



POSITION DESCRIPTION

POSITION TITLE:	COMMUNITY MENTAL HEALTH & ADDICTIONS WORKER
DEPARTMENT:	PRIMARY CARE, MY HEALTH TEAM (MyHT)
CLASSIFICATION:	COMMUNITY MENTAL HEALTH WORKER
UNION:	MGEU – TECHNICAL PROFESSIONAL

REPORTING RELATIONSHIPS

POSITION REPORTS TO: CLINICAL TEAM MANAGER – PRIMARY CARE
MY HEALTH TEAM STEERING COMMITTEE

POSITIONS SUPERVISED: NOT APPLICABLE

POSITION SUMMARY

Working within an integrated team approach, the Community Mental Health & Addictions Worker will contribute to the overall improved health status of individuals through the provision of mental health and addictions clinical counselling, interventions and approaches. Services are solution-focused with a focus on mental health and addictions, provided within a framework of mental health clinical practice, including consultation, assessment, and therapeutic interventions/treatment. The Community Mental Health & Addictions Worker will work collaboratively with the individual, primary health care providers, families, and services/agencies involved with the individual, including programs such as NADAP and FNIHB Mental Health Workers. The Community Mental Health & Addictions Worker is expected to support and promote recovery-oriented practice while supporting and addressing the health needs, social complexities/determinants of health and the effects of trauma. This service will improve the health status of clients through system navigation and case management and will take the lead in supporting clients post-rehabilitation. The position of Community Mental Health & Addictions Worker 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

- Provides services to individuals that ensure assessment and timely service response.
- Accept, prioritize, and co-ordinate referrals.
- Complete a comprehensive, strengths-based, recovery-oriented mental health assessment in a collaborative manner.
- Develops a recovery plan in a collaborative manner with the individual and their family.
- Facilitate ongoing communication/feedback regarding recovery plans and progress of plans with the individual, family, primary health care provider, and other individuals/agencies/services involved.
- In collaboration with the individual, explore, plan and provide treatment options i.e. case management, brief treatment such as cognitive behavioral therapy (CBT), dialectic behavior therapy (DBT).
- Maintain clinical documentation as per program/regional standards via the electronic medical record.
- Complete non-clinical documentation, paperwork, and processes as per program/regional standards.
- Exhibit competency in recovery practices such as providing individual assistance with effective coping skills in order to regain independence within the community and mastery over their own recovery process.
- Assist individuals in articulating personal goals for recovery. Support individuals in identifying and creating goals and developing recovery plans with the skills, strengths, supports and resources to aid them in achieving those goals.
- Assist individuals in determining the steps they need to take in order to achieve goals and self-directed recovery.
- Utilize tools to assist individuals in creating their individual wellness and recovery plans.
- Serve as a recovery agent by providing and advocating for effective recovery based care.
- 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 the Office of the Public Guardian and Trustee, family services systems, in-patient services and other systems involved in the individual's circle of care.
- Assist in the development of services and programs to meet the emerging needs of individuals, families, and the community.
- 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.
- As part of the team provides individual recovery planning and direction to proctors and acts as a resource/mentor.
- Actively participate in clinical consultation.

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

- Collaborate, co-ordinate, and/or participate in the development and presentation of educational programs.
- Collaborate to assist with the development and the delivery of educational material to the public.
- Promote a climate of clinical inquiry. Actively engage 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

- Pursuant to the Regional Health Authority Act, Interlake-Eastern RHA is designated bilingual (English/ French). Accordingly, all employees accept the responsibility to support clients in their official language of choice.
- Performs other duties as assigned.

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 for any areas of identified concerns.
 - 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.
- Registered/Licensed with applicable professional designation.
- ASIST Certificate (Applied Suicide Intervention Skills Training) required.

REQUIRED KNOWLEDGE:

- Knowledge of Indigenous historical experience and Cultural Safety an asset.
- Comprehensive knowledge and advanced level experience in clinical assessment and treatment modalities, including individual, couple, family, and group therapy assessment and interventions, crisis intervention, and trauma informed care delivery.
- Knowledge and range of intervention modalities, including brief treatments such as cognitive behavioral therapy, dialectic behavioral therapy and motivational interviewing.
- 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 other relevant legislation.

EXPERIENCE REQUIRED:

- Minimum of two (2) years' experience in relevant mental health area required.
- Two (2) years direct experience in the area of mental health crisis management preferred.
- Experience with Trauma Informed Care delivery an asset.
- Related case management experience, including: conducting interviews; providing supportive counselling; performing assessment and planning, and service coordination with an emphasis on financial, employment, housing, or disability related activities, in an integrated service or multi-program environment.
- Experience working with individuals/families from diverse backgrounds (cultural, financially disadvantaged, persons with disabilities, socially disadvantaged, new comers, etc.)
- Knowledge and experience in solution-focused therapy and CBT interventions

SKILLS/COMPETENCIES:

- Excellent interpersonal skills.
- 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 relate and interact with individuals of diverse cultural and economic backgrounds.
- Ability to work in a community care setting as a member of a multidisciplinary team serving diverse populations and presenting issues.
- Demonstrated ability to function creatively and independently.
- Ability to be flexible in work hours in terms of balancing group versus individual work; balancing the ability to consult with other professionals and service providers as required.
- Flexible scheduling is required to balance individuals' needs and enhance service delivery to improve access.
- Proficiency in Microsoft Office applications (Word, Excel, and PowerPoint).
- Ability to use electronic medical record (Accuro).
- Good physical and mental health to meet the demands of the position required.
- Valid driver's license and vehicle are required.
- Given the cultural diversity of our region, the ability to communicate in more than one language would be considered an asset.
- Proficiency of both official languages is essential for target and designated bilingual positions.
- Completes and maintains 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.
- May be exposed to physical and emotional stress.
- May encounter aggressive and/ or agitated clients/visitors/staff.
- All health care workers are required to be immunized as a condition of employment in accordance with the Interlake-Eastern RHA Policy GA-13-P-110 Required Immunizations for Health Care Workers.

WORKPLACE SAFETY AND HEALTH

The incumbent contributes to making the organization safe for individuals 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: July 2020
Date

Revised: _____
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 position 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.