



Posting No.: C2022-22

Posting Date: August 5, 2022

Position Title: Clinician – CAST (Crisis Assessment and Support Team)

Rate of Pay: \$34.31 - \$41.53

Position Status: Casual

Responsibilities

Adhering to the Vision, Mission, Values and Goals of Community Addiction and Mental Health Services of Haldimand and Norfolk (CAMHS), this position provides crisis intervention and support to people aged 16 and older with mental health and/or addictions concerns, and to agencies and/or caregivers requiring support in addressing the same. Supports the development of evidence-based best practice clinical service excellence and acts as a liaison and consultant to other health care facilities/organizations, physicians, caregivers and co-workers regarding patient care, health services, professional practice and education. While functioning as a member of a community-based interdisciplinary team contributing appropriate discipline specific knowledge and skills. Duties include:

- Answer the crisis line and determining initial triage;
- Crisis intervention to understand the factors contributing to the current difficulties and developing a working formulation;
- Provide support and follow-up post-crisis with ongoing face to face and/or telephone support or by connecting clients to appropriate follow-up agencies;
- Recommend measures to help protect others by developing safety plans;
- Complete mental health assessments;
- Contract with consumers and families the need for further clinical service, including mobile crisis response as appropriate;
- Understand the client's current difficulties better by direct observation, including the ability to perform a mental status examination;
- Form positive relationships and strong partnerships with community agencies, services, and care providers to build an effective delivery of crisis service in the community;
- Assist in identifying and developing goals towards understanding prevention, treatment and rehabilitation of individuals with mental illness.
- Provide telephone crisis response including risk assessment, crisis- de-escalation and stabilization
- Provide holistic functional and psychiatric assessments including those requested by Emergency Department physicians, urgent referrals to CAMHS and those individuals who use the telephone crisis line
- Work as a partner in the community and healthcare system to ensure an individual is referred to appropriate services
- Assist clients in making choices based on expressed needs
- Provide relevant education and preventative teaching to clients, caregivers, care providers, concerned callers and/or community agencies regarding mental health and addictions
- Identifies additional resources and facilitate service connection for the individual
- Support individuals on a short-term basis (1-6 follow up visits) as needed, offering short term crisis counseling
- Liaise and provide consultation, treatment, follow up and discharge planning; review and evaluate the treatment and ongoing care in consultation with the client and caregiver/care provider
- Within the scope of the role, monitor treatment modalities for efficacy and adverse reactions including pharmacological and non-pharmacological interventions
- Liaise with physicians, community agencies and /or care providers regarding significant concerns/changes in client's status
- Partners with other community agencies in the delivery of health care to clients
- Monitor and document client's progress and response to therapeutic interventions
- Participates in team activities related to clinical care (e.g. statistics) and team function
- Participates in activities related to program/organizational development, community/client education
- Participates in research within scope
- Participate in regional activities as assigned
- Supports, precepts, and aids colleagues, students and others to provide evidence-based best practice clinical service excellence
- Other duties as assigned

Qualifications:

- Membership in a regulated profession consistent with a baccalaureate level of post-secondary education – BScN or Social Worker (SW);
- Demonstrated knowledge of risk assessments, suicide prevention, principles of crisis theory and intervention;
- Preference given to candidates with at least three years' experience working in mental health preferably in the community;
- A good understanding of the *Mental Health Act* and knowledge of family and social systems;
- Ability to utilize problem solving and critical thinking skills;
- Sound working knowledge of resources, partnerships and working relationships and participate in ongoing professional development and supervision around crisis work;
- Experience in crisis intervention techniques and theory based practice with the seriously mentally ill;
- Understanding of the basic use of psychotropic medications, psychiatric diagnosis and formulation of the mental health assessment;
- Ability to work collaboratively and in partnership with a multidisciplinary team and other agencies in the community;

- Demonstrated excellent organizational skills and clinical acumen;
- Required to adhere to all health and safety policies, procedures and provisions set up by management
- Responsible for recognizing unsafe work practices and other potential hazards in the work area, and for reporting these situations to the Manager, Clinical Services or designate
- Adheres to infection-control and hazardous waste policies and protocols: following identification procedures
- Demonstrated commitment to client safety and client partnered care
- Commitment to CAMHS' Values-Based Code of Conduct
- Ability to use a variety of computer programs;
- Ability to promote the CAST program in the community, work as a mentor for new employees and students at CAST; and
- A valid driver's license and a roadworthy vehicle
- Fully Vaccinated against COVID19

About Us

- CAMHS provides a continuum of community-based services, including assessment, treatment, education and peer support, for persons with mental illness and/or addiction concerns and is located in Haldimand and Norfolk Counties. CAMHS is a multi-site agency.
- The Crisis Assessment and Support Team (CAST) is a 24-hour mental health crisis service for people age 16 years and older

Hours of Work

Must be available for all shifts, including weekends and holidays.

Interested applicants should **submit a cover letter and updated resume** to the Human Resources Department, or email to CAMHSRESUMES@NGH.ON.CA, referring to the above posting number. Internals: No later than **1600** on August 12, 2022

Externals: This posting will remain open until filled.

*All positions will comply and work in conjunction with the Mission, Vision, Goals and Objectives of Community Addiction and Mental Health Services of Haldimand & Norfolk (CAMHS)... **partnering for Mental Health and Addiction Wellness***

In order to ensure equal opportunities during the recruitment and selection process, CAMHS provides accommodations for applicants with disabilities, upon request.