



Royal Flying Doctor Service

CENTRAL OPERATIONS

Mental Health Clinician

Our Promise

The furthest corner. The finest care.

Role Overview

Position Summary:	Deliver a Stepped Mental Health Service in Central Australia, contributing to improving the mental health of people living in rural and remote areas by providing greater access to mental health services.
Reports To:	Team Leader/Senior Clinician
Special Conditions:	<p>The incumbent is required to:</p> <ul style="list-style-type: none">• Undergo a pre-employment drug and alcohol test and will continue to be subject to random drug and alcohol testing.• Maintain a minimum level of immunisation based on assessed risks.• Undertake a medical examination and/or functional capacity assessment.• Undertake criminal history and background checks.• Attend other RFDS Bases.• Hold a current Australian driver's licence.• Travel extensively throughout remote areas of Central Australia by driving 4x4 vehicles, or by light aircraft.• Stay overnight in remote communities.
General Expectations:	Employees are required to read, understand and comply with all policies, procedures and any reasonable direction, whilst demonstrating professional workplace behaviours in accordance with the Code of Conduct.
Approval:	<p>Executive General Manager Health Services Development & Clinical Governance: Natalie Szabo</p> <p>Signature: <i>Natalie Szabo</i> Date: 21/10/2021</p>
Acknowledgement of Incumbent:	<p>I have read and understood the information and duties/responsibilities contained within this Position Description.</p> <p>Name: _____</p> <p>Signature: _____ Date: _____</p>



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Key Responsibilities

Accountability	Key Activities
Clinical	<ul style="list-style-type: none"> • Provide mental health services for clients with a mild to moderate diagnosable mental illness in 'Mental Health Services in Rural and Remote Areas' (MHSRRA) funded rural and remote areas of Central Australia. • Provide advanced mental health clinician knowledge and skills consistent with contemporary practice and act as a consultant and resource to other staff and agencies. • Identify activities to further develop mental health services by increasing awareness in communities to mental health services including implementing mental health and social and emotional wellbeing health promotion activities. • Function in accordance with relevant legislation affecting clinical practice, maintaining an informed understanding of National Standards for Mental Health Services and practices. • Collecting information/data as per MHSRRA program guidelines. • Deliver a face to face service and use telephone and video conferencing where appropriate. • Participate in ongoing evaluation of clinical practice. • Participate in the development and implementation of primary health care models with other service providers to improve the social and emotional wellbeing and mental health of members of remote Aboriginal communities.
Community Participation	<ul style="list-style-type: none"> • Build effective partnerships with relevant community service providers, Aboriginal Elders and traditional healers and communities. • Use community capacity building and community development approaches to address social and emotional wellbeing and mental health issues. • Ensure community participation in the development, delivery and evaluation of the services provided by the primary mental health care team. • Support service providers to identify people with social and emotional wellbeing and mental health issues to promote and enhance access to appropriate and professional services.
Integrated Approach with Other Providers	<ul style="list-style-type: none"> • Ensure integration with existing government and non-government agencies and other human service providers in the planning and delivery of services. • Develop linkages with relevant agencies to undertake local projects and activities to promote mental wellness, community understanding of mental health conditions and sources of referral and support.



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Accountability	Key Activities
	<ul style="list-style-type: none"> • Integrate with existing interagency networks to assist in the development of intersectoral responses to identify issues and to promote the development of capacity within communities to address these issues. • Develop and utilise collaborative working relationships with relevant organisations to link with and provide complementary mental health services in these regions.
Professional Practice	<p>Conduct professional practice within legal and ethical guidelines by:</p> <ul style="list-style-type: none"> • Practising in accordance with legislation as outlined by the relevant professional board; • Practising in accordance with RFDS policies and procedures as outlined in internal reference manuals; • Respecting cultural diversity and traditional Indigenous healing practices.
Teamwork	<ul style="list-style-type: none"> • Contribute to a team culture where individual members are valued and recognised for their diverse skill sets. • Keep team members informed of relevant issues impacting them or their work. • Suggest and promote creative ideas and approaches to improve individual and team performance. • Encourage and support others to take on new challenges and opportunities.
Customer / Stakeholder Relationships	<ul style="list-style-type: none"> • Build collaborative working relationships with internal and external stakeholders. • Proactively anticipate customer needs where possible. • Manage work with a continual focus on the impact of decisions and actions on customers/stakeholders. • Measure customer/stakeholder satisfaction to continually improve.
Health, Safety and Quality Systems	<ul style="list-style-type: none"> • Contribute to maintaining our accreditation to all safety and quality accreditation programs by participating in ongoing education and actively supporting the implementation of initiatives. • Ensures a safe working environment for all employees by compliance with all relevant Work Health and Safety and Equal Employment Opportunity obligations. • Actively create and maintain a safe and healthy work environment by working safely, adhering to instructions and using equipment in accordance with safe operating procedures. • Initiate and participate in worksite inspections, accident reporting and investigations, developing safe work procedures and providing appropriate information, instruction, training and supervision. • Address any unsafe working practices or hazardous working conditions.



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Accountability	Key Activities
Professional Behaviour and Development	<ul style="list-style-type: none"> Actively develop own capabilities and technical expertise. Support the development and growth of others. Model professional conduct according to our values and Code of Conduct.

Our Values

Our values are used to indicate the type of conduct required by our employees and the professionalism that our customers can expect from our service.

Values	Care & Respect	Reliable & Dependable	Safety & Quality	Socially & Ethically Responsible	Collaboration	Innovation
Behaviours bringing values to life	Understanding	Personal effectiveness	Safety orientation	Commitment	Communication	Strategic vision
	Genuine relationships	Analysis & problem solving	Continuous improvement	Valuing diversity	Leading by example	Embracing change

Selection Criteria

Qualifications / Registrations / Memberships

ESSENTIAL

- Tertiary qualification in Occupational Therapy, Nursing, Social Work, or Psychology.
- Eligible for membership with the Australian Association of Social Workers (AASW) or Current Registration with Australian Health Practitioner Regulation Agency (AHPRA).

DESIRABLE

- Postgraduate qualifications relevant to mental health practice setting.

Skills, Knowledge And Experience

ESSENTIAL

- Postgraduate experience of at least five years or extensive experience in primary mental health care including counselling practice.
- Knowledge of current mental health legislation.



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- Knowledge of a broad range of therapeutic assessment and intervention techniques.
- Theoretical understanding of a broad range of mental health issues and social and emotional wellbeing problems such as: mental illness and disorders, domestic and family violence including child abuse, relationship problems, suicide, grief and loss, along with drug and alcohol issues.
- Ability to work alone and within a multi-disciplinary team.
- Advanced written, verbal and interpersonal communication skills.
- Experience in rural/remote/population health and in a cross cultural environment.

DESIRABLE

- Community development and capacity building concepts.
- Experience conducting mental health consultations via video conference.
- Expertise in the field counselling individuals, couples, families and groups.
- 4 x 4 driving experience.

Key Relationships

Internal	External
<ul style="list-style-type: none">• Executive Leadership team• All RFDS Employees and Managers• Other RFDS Sections• RFDS Board	<ul style="list-style-type: none">• Clients• Health agencies• General public• Government, non-government, and community organisations• Volunteers, fund raisers and donors• All other RFDS stakeholders

Special Note:

The above statements are intended to describe the general nature and level of work being performed by people assigned to this role. They are not intended to be an exhaustive list of all responsibilities, duties and skills to perform the role.