UNION JOB DESCRIPTION

JD4969

JOB TITLE:	Behavioural Health Clinician	**JOB DESCRIPTION NO.:**	4969
CLASSIFICATION:	Disciplines Allied to Social Work P1	**GRID/PAY LEVEL:**	H-I-P1
COLLECTIVE AGREEMENT:	Health Science Professionals	**HSCIS NO.:**	50001
UNION:	BCGEU	**JOB/CLASS CODE:**	50001
PROGRAM/DEPARTMENT:	Home & Community Care; Mental Health & Substance Use	**BENCHMARKS (If Applicable):**	
REPORTING TO:	Manager or Designate		
FACILITY/SITE:	VIHA South Island Health Services Delivery Area; Central Island Health Services Delivery Area		

JOB SUMMARY:

In accordance with the Vision, Purpose, and Values, and strategic direction of the Vancouver Island Health Authority (Island Health) 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.

Reports to Manager or designate. As a member of the health care team and delivering services at various sites in the community, including private homes, the Behavioural Health Clinician (BHC) provides care within the context of a client-centered approach, the vision/values of Island Health and in accordance with professional standards of practice.

The Behavioural Health Clinician provides short term advanced clinical practice and interventions relating to assessment, intervention, treatment, and/or, consultation and referral for clients experiencing chronic disease, mild to significant mental health conditions, depression and anxiety, and challenges affecting achievement of their health goals pertaining to lifestyle choices. The BHC is responsible for working with the Primary Care providers to recognize and address psychological symptoms and conditions using applicable evidence based approaches to meet short term behavioural needs of clients.

Travel may be a requirement of this position. Transportation arrangements must meet the operational requirements of Island Health in accordance with the service assignment and may require the use of a personal vehicle.

TYPICAL DUTIES AND RESPONSIBILITIES:

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

- Providing professional expertise and consultation to the Primary Care providers and Urgent Care providers.
- Working with Primary Care Providers to develop the core behavioral health skills needed on an integrated primary care team.
- Making appropriate referrals to the PHC Rapid Response Team and specialty services and seeking resources to aid client/families.
- Assisting, leading, or co-leading client/family case conferences and support or counseling groups with the primary care provider.
- Working with primary care provider to monitor and manage at risk clients/families.
- Coordinating client care.

- Assessing and supporting areas of substance use from a harm reduction/recovery lens.
- Utilizing a variety of treatment modalities for individuals, groups and families;
- Promoting and facilitating client independence, by modeling, counseling and teaching life skills within a bio-psycho-social rehabilitation model; Utilizes wellness promotion and self-management principles, behavioural change theories/strategies and adult learning theories to support optimal health, informed decision-making and facilitate changes in health behaviours.
- Participating in hospital and emergency department discharge planning for identified clients, as required to ensure continuity and follow-up care/treatment for clients in the community;
- Collaborating and consulting with the family physician and other care providers on the multidisciplinary health care team by providing input and feedback;
- Documenting observations, interventions and service outcomes in client records;
- Reviewing and maintaining up to date client records to monitor and evaluate care/treatment outcomes; and
- Maintaining required statistical documentation and health information systems in accordance with Island Health processes and standards.
- Responding to referrals from a variety of sources, attending as required to assess and take steps to stabilize immediate situations and make referrals to follow-up services and support;

2. Performs assessment and brief treatment for a wide range of psychological disorders using brief therapy by:

- Obtaining complete and accurate information in order to determine a diagnosis, appropriate treatment plan and requirement to optimize the care plan through referral to specialty services.
- Assessing the treatment needs of the client/family and designs and implements various treatments indicated to best meet client/family needs.
- Developing treatment plans based on assessment information that are documented appropriately, including identified goal(s), behavioral/psychological problem statement, measurable objectives and estimated time frames for achievement.
- Participating in presenting client/family reviews to an interdisciplinary team and accepts and provides feedback regarding clinical issues.
- Establishing and maintaining liaison with other related professional services within the organization to ensure that all clinical requirements are provided for client/family.
- Advising client and family members in methods that facilitate a capacity for self-care and a movement towards a healthcare partnership between the healthcare providers, the client and their family
- Providing effective triage of client/family in need of specialty behavioral health.
- Intervening and diffusing situations involving agitated confused or emotional client and/or family members.
- Evaluating suicidal individuals or individuals in crisis and manages their safe disposition.
- Practices appropriate assessment techniques, diagnosis, and treatment of psychiatric disorders in children, adolescents, and adults and for sexual abuse and domestic violence issues.
- Participating in and delivering educational sessions for clients; and
- Developing community support components to service plans that maximize the client's inclusion in the life of the community in collaboration with client, family, and other sources of support for the client.

3. Under the direction of the Manager or designate, 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.

4. Communicates and shares information with community agencies and the public about behavioural health,

promoting good public relations and facilitating efficient and cooperative relationships.

5. Performs other related duties as required.

QUALIFICATIONS:

Education, Training And Experience

- Master's Degree in a health related discipline from an approved post-secondary institution.
- Three (3) years of recent related experience working with various community based health and human services, adults with complex multiple health care disabilities, and working with populations suffering from mild to significant mental health conditions in areas such as chronic disease, primary care, geriatrics, community health, behavior and human development.
- Knowledge of applicable legislation, such as the Mental Health Act, Continuing Care Act, and the Adult Guardianship Act;
- Knowledge and experience implementing a harm reduction approach;

Or an equivalent combination of education, training and experience.

Valid BC Driver's License.

Skills And Abilities

- Demonstrated advanced competence congruent within Island Health's service framework and standards, and behavioural health service delivery, as a member of an interdisciplinary care team.
- Demonstrated abilities in written and verbal communication, facilitation, mediation, and conflict resolution techniques, and demonstrated critical thinking and problem solving skills.
- Ability to establish and maintain effective working relationships with clients and their families and with colleagues, both on a one-to-one basis and within a multidisciplinary team/group context.
- Ability to be empathetic and to relate well with people from a wide variety of socio-economic & cultural environments.
- Demonstrated judgment, good observation and client assessment skills, tact and empathy.
- Ability to work independently, demonstrating initiative, with limited supervision.
- Demonstrated knowledge of adult education skills.
- Ability to promote positive change and independence.
- Ability to prioritize and organize workload.
- Physical ability to carry out the duties of the position.
- Ability to operate a personal computer with a variety of Windows-based software.
- Ability to foster good public relations.
- Ability to maintain a commitment to continued professional development as required by the employer.
- Ability to operate related equipment.