



POSITION DESCRIPTION

POSITION TITLE:	COMMUNITY MENTAL HEALTH WORKER – MENTAL HEALTH SERVICES FOR THE ELDERLY
DEPARTMENT:	MENTAL HEALTH
CLASSIFICATION:	COMMUNITY MENTAL HEALTH WORKER
UNION:	MGEU – PROFESSIONAL TECHNICAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO:	CLINICAL TEAM MANAGER – MENTAL HEALTH
POSITIONS SUPERVISED:	NOT APPLICABLE

POSITION SUMMARY

Working within an integrated team approach, the Community Mental Health Worker (CMHW) – Mental Health Services for the Elderly will contribute to the overall improved health status of individuals through the provision of mental health clinical interventions and approaches. Services are provided within a framework of mental health clinical practice, including consultation, comprehensive assessment, and treatment to older individuals experiencing complex mental health problems and their families/natural supports. The CMHW – Mental Health Services for the Elderly will work collaboratively with primary health care providers, families, facility-based professionals, and services/agencies involved with the individual. The CMHW – Mental Health Services for the Elderly is expected to support and promote recovery-oriented practice. The position of CMHW – Mental Health Services for the Elderly functions in a manner consistent with, and supports the Mission, Vision, and Values of the Interlake-Eastern Regional Health Authority.

ESSENTIAL FUNCTIONS AND DUTIES

Function and duties include but are not limited to the following:

Clinical Practice

- Prioritizes assigned cases.
- Provides services to individuals that ensure assessment and timely service response.

- Complete a comprehensive, strengths-based, recovery-oriented mental health assessment in a collaborative manner. The individual's history and current presentation should be reviewed to determine physical status, emotional status, cognitive status, functional status, and social/family status. Collateral sources, including family/natural supports, significant others, and involved professionals, should be included within the assessment process.
- Maintain clinical documentation as per program/regional standards, via electronic medical record.
- Complete non-clinical documentation, paperwork, and processes as per program/regional standards.
- Provides feedback to the individual, family/natural supports, primary health care provider, and referral source.
- Liaise and consult with external resources as required, in keeping with the requirements of the Personal Health Information Act and the Mental Health Act.
- Follow standard protocols for urgent care and emergency treatment.
- Provides crisis intervention where necessary and/or ensures a referral to Crisis Services is completed.
- Develops collaborative relationships with home care, long term care facilities, hospitals, and other systems.
- Assist in the development of services and programs to meet the emerging needs of individuals, families/natural supports, and the community.
- Serve as a recovery agent by providing and advocating for effective recovery based care.
- Attend staff meetings and professional development as required.

Clinical Consultation

- Demonstrate clinical competence in a variety of therapeutic treatment modalities.
- Develop innovative approaches for complex practice issues.
- Consult with and work in collaboration with other members of the individual's care team, inclusive of primary health care providers.
- Actively participate in clinical consultation and self-development activities.

Program Planning, Analysis, and Education

- Participate in strategic and program planning.
- Provide data and prepare reports as requested.
- Participate in regular staff and program evaluations and policy decisions.

Education, Teaching, Learning, and Research

- Collaborative, co-ordinate, and/or participate in the development and presentation of educational programs.
- Collaborate to assist with the development and delivery of educational material to the public.
- Promote a climate of clinical inquiry and engage actively in clinical supervision.
- Critically review current literature and research articles, and communicate and apply clinically significant findings.
- Provides preceptorship opportunities within the program to students and colleagues, when appropriate.

- Understand the core elements of a recovery orientation that can be practiced in any mental health setting and how this orientation can be applied with diverse populations.
- Commit to learning from people with lived experiences of mental health problems and illnesses about how the service can best support their recovery efforts.
- Continuously develop knowledge in recovery-oriented learning and practice.
- Acknowledge the importance of being inclusive and of seeking to maximize opportunities for people to exercise self direction and take responsibility of their own recovery.
- Aware of relevant legislation, such as, but not limited to, *The Personal Health Information Act*, *The Mental Health Act*, and *The Child and Family Services Act*.

OTHER

- Performs other duties as assigned.

RESPONSIBILITIES AND ACCOUNTABILITIES ARE ASSIGNED IN BROAD ORGANIZATIONAL OBJECTIVES. THE POSITION IS SUBJECT TO REVIEW OF GENERAL EFFECTIVENESS AND ATTAINMENT OF OBJECTIVES THROUGH PERFORMANCE MEASUREMENTS.

