



VICTORIAN AIDS COUNCIL

WORKING TOGETHER

CONTRACT ROLE DESCRIPTION

POSITION TITLE:	ATAPS CAREinMIND Clinician
PROGRAM:	Counselling & AOD Services Program (CASP)
STATUS:	Income share contract
REPORTING TO:	CASP Manager
LOCATION:	Equinox and/or Peter Knight Centre as negotiated
CLASSIFICATION:	N/A

1. PRIMARY OBJECTIVES

We are seeking ATAPS/Medicare eligible mental health providers with an interest with working as contractors with VAC under the CAREinMIND program to provide services to the LGBTI community through our counselling programs.

2. ORGANISATIONAL ENVIRONMENT

The Victorian AIDS Council (VAC) was formed in 1983 as a central part of the Victorian community's response to HIV/AIDS. VAC aims to improve the health and social and emotional well-being of Victorian LGBTI communities and those living with and affected by HIV, with a particular emphasis on bringing the HIV/AIDS epidemic to an end.

VAC employs around 90 staff members, across various program areas. Staff members' qualifications range from health promotion, social work and counselling to psychology and nursing. Professional development programs are in place, including individual supervision and a professional development program. Staff members have regular clinical supervision. Strategies are in place to maintain a stable, motivated, and supported workforce through regular staff members and team building activities, and peer review meetings.

Our purpose

To reduce HIV transmissions in Victoria by promoting the health of gay men and of people living with HIV.

To work in partnership to improve health outcomes for the sexually and gender diverse community.

Our Vision

A future without HIV.

A world where all sexually and gender diverse people live with dignity, with equal rights, and participate fully in our society.

Our Mission

VAC leads the fight against HIV/AIDS in Victoria by providing care and support for people living with HIV, health promotion, and advocacy.

We advocate, with partner organisations, to improve health outcomes for sexually and gender diverse communities.

At VAC we:

Deliver HIV prevention, education and health promotion to gay men.

Provide services, support and advocacy for all people living with HIV.

Respond to emerging needs and developments in HIV prevention and care.

Support and promote the health and wellbeing of sexually and gender diverse communities.

Promote access to our services for these communities.

Our Goals

Decrease rates and impact of HIV.

Be recognised as a visible and trusted leader for our communities.

Lead through innovative and high-quality programs and services.

Be a strong, unified organisation.

Be a well-governed, financially secure, and sustainably-resourced organisation.

For more information on our organisation please visit our website www.vac.org.au

3. PROGRAM CONTEXT, ROLE & FOCUS

The Counselling and AOD Services Program (CASP) provides specialist services to the LGBTI community, combining our counselling, alcohol and other drugs, and family and intimate partner violence programs.

VAC's Services to the LGBTI community recognise the importance of specialist responses led by the LGBTI community for the community.

Our General Counselling Services provide therapeutic counselling to individuals, couples, and families as well as group programs. These specialist services target the LGBTI community and people living with or affected by HIV or Hepatitis C. These services are currently delivered primarily from our South Yarra site with future development opportunities to co-locate services based on identified need.

The team is made up of professionals from different disciplines and with expertise in different therapeutic modalities. Counsellors and Care & Recovery Coordinators are all professionally qualified and currently registered or eligible for registering with appropriate professional membership organisations.

Staff report operationally to the Manager, CASP and receive day to day oversight and operational supervision from their Team Leader. Team Leaders receive operational supervision from Manager, CASP. As a contracted position this role is responsible to the Manager CASP with day to day oversight from Practice & Program Manager, PRONTO!/Equinox.

All paid clinical staff will receive clinical supervision from the Clinical Supervisor. Volunteers and students receive supervision through the Senior Clinician – Counselling & Volunteers, Team Leaders or Senior Clinicians. As a contracted position this role is responsible to maintain independent external supervision. However, they will also have access to and be required to meet with VAC's Clinical Supervisor for clinical support and alignment to organisational practice.

Equinox

Equinox is a VAC operated health centre that caters exclusively to the Trans and Gender Diverse (TGD) community. General Practice services are currently being offered and the service will expand to include other allied health and / or support services in the future.

The primary objective of Equinox is to reduce the barriers that TGD people face in accessing primary health care services and to contribute to the enhanced health and well being of members in this specific community. The service is guided by a consultation process with the VAC Trans Advisory Group that consists of a selection of TGD community members and representatives from a wide array of community support and action groups.

Equinox aims to reduce barriers to TGD health and well being by:

- Providing trans affirmative health services that reflect and serve the needs of the TGD community
- Ensuring that all TGD clients are treated respectfully and with dignity
- Providing an environment where clients are safe and able to present their own gender identity without judgment or discrimination
- Providing services that are cost effective and affordable to the TGD community

CAREinMIND™ ATAPS

The Access to Allied Psychological Services (ATAPS) program is an Australian Government program which provides effective, low cost or free treatment for people with a focus on high prevalence, lower morbidity disorders (such as anxiety and depression) who may not be otherwise be able to access clinical services.

