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|  | <b>Position Title:</b> Clinician       | <b>Team:</b> Take Two  |                   | <b>Region:</b> West Metro                 |
|  | <b>Supervisor:</b><br>Senior Clinician | <b>Delegations and Authorities:</b><br>In Line with Delegations Policy | <b>Band:</b><br>A | <b>Date Completed:</b><br>29 October 2018 |

## ORGANISATIONAL INFORMATION

| OUR VISION AND FOCUS   | ROLE CONTEXT  |
|--|---|
| <p><b>All children should have a good childhood, growing up feeling safe, nurtured and with hope for the future.</b></p> <p>Berry Street chooses to work with children, young people and families with the most challenging and complex needs. We work across metropolitan, regional and rural Victoria.</p> <p>To achieve our Vision, Berry Street delivers a wide variety of programs, from those aimed at strengthening families and communities through to those that focus on helping people recover from the trauma of violence, abuse and neglect.</p> <p>We also engage government, other community organisations and the general public in child-focussed advocacy and knowledge sharing.</p> | <p>Take Two is an intensive therapeutic service for infants, children and young people who have suffered trauma, neglect and disrupted attachment. It provides high quality therapeutic services for families, as well as contributing to the service system that provides care, support and protection for these children. Take Two is a Victoria-wide service funded by the Department of Health and Human Services, auspiced by Berry Street, and is also involved in partnership with other community service agencies to provide services to therapeutic foster care and residential care, Aboriginal therapeutic home-based care, and the Stronger Families program.</p> <p>Take Two is a flagship site of the Child Trauma Academy implementing the Model of Neurosequential Therapeutics to guide intervention planning.</p> <p>This role requires travel within the region and occasional travel to Melbourne.</p> |
| <h3>OUR VALUES</h3> <p><b>Berry Street expects all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> To be the best we can be and to never give up</p> <p><b>Integrity:</b> Expect a personal and organisation commitment to honesty</p> <p><b>Respect:</b> Acknowledge the importance of each person's heritage, traditions, identity, needs and aspirations</p> <p><b>Accountability:</b> Be responsible for our own actions</p> <p><b>Working Together:</b> Work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills.</p>  | <h3>PRIMARY OBJECTIVES OF THE ROLE</h3> <p>The primary objectives of the role are to:</p> <ul style="list-style-type: none"> <li>• Provide assessments, treatment plans and therapeutic interventions with children, carers and families referred by Child Protection with a focus on family preservation and reunification.</li> <li>• Work across a range of interventions including brief work; individual, dyadic, and family therapy; care team and systems support and psycho-education. Therapeutic work can range from short to long term. Clients can be living with their families, kinship care, foster care or residential care.</li> <li>• Work closely and collaboratively with the client and the care team to achieve and review the goals within the specified time frame.</li> </ul>  |
|  | <h3>REPORTING RELATIONSHIPS</h3> <p>This position is based at our Flemington office and is part of the broader Take Two team.</p> <p>This role reports to the Clinical Team Leader who will provide supervision and review. This role will work in conjunction with 6 other team members.</p>   |

## EXPECTATIONS

- Conduct themselves in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together.
- Have a demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
- Berry Street supports White Ribbon, Australia's campaign to stop violence against women. There is an expectation that staff never commit, excuse or remain silent about violence against women.
- Berry Street are committed to the safety, participation and empowerment of all children, including those with a disability and culturally and/or linguistically diverse backgrounds. Berry Street are also committed to cultural safety, inclusion and empowerment of Aboriginal children, their families and communities.

## KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Excellent written and oral communication skills including timely and accurate written reports and able to clearly articulate and engage with a range of audiences – children, families and caregivers, other professionals and the court system
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies
- Demonstrated ability to provide direct service in the clinical assessment and treatment of children, young people and families; and to comply with service delivery towards output and outcomes requirement (please refer to expectations under assessment and treatment).
- An understanding of the complexity of the service system and the issues involved in providing services to statutory clients, with the ability to work in a complicated environment that can potentially challenge and frustrate individual values and viewpoints.
- Demonstrated commitment to working collaboratively and the capacity to listen and consider other's opinions, respectfully and tactfully negotiate and liaise with DHHS, other agencies and the community.
- Sound decision making skills, reflected in good clinical judgements.

## QUALIFICATIONS AND OTHER REQUIREMENTS

- Tertiary qualification in Psychology, Social Work or related discipline.
- Please note: The scope of this position does not require the employee to practice as a registered psychologist or a registered occupational therapist and, as such, discipline specific registration is not a requirement. If the employee wishes to maintain registration it is at their discretion and will not impact on the scope of this role.
- Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.

