

Position Title: Mental Health Clinician

Reporting Relationship:

Collaborating Physician (s) – Mental Health Clinician

Position Purpose:

The Mental Health Clinician is an integral part of a multidisciplinary team who provides psychosocial assessment, a range of psychosocial/psychiatric treatments/interventions, psychosocial health education, crisis intervention, and advocacy on behalf of rostered and referred patients within the Family Health Team.

Major Responsibilities

Clinical:

- Provides bio-psychosocial assessment of individual patients and their families
- Coordinates referrals and facilitates access to other health care providers and community organizations
- Initiates and provides a variety of treatments including supportive, psychotherapeutic, psycho-educational, and crisis interventions
- Assists in overcoming barriers within the healthcare system to ensure timely delivery of services
- Monitors patient goals and outcomes through ongoing assessment and documentation of treatment progress
- Participates in treatment planning with other team members as required
- Provides case management or ongoing supportive therapy to identified patients as required to effect change
- Consults with team members and external professionals involved in the care of patients as required
- Liaises and consults with other agencies/programs/services as required
- Participates in case presentations/reviews and discussions from the mental health perspective within the team
- Advocates on behalf of patients in their care

Administrative:

- Maintains an organized appointment schedule
- Monitors and manages referrals from the team
- Maintains workload measures data as required
- Participates in evaluations processes as required
- Maintains up-to-date charting on the patient within the team medical record
- Completes documentation required to facilitate care for the patient (reports, referrals, forms, etc)
- Actively participates in the functioning of the team (business meetings, CQI, etc.)
- Participates in mental health program planning and development within the team or externally as appropriate in order to facilitate integration of services

Educational:

- Maintains current discipline specific standards of practice
- Establishes and implements an annual plan for professional development in order to maintain evidence-informed clinical skills
- Participates in local educational presentations
- Accesses formal/informal supervision or peer consultation
- Maintains awareness and understanding of current Mental Health legislation and Privacy legislation

Other Related Duties:

- Contributes to the team by performing related tasks as required
 - Complies with all Privacy Legislation
 - Assists in training and orientation of new staff
 - Demonstrates basic computer skills or willing to learn
 - Maintains registration with appropriate college or HPRAC
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Job Context and Working Conditions:

- Indoors and a controlled environment
 - Occasional travel
 - Coordinate and leads others
 - Various contacts with others
 - Important to be accurate and exact
 - Consequence of error can range from moderate to severe
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Hours of Work: Hours of service are pre-established per employment contract. Any deviation from the established schedule shall not negatively impact upon the provision of service to the patient population.

Qualifications:**Education and Experience:**

- Minimum of Bachelor's Degree in a Social Science, plus a minimum of 5 years of supervised experience in a counselling environment
OR
- Preferred Education of Master's Level Degree in a Social Science, plus a minimum of 4 years of supervised experience in a counselling environment
- Required to be registered with the appropriate regulatory body
- Additional training and/or experience in any/all of the following would be considered an asset: Cognitive Behaviour Therapy (CBT), Mindfulness Based Stress Reduction (MBSR), Addictions, EMDR

Skills and Abilities

- Knowledge of psychiatric disorders, human development, family life cycle and systems theory
- Comprehensive bio-psychosocial approach for the mental health assessment (ie screening for serious mental illness, mental status, level of risk, family and social context, and mental health risk factors), for clinical formulation, and for treatment planning.
- Appreciation for and personal flexibility to function within the unique nature of a primary medical care office setting (ie. Episodic care, health promotion, chronic care, etc.)
- Sound risk assessment and management skills for dealing with the seriously mentally ill
- Strong intervention skills with adults and families (and groups would be an asset)
- Commitment to an integrated model of practice and demonstrates skill in collaborative approach to care with professionals of other disciplines
- Ability to work independently, as well as, an effective member of a multidisciplinary team
- Strong verbal and written communication skills and the ability to adjust language and terminology to suit the individual patient or patient group
- Strong time management, prioritization and innovation skills
- Advocacy/brokering skills
- Conflict resolution, negotiation skills and openness to knowledge exchange with team members
- Ability to participate in, and/or implement health promotion, education and self-management strategies
- Knowledge of the professional, ethical, and legal issues related to primary care
- Knowledge of community resources and the ability to develop strong working relationships with these other providers
- Ability to tolerate anxiety provoking situations