



## UNION JOB DESCRIPTION

JD4571

<b>JOB TITLE:</b>	MHSU Clinician	<b>JOB DESCRIPTION NO.:</b>	4571
<b>CLASSIFICATION:</b>	Disciplines Allied to Social Work P1	<b>GRID/PAY LEVEL:</b>	H-I-P1
<b>COLLECTIVE AGREEMENT:</b>	Health Science Professionals	<b>HSCIS NO.:</b>	50001
<b>UNION:</b>	BCGEU	<b>JOB/CLASS CODE:</b>	50001
<b>PROGRAM/DEPARTMENT:</b>	Mental Health & Substance Use; Seniors Health	<b>BENCHMARKS (If Applicable):</b>	
<b>REPORTING TO:</b>	Coordinator		
<b>FACILITY/SITE:</b>	VIHA South Island Health Services Delivery Area; VIHA Central Island Health Services Delivery Area; VIHA North Island Health Services Delivery Area		

### JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of Island Health (Vancouver Island Health Authority), patient and staff safety is a priority and a responsibility shared by everyone; as such, the requirement to continuously improve quality and safety is inherent in all aspects of this position.

Working in the community setting as a member of a multidisciplinary care team, the MHSU Clinician provides advanced clinical practice and interventions relating to intake, assessment, crisis intervention, education, treatment, harm reduction, consultation and referral for clients experiencing mental health, substance use and/or concurrent disorder problems and their caregivers/families.

This position consults extensively with community resources and participates in the training and supervision of students.

This position provides harm reductions services, immediate support, assessment and referral for clients in a trauma informed and culturally competent framework.

### TYPICAL DUTIES AND RESPONSIBILITIES:

1. As a member of the multidisciplinary care team, provides advanced clinical practice and interventions in the community setting by:

- Screening referrals through the intake process to ensure clients meet service mandate;
- Providing mental health, substance use and/or concurrent disorder assessments;
- Ensuring all clients have a plan of care/treatment developed in partnership and coordinated with the client and caregiver/family and the multidisciplinary team;
- Utilizing a variety of advanced treatment modalities for individuals, groups and families, according to need and functioning level and in accordance with the treatment plan. Promoting and facilitating client independence and self-determination, by modeling, counseling and teaching various life skills;
- Acting as client advocate;
- Performing the function of coordinating client care;
- Providing culturally and gender sensitive care and services;
- Documenting observations, interventions and care/treatment outcomes in client records;

- Reviewing client records to monitor and evaluate care/treatment outcomes; and
  - Maintaining required statistical documentation.
2. Provides services that are continuous in all phases of mental health, substance use and concurrent disorder care and support by:
    - Participating in discharge/exit planning as required for the purpose of compiling joint assessments and planning ongoing care/treatment as required by the client;
    - Assisting other care or service providers on the multidisciplinary team or other mental health and substance use teams by providing input and feedback;
    - Attending at various sites in the community, including private homes; and
    - Developing community support components to care/treatment plans that maximize the client's inclusion in the life of the community in collaboration with client, family, contracted support services, community agencies, and other sources of support for the client.
  3. Responding to referrals from a variety of sources, attends as required to assess and take steps to stabilize crisis situations and make referrals for follow-up services and support.
  4. Plans, develops, delivers and evaluates clinical education/training programs both for selected internal staff and external individuals/agencies and participates in the supervision of practicum students, as required.
  5. Communicates policies, programs and procedures by written form and by providing verbal direction. Participates in orientation processes in cooperation with the Coordinator to meet client, staff and general operational needs, including participating in various meetings, committees, and orientation of new staff, as required.
  6. Carries out quality assurance activities and projects, analyzing and acting upon information received through incident reports, evaluations and other data, including collecting and compiling statistical data for research and evaluation purposes and contributing to the development of outcome measures for Mental Health Services.
  7. Ensures a safe and healthy working environment by observing universal precautions and infection control procedures; removing obvious hazards; reporting faulty equipment, accidents, injuries and near misses; and adhering to and enforcing rules regarding safety.
  8. Communicates and shares expertise and information with other health care professionals, community agencies and the public about mental illness and mental health services, promoting best practices, good public relations and facilitating an efficient and cooperative relationship.
  9. Performs other related duties as required.

## **QUALIFICATIONS:**

### **Education, Training And Experience**

Masters Degree in a health related discipline from an approved post-secondary institution. Recognised post basic education related to mental illness, substance use and concurrent disorders; Two (2) years recent, related experience; A significant understanding of mental health issues; substance use issues and concurrent disorders issues and evidence based best treatment practices; Knowledge of applicable legislation, such as the Mental Health Act and the Guardianship Act; Knowledge of available programs, their interrelationships, and their function in delivering care in the community to persons with mental illnesses, substance use and/or concurrent disorders; Knowledge of mental health/substance use assessments, crisis intervention, treatment methodologies, intervention strategies, the change process, and community dynamics; or An equivalent combination of education, training and experience. Valid BC Driver's License.

### **Skills And Abilities**

- Demonstrated practice skills related to cognitive behavioral therapy, brief solution focused therapy, risk assessment and other psychotherapeutic interventions.
- Demonstrate competence congruent with the care and treatment of mental illness, substance use and/or concurrent disorders.

- Communicate effectively, both verbally and in writing
- Deal with others effectively
- Demonstrate sound organizational, problem solving skills
- Demonstrate clinical coaching/teaching skills and experience
- Demonstrate sound judgment, good observation and client assessment skills, tact and empathy
- Work independently, demonstrating initiative, with limited supervision
- Work cooperatively as part of a multidisciplinary team
- Promote positive change and independence
- Prioritize and organize client demands made and care needs
- Physically and emotionally carry out the duties of the position
- Foster good public relations
- Operate related equipment, including a computer with a variety of windows based software
- Maintain a commitment to continued professional development as required by the employer
- Use personal vehicle