## DESIRABLE

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

| ACCOUNTABILITY | SPECIFIC RESPONSIBILITIES  |
|----------------|--|
| Assessments    | <ul style="list-style-type: none"> <li>• Conduct assessments to understand the impact of trauma, neglect, and abuse experiences on the child’s development and functioning.</li> <li>• A non-standardised assessment approach is used and generally involves assessing the individual child, collecting a brief history and context such as care arrangements, living arrangements, school arrangements, resources.</li> <li>• Administer and interpret standardised clinical measures such as HoNosca, SDQ, Trauma Symptom Checklist for Children (TSCC), Ages and Stages and NMT</li> <li>• At times specialised assessments are required and the clinician will consult with their team leader for discussion and approval in supervision to ensure clinical governance.</li> <li>• Where a child is known to be, or is possibly Aboriginal, consultation with the Aboriginal team needs to occur as part of the assessment process with this process being culturally informed.</li> <li>• Write a cohesive, succinct, timely report for multiple audiences –including the child, parents, carers, and Child Protection.</li> <li>• Develop a formulation which forms the basis for a therapeutic treatment plan that includes goals and time frames.</li> </ul>   |
| Treatment      | <ul style="list-style-type: none"> <li>• Provide the therapeutic treatment as specified in the treatment plan.</li> <li>• The inclusion of a Cultural Connection Tool is essential for Aboriginal children.</li> <li>• Treatment can be at the levels of the individual child, the family system, and the care team system.</li> <li>• Key therapies provided are family or child psychotherapy (which is informed by principles of relational therapies), dyadic therapy between child and adult (to build and repair relationship) and psycho education for carers, early childhood/education services).</li> <li>• Develop and sustain therapeutic relationships with and between child and adults.</li> <li>• Identify and respond to clinical risk.</li> <li>• Conduct regular reviews of the therapeutic progress to recognise when the treatment goals have been met and the episode of care is completed and initiate case closure procedures.</li> <li>• Provision of secondary consultation and advice to non-clinical staff, carer and family members working in Care Teams.</li> <li>• Attend court and give evidence that may include their professional opinion based upon assessment reports and professional observations on the child/young person’s development and relationships with significant others</li> </ul> |
| Team Work      | <ul style="list-style-type: none"> <li>• Work cooperatively with the system that sits around the child – child protection practitioners, education providers, health providers, care givers and family.</li> <li>• Clinicians work in a team to ensure the work-place is a learning environment and are required to share and listen to others.</li> <li>• Participate in case presentations and other clinical development opportunities as these are learning opportunities to assist self and colleagues.</li> </ul>  |
| Administration | <ul style="list-style-type: none"> <li>• Complete assessment, review and closure reports in agreed time frames.</li> <li>• Maintain up to date files.</li> <li>• Update data bases as required and expected.</li> <li>• Keep timely and succinct case notes and file accordingly.</li> </ul>   |

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| Self and Organisation | <ul style="list-style-type: none"><li>• Participate actively in supervision. The Berry Street model of supervision encompasses management, support, development and mediation. It is not supervision to maintain professional standards. It is the forum to discuss clinical governance and risk and seek approvals and guidance as required.</li><li>• Engage in workplace organisation training and initiatives of Take Two.</li><li>• Engage in Communities of Practice and Friday Focus</li></ul> |
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## CONDITIONS OF EMPLOYMENT

1. This position may be required to work additional hours as necessary, and extra hours worked will be accrued as Time-in-Lieu according to the *Berry Street Victoria 2014-2017 Agreement*.
2. You will initially be employed at our Flemington Office. You may be required to work from other Berry Street sites (on a temporary or permanent basis) as directed from time to time.
3. Terms and conditions of employment are in accordance with the *Berry Street Victoria 2014-2017 Agreement*, which includes above Award payments and eligibility for remuneration packaging. Salary packaging up to \$15,900 is available to Berry Street employees who meet the eligibility criteria outlined in our Salary Packaging Policy.
4. The base salary for this position is paid at a Grad Clinician - Clinician 3+ years \$72,301.84 – \$82,399.50 (pro-rata) dependant on experience under the *Berry Street Victoria 2014-2017 Agreement*. The value of the salary can be increased through salary packaging.
5. This position is inclusive of an annual motor vehicle allowance of \$10,500 (full time equivalent). This allowance is all inclusive for motor vehicle costs incurred during employment with Berry Street, which includes provision for comprehensive insurance and other running costs. Berry Street is unable to insure private vehicles owned by staff and will not accept any liability for damage to any staff vehicles incurred while being used for work-related purposes.
6. Superannuation will be paid according to Superannuation Guarantee into a compliant fund of your choice or into HESTA Superannuation Fund.
7. The successful applicant will be required to undergo satisfactory pre-employment checks, including 2 professional referees, a pre-existing injury/disease declaration, a criminal records check and proof of identify and qualifications.
8. The successful applicant will initially be employed for a probationary period of 5 months. During this period, either party can terminate employment with one week's notice. A probationary review before 5 months will be undertaken.
9. Under Victorian WorkCover legislation, it is the applicant's duty to advise Berry Street of any pre-existing medical condition, which could be aggravated by the type of employment for which they are applying. The existence of a medical condition will not preclude you from employment, unless you are unable to perform the inherent requirements of the position. However failure to disclose any relevant injury or disease will jeopardise any entitlement you may otherwise have for a work-related aggravation of that non-disclosed pre-existing condition.
10. Berry Street has a smoke-free workplace policy

## INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

| Element              | Key Activity   | Frequency      |
|----------------------|--|----------------|
| Work Environment     | Manage demanding and changing workloads and competing priorities.  | Daily          |
|                      | Work in a team environment.  | Daily          |
|                      | Work in different geographic locations.  | Daily          |
|                      | Work office hours with the possibility of extended hours.  | Regularly      |
|                      | Work in an open plan office.   | Could be daily |
|                      | Work in buildings which may be two-storey.   | Could be daily |
|                      | Sit at a computer or in meetings for extended Periods.   | Daily          |
|                      | Present at court and other jurisdictions.  | Occasionally   |
| People Contact       | Liaise with government, non-government and community organisations.  | Daily          |
|                      | Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.  | Regularly      |
|                      | Interact with clients and members of the public who could display verbal or physically challenging behaviour.  | Regularly      |
| Administrative Tasks | Undertake administrative tasks which may include the following: computer work, writing reports, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data. | Daily          |
|                      | Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.   | Daily          |
| Transport            | Drive vehicles possibly over long distances and in all traffic and weather conditions.   | Regularly      |