

STATE OF SOUTH DAKOTA CLASS SPECIFICATION

Class Title: Mental Health Clinician

Class Code: 051160

Pay Grade: GJ

A. Purpose:

Provides individual counseling, family therapy, and group therapy in an institution setting. Serves as a member of the treatment team as a clinical lead to direct the course of treatment. Oversees the development and curriculum of groups and individual therapy. Coordinates and implements evidenced based treatment modalities across separate units to include Dialectical Behavior Therapy, Motivational Interview, Cognitive Behavioral Therapy and others as identified.

B. Distinguishing Feature:

Psychiatric Social Workers serve a dual purpose, providing counseling and therapy to patients, families, and groups; act as a social worker by developing financial, vocational, legal, social, recreational, and placement resources for patients; and are eligible for competency based endorsement as a Qualified Mental Health Professional (QMHP) from the Department of Human Services.

Human Service Social Workers do not provide psychosocial counseling and therapy.

C. Functions:

(These are examples only; any one position may not include all of the listed examples nor do the listed examples include all functions which may be found in positions of this class.)

1. Serves as a member of a treatment team which designs the treatment program for each patient to ensure the most effective methods of behavior and treatment are used.
 - a. Actively participates in treatment team meetings and physician rounds.
 - b. Reviews case histories, biographies, and other data pertaining to patients to determine problems, their causes, and possible remedies.
 - c. Evaluates, monitors, and provides input regarding the patient's individualized treatment and progress with behavioral interventions.
 - d. Makes recommendations for changes and additions to the treatment plan direction.
 - e. Collaborates with the treatment team on plan development and to discuss patient progress and implementation of creative treatment methods.
 - f. Communicates treatment team decisions to community supports, families, and administration.
 - g. Serves as a patient advocate.
2. Develops and conducts therapeutic socio-psychological treatment to enable patients to progress towards recovery from psychological illness.
 - a. Develops and implements appropriate therapeutic treatment modalities for patients across the lifespan.
 - b. Facilitates group and individual treatment sessions to provide insight into the patient's problems and advancement of treatment goals to ensure appropriate treatment.

- c. Communicates therapeutically with patients, through communications skills, listening skills, and treatment interventions.
 - d. Reports on treatment and progress to the treatment team.
 - e. Primary contact with families and guardians for family work.
3. Consults with patient's family and/or guardian to inform them of the patient's progress and to promote the patient's best interests to ensure that the family and/or guardian maintain a therapeutic role in the patient's treatment.
 4. Compiles and provides assessments and other information to community mental health centers to assist them in developing and conducting treatments and therapies to outpatients.
 5. Conducts and attends training and treatment review seminars to ensure that all staff are adequately trained and informed of new techniques, therapies, or resources.
 6. Performs other work as assigned.

D. Reporting Relationships:

Typically, no subordinates report to this position, but the incumbent will provide work direction to direct care staff.

E. Challenges and Problems:

Challenges include getting reliable information from unreliable or unwilling patients, families, and communities who are unwilling to accept certain clients; working with complex family dynamics to ensure therapeutic outcomes for the patients; identifying and matching treatment modalities to individuals with a wide range of behavioral and cognitive functioning; and managing highly resistant and aggressive patients while still providing therapeutic services.

F. Decision-making Authority:

Decisions include developing individual therapy techniques; curriculum and format of treatments; coaching mental health associates in delivering skills based behavioral modification assignment.

G. Contact with Others:

Daily contact with patients to provide assessment and treatment and with the treatment team to assess, inform, and collaborate; and regular contact with family members to inform them of the patient's progress and with community mental health centers to develop

H. Working Conditions:

The incumbent works in an office environment and on units with potentially violent, aggressive, hostile, and/or mentally ill patients. Subject to constant interruptions and physical or verbal assault from patients.

I. Knowledge, Skills and Abilities:

Knowledge of:

- social and psychological assessments and treatment techniques;
- ethical standards, principles, and practices of social work, counseling, and human behavior;
- human growth and development and their relationship to social work and counseling principles and methods;
- current social, economic, and health trends and services; and the ability to adapt trends to practical program applications and link patients with services needed;
- interviewing and other information gathering techniques;
- state mental health practices and procedures;
- effective teaching techniques;
- record keeping.

Ability to:

- develop cooperative and satisfactory contacts with patients, relatives, physicians, social agencies, community officials, and other administrative officials;
- apply proper interviewing techniques;
- facilitate individual, group, and family counseling and therapy;
- create meaningful, concise, and accurate reports and correspondence;
- establish and maintain effective working relationships with diverse populations;
- communicate effectively with a wide variety of people;
- restrain combative patients;
- develop effective therapy curriculum;
- be patient and understanding;
- communicate to groups;
- negotiate with various agencies;

J. Licenses/ Certification:

Eligible to be licensed as a Master Social Work, Licensed Professional Counselor or Licensed Professional Counselor-Mental Health.