Position Description

Clinician

Wesley Dalmar Out of Home Care
August 2017

Agreement

Signed – Manager	Signed – Employee
Date	Date

Do all the good you can
because every life matters

Clinician
Wesley Dalmar Out of Home Care

1 Overview of Wesley Mission

Wesley Community Services Limited, a company limited by guarantee pursuant to the Corporations Act 2001, is a Public Benevolent Institution operating as Wesley Mission to deliver services and programs to provide direct relief of poverty, sickness, suffering, distress, adversity, disability, destitution, and helplessness in New South Wales and other parts of Australia as inspired by the work of Jesus Christ in word and deed. Our vision is to:

“Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as ever you can”.

Out of Christian love and compassion we are driven by Christlike servant hood, unfailing integrity and courageous commitment.

The organisational plan is based on four key result areas, namely:

- our clients
- our people
- our operations
- our financials.

Our position descriptions and performance plans are aligned with these four key result areas.

2 Overview of Wesley Dalmar Out of Home Care

Wesley Dalmar is an Out of Home care service accredited by the Office of Children’s Guardian (OCG) and regulated by the OCG standards. Wesley Dalmar supports children and young people who enter care and carers and birth families associated with the child or young person in care.

Permanency is a key driver in our work, as we seek to ensure that all children we care for are in the optimal placement to meet their needs and optimise their potential. Our work is underpinned by the legislated hierarchy of the Permanency Placement Principals.

3 Overview of role

The primary function of the Clinician role is to, in consultation with the Clinical Manager and Out of Home Care Team; provide clinical consultation and therapeutic services for children and young people in Out of Home Care and their families. This is achieved through:

- Provision of clinical care and support that meets the needs of the children and young people in Out of Home Care.
- Improving placement stability through providing consultation, assessment and therapeutic services in a timely manner.
- Ensuring that children in Out of Home Care are provided with assessment and evidence based therapeutic services that meet their needs and make positive changes to their and their carers lives.

- Planning and working toward therapeutic goals in a way so that social, emotional, educational and health domains of children and young people are addressed.
- Ensure that children and young people in Out of Home Care are not seen as isolated individuals but as members of an extended family that includes both natural and foster family
- Delivery of group based programs

4 Relationships

Reports to: Wesley Dalmar Clinical Services Manager (Northern or Sydney), Out of Home Care.

Works collaboratively with assigned Clinical Manager, Out of Home Care Program Managers and team members, Wesley Community Services and Wesley Mission staff.

Other members of the Dalmar Out of Home Care Clinical Support Team.

Works in partnership with government and non-government clinical services providers.

Direct reports: N/A

5 Major role responsibilities

5.1 Our clients

- To assess referrals to the Clinical Support Team in consultation with other team members and management.
- To conduct comprehensive assessments, develop proficient professional reports and behaviour intervention plans in a timely manner.
- Proactively work with carers/children/young people to effectively manage behavior in a positive way
- To develop, implement, monitor and review Behaviour and Emotional Support Plans
- To deliver skill development programs for foster carers.
- To provide informal and formal client counseling and debriefing.
- To support the child or young person to meet the goals identified in his/her case plan.
- To attend case reviews and assist in ensuring a planned and coordinated approach to case management which encourages the participation of all stakeholders especially that of the child or young person involved.
- To assist in the coordination and implementation of effective case management that will provide for the needs of the children, young people and families in the program, liaising with other agencies for consultation and referral as appropriate.
- To collect on-going qualitative and quantitative data for the continuous evaluation of clinical outcomes.
- To work collaboratively with other team members and be willing to co-operate with both government and non-government agencies in the best interests of the child/young person.
- To manage all aspects of assigned caseload in consultation with Clinical Manager and other Out of Home Care workers and external consultants.

- be a strong ambassador for the Wesley Dalmar Out of Home Care team.

5.1.1 Performance Measures

- 100% of allocated Behavioural and Emotional Support Plans are completed within prescribed timeframes
- At least two group programs are delivered to carers and/or children/young people each calendar year
- Client satisfaction surveys are completed annually with 100% of
    - group participants
    - clients/carers where intervention has been completed
- All client records are documented within our case management system (Carelink)

5.2 Our people (our team)

- promote and ensure adherence to Wesley Mission brand
- ensure all Human Resource (HR) policies and procedures are understood and adhered to
- to provide a professional service which complies with the Office of the Children's Guardian's Guidelines.
- on a quarterly basis, document your progress using the Employee Contribution & Development template and meet with your manager to discuss
- ensure your position description is up-to-date and identify career training and development and career growth opportunities for yourself
- regularly report to your manager on team issues such as resourcing needs, performance, training/development, disciplinary action, leave, Work, Health & Safety issues etc.
- identify and recommend opportunities to increase team satisfaction
- To work as a member of a team by participating in all scheduled team meetings and tasks, team building activities, conflict resolution, service review, planning and evaluation.
- be a strong ambassador for the Wesley Dalmar Clinical Services team and Out of Home Care broadly.

