with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identifying opportunities to integrate and work collaboratively across teams.
- Taking reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promoting a positive safety culture by contributing to health and safety consultation and communication.
- Attending mandatory training sessions and mandatory training specific to position.

Role Overview

This role will ensure a welcoming, non-threatening and safe environment is maintained in the service. Support will be self-determined by visitors to the space and may include providing information on mental health and wellbeing, psychoeducation, counselling and wellbeing activities where indicated. A

key component is the provision of a basic mental health triage function to ensure those requiring clinical support are referred on appropriately, most likely to the Emergency Department.

In addition, you will work with the Project & Partnerships Lead to establish and maintain strong working partnerships with clinical mental health teams and our community partner organisations to deliver the best possible service to consumers.

The Mental Health Practitioner will be responsible for supporting the Peer Support Workers in their roles and supervising and overseeing a small team of non-clinical support staff within the service, including a security officer, driver and volunteers.

Responsibilities & Duties

Practice	<ul style="list-style-type: none"> • Ensure the delivery of a service that is safe, warm, and welcoming to all members of the community by role-modelling behaviours that embed this culture. • Work within the strengths model of recovery-oriented and trauma-informed practice • Recognise visitors as experts and leaders of their own journey. • Provide basic counselling support to visitors as required. • Support service system navigation by supporting Peer Support Workers to provide information and referral to other appropriate mental health and/or community support services. • Facilitate wellbeing and psychoeducation opportunities. • Assist in driving visitor and carer partnerships and involvement in the service. • Develop relationships and liaise with relevant stakeholders. • Participate in the evaluation of the space through data collection and other activities as determined by the evaluation team.
Leadership	<ul style="list-style-type: none"> • Support Peer Support Workers in their role and provide mentoring, debriefing and supervision, escalating support to an identified Mental Health Clinician where required. • Provide individual and group supervision. • Identify staff training needs and organise delivery. • Provide support and oversight of volunteers.
Clinical Quality and Safety	<ul style="list-style-type: none"> • Always work within approved scope of practice • Take personal responsibility for the quality and safety of work undertaken. • Access Clinical Supervision to support own wellbeing. • Participate in risk management and continuous quality improvement activities as part of day-to-day work. • Foster a culture of evaluation founded on routine monitoring and evaluation activity.
Person Centred Care	<ul style="list-style-type: none"> • Ensure visitors receive information in an appropriate and accessible format. • Ensure visitors are aware of their rights and responsibilities and how to provide feedback.

This position description is current at the date of approval. It may change from time to time to reflect operational needs and changes to organisational reporting relationships.

Mandatory

- AHPRA or AASW Registration and maintenance of registration standards and continuing professional development (CPD)
or:
- A bachelor's degree in psychology, Social Work, Occupational Therapy, or equivalent and; A minimum of 5 years of demonstrated experience in the areas of risk assessment, debrief and decision-making.
- Current Working with Children Check
- Australian Working Rights.
- Satisfactory Criminal Record Check Criminal record checks are mandatory for all new appointments.
- A valid Australian Driver's License

Personal Attributes

The following attributes were identified as integral to all roles in the Mental Health Café through consultation with people with lived experience consultation:

- Good listener
- Warmth
- Compassionate
- Empathetic
- Emotionally intelligent
- Non-judgmental
- Genuinely caring
- Self-aware
- Adaptable & flexible

Key Selection Criteria:

1. Understanding of and commitment to recovery-oriented services and involvement of those with lived and living experience in service design, implementation and evaluation.
2. Demonstrated advanced skills in the comprehensive assessment and management of complex mental health consumers in the community, including mental health assessment and risk mitigation.
3. Commitment to and proven ability in working collaboratively and effectively with multiple key stakeholders, both internal and external to Lifeline Gippsland.
4. Demonstrated ability to work with and an understanding of the role of peer workers.
5. Demonstrated problem-solving ability and conflict resolution skills working with limited supervision.
6. Highly developed interpersonal and communication skills, including sound oral and writing skills.

7. Demonstrated effective written and verbal communication skills, time management and self-sufficiency.
8. A commitment to personal attributes specified above.

By signing below, you acknowledge that you have read, understood and accept the responsibilities and accountabilities as outlined above in this position description.

Print Name: _____

Role: Mental Health Practitioner

Signature

Date: _____

Approval of appointment

Print Name: _____

Role: Chief Executive Officer

Signature

Date: _____