PERFORMANCE MEASUREMENTS:

- Demonstrated ability to perform as evidenced by satisfactory performance evaluations.
 - Demonstrated ability to take the initiative/motivation for self-development and keeping abreast of current evidenced based practices.
 - Maintains licensure and competencies.
 - Active in team development.
 - Works autonomously and seeks supervisory assistance in a timely and appropriate manner.
 - Demonstrated practice in accordance with recovery based principles.
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QUALIFICATIONS

EDUCATION/CERTIFICATION:

- B.Sc. M.H, B. Sc. P.N, RPN, BN, RN, BSW, or MOT.
- Licensed with applicable professional designation.
- ASIST Certificate (Applied Suicide Intervention Skills Training) required.

REQUIRED KNOWLEDGE:

- Knowledge of mental health clinical assessment and treatment models and interventions.
- Knowledge of mental health problems and illnesses, including signs, symptoms, treatment, and prognosis of mental illness and emotional distress.
- Knowledge of co-occurring disorders, i.e. addictions and mental health.
- Knowledge of and ability to work within the mental health recovery model.
- Knowledge of community resources and procedures related to accessing the available services.
- Knowledge of psychopharmacology.
- Knowledge of *The Personal Health Information Act*, *The Mental Health Act*, *The Child*

and Family Services Act, and all other relevant legislation.

- Knowledge of the older person's physiological and psychosocial needs and functioning.
- Knowledge of issues related to the care of older individuals with mental health problems or illnesses.
- Knowledge of behavior mapping and strategies effective in managing behavioural and psychiatric symptoms of dementia.
- Knowledge of types of dementia.
- Knowledge of how to administer and interpret cognitive assessment tools, such as, but not limited to the Mini-Mental State Examination and Montreal Cognitive Assessment.

EXPERIENCE REQUIRED:

- Minimum of two (2) years of mental health clinical experience in assessment and treatment of geriatric mental health problems required.
- Two (2) years direct experience in the area of mental health crisis management preferred.

PREFERRED SKILLS/COMPETENCIES:

- Excellent verbal and written communication skills.
- A positive attitude toward learning, growth, and health.
- Demonstrated ability to problem-solve complex situations and manage sensitive issues.
- Ability to related and interact with individuals of diverse cultural and economic backgrounds.
- Proficiency in Microsoft Office applications (Word, Excel, and Powerpoint).
- Ability to use electronic medical record (Accuro).
- Flexible scheduling is required to balance individuals' needs and enhance service delivery to improve access.
- Good physical and mental health to meet the demands of the position required.
- Valid driver's license and vehicle are required.
- Completes a satisfactory pre-employment security check.
- Satisfactory employment record.

WORK CONDITIONS

- The incumbent functions autonomously on a day-to-day basis and manages assigned duties accordingly.
- Will be required to travel throughout the region as duties may require.
- No hazardous or significantly unpleasant conditions.

WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for clients and staff and recognizes the importance of reporting unsafe situations and participating in follow up reviews as a learning opportunity.

- Provides a safe environment by ensuring the adherence to Workplace Safety and Health regulations and Policies and Infection Control Guidelines. Obeys all safety and health rules and follows recommended Safe Work Procedures. Informs supervisor of any unsafe acts, work conditions, incidents, near misses, injuries or illnesses immediately.

- Demonstrates a working knowledge of Workplace Hazardous Materials Information Systems (WHMIS) and adheres to procedures for handling and storing controlled substances as described in the Material Safety Data Sheets (MSDS). Uses personal protective equipment as required.
- Demonstrates understanding of role and responsibilities in fire prevention and disaster preparedness and participates in safety and health training programs including the health facility's Fire, Disaster and Evacuation Plan.

PATIENT SAFETY

- Participates in and demonstrates an understanding of patient safety principles and practices into all day to day activities. Follows all safe work practices and procedures and immediately communicates any activity or action which may constitute a risk to patient safety.

Created: _____
Date

Revised: _____
March 2017
Date

Approved by: _____
Regional Manager/ Supervisor Date

Approved by: _____
Vice President/ CEO Date

Reviewed by: _____
Vice President, Human Resources Date

Position descriptions assist organizations in ensuring that the hiring process is fairly administered and that qualified employees are selected. They are also essential to an effective appraisal system and related promotion, transfer, layoff, and termination decisions. Well constructed job descriptions are an integral part of any effective compensation system.

All descriptions have been reviewed to ensure that only essential functions and basic duties have been included. Peripheral tasks, only incidentally related to each position, have been excluded. Requirements, skills and abilities included have been determined to be the minimal standards required to successfully perform the position. In no instance, however, should the duties, responsibilities, and requirements delineated be interpreted as all inclusive. Additional functions and requirements may be assigned by supervisors as deemed appropriate.