5.2.1 Performance Measures

- Staff satisfaction surveys delivered annually with OOHC staff
- Participation in Employee Contribution and Development Plan and quarterly review to ensure practice in line with strategic goals and professional development
- Engagement, consultation and networking with professional networks/agencies/team members.

5.3 Our operations

- To maintain a contemporary understanding of the principles of Child Protection and work collaboratively with other government and non-government agencies to ensure the protection of all children and young people.
- To be aware of the need for confidentiality in all aspects of Out of Home Care work and ensure that confidentiality is respected at all times.
- To ensure that all documentation is maintained in a professional manner according to Wesley Mission Dalmar OOHC procedures.
- communicate the Wesley Mission brand and key messaging strategy to stakeholders to build effective relationships, gain their support and ultimately create advocates.

5.3.1 Performance Measures

- 100% compliance with Wesley mandatory training requirements
- Knowledge of and compliance with role specific systems and policy/procedure knowledge.

5.4 Our financials

- Ensure all projects are delivered to budget and seek opportunities to minimise expense wherever possible.

5.4.1 Performance Measures

- all reimbursements are entered by the close of each month they are accrued in
- Program operations meet budgetary requirements.

6 Professional responsibilities

- as directed, other activities to support the delivery of the Wesley Dalmar Business Plan and Wesley Mission Strategic Plan, as requested by your manager
- as an employee, be responsible under the Work Health & Safety Act for the health and safety of all persons they come into contact with, during employment. All hazards and injuries must be reported through the normal process as set out in Wesley Mission's Work Health, Safety and Rehabilitation Quality Management System and site procedures
- in relation to Wesley Mission and the Uniting Church in Australia, attend such functions, meetings, seminars, training courses as directed by your supervisor
- in relation to Wesley Mission attend worship services as encouraged by your supervisor
- take responsibility for personal career development and training
- participate in Wesley Mission's Orientation program, so as to gain an understanding of, and promote, the application of the EEO, Affirmative Action, Privacy Act, Work Health & Safety Act and other relevant legislation
- administer Wesley Mission's philosophy of care and other relevant policy documents as appropriate
- demonstrate responsible stewardship of all resources, and willingness to report impropriety in keeping with the values of Wesley Mission

- ensure the reputation and integrity of Wesley Mission is maintained at all times
- maintain confidentiality
- To perform other duties as may from time to time be determined by the Clinical Manager.
- Compliance with professional codes of ethics as set out by either AASW or APS.

7 Selection criteria

To be successful in this position, candidates must possess the following:

Demonstrated behaviours

- willingness to affirm Wesley Mission's vision, mission and values and enthusiastically advocate our Word and deed ministry
- demonstrated ability to work unsupervised as well as an effective team player with a positive can-do attitude
- ability to relate well to a range of people with sound listening and problem-solving skills
- confident professional with strong initiative and business acumen
- displays emotional maturity and resilience.

Essential skills/knowledge

- A Degree qualification (minimum Bachelor degree) from a recognised tertiary institution in
    - Social Work or
    - Psychology and has a full registration with the Psychology Board of Australia, or working towards same.
- Comprehensive understanding of the current child protection service system, policy and practice, and the needs of children in OOHC, including knowledge of:
    - Legislative requirements – Children and Young Persons (Care and Protection) Act 1998; Child Protection (Prohibited Employment) Act 1998; Ombudsman Act 1974 (Amendment); Commission for Children and Young People Act 1998; the Adoption of Children Act 2000 and other relevant legislation
    - UN Convention on the Rights of the Child;
- Comprehensive understanding key risk factors and the effect of trauma on childhood development.
- Understanding of the impact of grief and loss in children and young people.
- Demonstrated psychosocial knowledge, clinical reasoning and practice skills that enhance the service's ability to assess the social, psychological, environmental needs of complex clients within the clinical specialty area of child protection and developmental trauma.
- Demonstrated ability to conduct comprehensive clinical assessments and formulate intervention plans
- Understanding of positive behavior management techniques
- Working within a strength based framework to increase children and young people's resilience and positive lifestyle outcomes.

- Demonstrated ability to engage with children/young people/carers where there are high and complex needs and work in partnership with them to achieve their goals, using a variety of intervention strategies from a range of theoretical models
- Demonstrated high level communication (written and oral), negotiation and advocacy skills.
- Sound record keeping, data collection and management, statistical analysis, report writing and computer skills including an ability to concisely and accurately record all key interactions and case-notes.
- Working collaboratively with other internal services and external stakeholders to achieve client needs and therapeutic and developmental goals.
- Current NSW Driver's Licence and a willingness to travel as required.