VAC delivers the CAREinMIND™ program in partnership with the North West Primary Health Network. This program seeks to improve access to quality primary mental health services within its catchment area by supporting referrals from General Practitioners (GPs) to contracted mental health providers for individuals who might otherwise be disadvantaged in accessing these services and to ensure clients receive the most appropriate focussed psychological strategies to meet their needs .This program is administered by the North West Primary Health Network Program on behalf of the Australian Government's Department of Health.

4. CONTRACT ROLE AND RESPONSIBILITIES

The ATAPS Clinician is responsible for the delivery of counselling sessions to LGBTI clients under the ATAPS program.

Operating out of the North West Primary Health Network catchment in the inner north-west as part of the CAREinMIND™ program, this role is embedded in the CASP Counselling team but is an independent sub-contractor position and is required to maintain appropriate professional and Medicare registration.

The Counselling service aims to support positive change with clients from the HIV, Hepatitis C and LGBTI communities through the delivery of evidence-based therapeutic individual, couple, group and family counselling interventions to clients and their families. It also supports the work of the Alcohol & Other Drugs Counselling Service.

The ATAPS Clinician's role also includes ongoing liaison and partnering with other services in the organisation and with external service providers to facilitate client access to needed services, to support the realisation of positive health and well-being outcomes.

As a contractor the ATAPS Clinician will be required to sign a contract with VAC for the role which will include the requirement to maintain appropriate insurances as outlined therein.

Key roles and responsibilities of the ATAPS Clinician are as follows:

Intake and assessment

- Provide comprehensive and professional intake, assessment and referral services
- Participate actively in client allocation and review processes

Therapeutic counselling

- Deliver high quality, evidence-based, short-term therapeutic counselling relating to the health and well-being of individuals, couples, families and groups who are either living with or affected by HIV or Hepatitis C, and to other LGBTI clients on a wide range of issues
- In collaboration with the client(s) and their significant others:
 - Determine details of the type and duration of counselling interventions required to address the therapeutic needs of the client, building on the plan provided at intake and assessment

- Deliver evidence-based psychosocial interventions including but not limited to brief interventions, cognitive behavioural therapies, community reinforcement therapy, contingency management, motivational enhancement therapy, social behavioural therapy and group work
 - Undertake exit planning and reporting back to referring GP and CAREinMIND™ program
- Maintain the required clinical caseload
 - Maintain accurate records of client case notes and contacts and ensure data entry is up to date, accurate and complete on the VAC and CAREinMIND™ systems
 - Achieve performance targets as set and work within Program guidelines
 - Adhere to all VAC policies and procedures, including professional codes of practice and conditions of practitioner contract.
 - Maintain professional indemnity and professional indemnity insurance for not less than \$10 million for any single claim; and public risk insurance for not less than \$10 million for any single claim

5. KEY SELECTION CRITERIA

Qualifications

1. Current and full registration with the appropriate professional body in one of the following disciplines:
 - Psychology
 - Social work (Accredited Mental Health Social Worker)
 - Occupational Therapy (with relevant training and experience in mental health)
 - Mental Health Nursing

Skills and experience

1. 2 years of post qualification experience as a mental health clinician
2. Demonstrated knowledge, skills and experience in the area of Focussed Psychological Strategies, including psychopathology, counselling theory and practice and evidence based interventions such as CBT
3. An interest and willingness to work with people from LGBTI communities, in a non-judgmental and respectful manner
4. Knowledge of the experiences of being a trans-identified or gender diverse person and of the health, legal, social and other processes that they may interact with
5. Ability to convey warmth, openness, empathy and concern for the wellbeing of clients and their families
6. Highly developed oral and written communication, organisational and administrative / reporting skills
7. Capacity and willingness to contribute to a supportive and productive team environment
8. Experience working in effective collegiate relationships with external providers i.e. creating referral pathways for clients.
9. Demonstrated ability to provide clinical reports in a timely and accurate manner
10. Well developed computer skills and knowledge of Microsoft Office and Outlook

Desirable

1. A current driver's licence
2. Identify as a member of the LGBTI community
3. Current registration with Medicare Australia

Supporting Documentation

Before appointment we will require evidence of the following:

- ATAPS credentialing and continuing professional development requirements
- Current Police Check
- Current Working with Children Check

6. CONDITIONS OF CONTRACT

- This role is a contracted income share position operating on a sessional basis. Clients will be offered bulk billed services. Staff will be required to enter into a contractual agreement with VAC, sharing income on a 70%/30% Clinician/VAC ratio.
- The position is expected to see approximately 5 clients a day. Contracted up to 3 days negotiable.
- A Confidentiality Agreement must be signed.
- VAC is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- VAC provides a non-smoking workplace.

7. WORKPLACE HEALTH & SAFETY

As a contractor of VAC, incumbents need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of three professional referees should be sent to Jackson Fairchild.

For further enquiries please contact:

Jackson Fairchild on 9865 6700 or at jackson.fairchild@vac.org.au
Applications close on: Midnight, Sunday June 11th 2017

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.