



CHIPPEWAS OF NAWASH UNCEDED FIRST NATION

Mobile Crisis Response Team Worker (MCRT)

Department: Health & Wellness
Program: Wellness
Report To: Case Manager
Term of Employment: Full-time Permanent
Hours of Work: 30 hours per week
Level: Level 7 (\$42.25 - \$52.90)

JOB PURPOSE

Under the direction of the Case Manager the Mobile Crisis Response Team Worker is responsible for supporting both the Neyaashiinigiing Police and Nawash Health and Wellness Department; by responding with uniform officers to assist with de-escalation, community referrals, diversion, and appropriate facilitation to acute care where required to help ensure positive outcomes for the individual. Worker will also act as a resource to officers as necessary.

KEY DUTIES AND ACCOUNTABILITIES

Program Delivery

- Work directly with police officers during program hours to assist in the de-escalation of crises and where possible help divert individuals from the criminal justice and/or hospital system.
- Complete crisis and mental health status assessments with individuals who come into contact with the police and where involvement of the MCRT worker is requested by the officer
- Assist officers in a proactive manner in various circumstances until such time as required social/community services (such as Victim Services can arrive on scene).
- Provide support to individuals who come into contact with the police or to their family members
- Facilitate consent-based system navigation to community and alternate healthcare services.
- When required under the Mental Health Act, support individuals who may be apprehended by police and transition to hospital, liaising directly with the hospital staff/health professionals to the transition from police custody to acute mental health care.
- Act as an additional 'entry point' for officer wellness providing system navigation for their own mental health support based on training and orientation to the respective police service's internal wellness resources.

Crisis Support and Stabilization

- Complete Crisis assessments as appropriate and required (e.g. addictions, psychosocial and discipline specific assessments)
- Assess level of urgency, risk factors, personal/family strengths and resources, and needed services
- Work alongside uniform officers to consult; support assessment and assist in managing crisis and emergent situations
- Provide short term crisis support services in order to facilitate successful transition to other supports and services; including the 'Rapid Intervention Support Team, and Rapid Intervention Team
- Work as part the Health and Wellness multidisciplinary team in order to assist clients in managing current crisis

- Advocate on behalf of and with the client to access resources and promote independence
- Undertake non-crisis follow up visits to ensure the client is seeking help and attending appointments; such may be with an officer in attendance dependent upon the case

Administrative

- Complete necessary documentation in accordance with Chippewas of Nawash Unceded First Nation (CNUFN) Health policies, PHIPA, and Professional Standards of practice
- Contribute to the quality assurance requirements
- Provide consultation to significant others and referral services
- Collect, record and update client/program statistics
- Maintain written records according to organizational standards
- Maintain positive interpersonal working relationships and adhere to the core behaviours and standards as per the CNUFN Employment policy
- Actively participate in supervision, professional development and self-assessment aimed at developing/enhancing own professional skills
- Promote community and external awareness and acceptance of mental health services
- Perform other duties as assigned that are reasonably related to the role

REQUIREMENTS

Education and Experience:

- Master's Degree in Nursing, Psychology or a related health or Social Science field with three years' experience working in the community with individuals with significant mental health needs and substance use disorders.
- Or**
- Bachelor's Degree in Nursing, Psychology or a related health or Social Science field with five years' experience working in the community with individuals with significant mental health needs and substance use disorders.
- Experience in law enforcement/corrections is an asset

Designations, Licences & Requirements:

- Valid Ontario Class G Driver's Licence
- Acceptable recent Criminal Record and Vulnerable Sector Check
- Level 4 Security Clearance (OPP)
- CPR, First Aid, CPI
- Training and Certification in WHMIS, Occupational Health & Safety Awareness, Workplace Violence & Harassment Training, COVID-19 Health & Safety, Health & Safety Overview

Knowledge, Skills & Abilities:

- Knowledge of a range of crisis prevention and intervention approaches including crisis prevention strategies, crisis planning, safety planning, crisis intervention, risk assessment, relapse prevention strategies, crisis services and hospital services
- Analytical and organizational skills and demonstrated ability to handle and respect confidential information with tact and diplomacy are essential
- Basic computer skills
- Ability to work cooperatively in a team setting
- Advocates and supports a culture of patient safety and demonstrates an understanding of how the department service and assigned responsibilities contribute to overall patient safety through patient safety knowledge, skills and attitudes

PROBLEM SOLVING & COMMUNICATION

- Analytical, problem solving and clear, accurate and timely communications are critical to this position
- Work as part of a multidisciplinary team with flexibility and good dispute resolution skills
- Must have experience assessing high risk clients and responding appropriately
- Must have sound judgement as when to consult with Supervisor and/or other professionals

DECISION MAKING & IMPACT

- Demonstrated ability to assist and support community members who are experiencing crisis situations
- Sound decision making is critical to this position

SAFETY RESPONSIBILITIES

- Ensure thorough understanding of Health and Safety Policy and Procedure Manual and Occupational Health and Safety acts and regulations
- Ensure using prescribed protective equipment and/or devices for safety and setting example
- Follow reporting for potential and actual hazards
- Take every reasonable precaution in the circumstances for the protection of self and others

STAFF REPORTS

- No direct reports, but may be required to show others how to perform tasks

WORKING CONDITIONS

1. **Physical Demands - Mix of sitting and standing. Lifting of some objects not exceeding 20 pounds**
2. **Environment** – Combination of indoor and outdoor work environments which may present exposure to adverse weather conditions and safety hazards.
3. **Mental Effort** – **Frequent Interaction with individuals in crisis requiring immediate intervention**
4. **Position Type/Expected Hours of Work** – Regular full-time hours of 30 hours per week and requires availability to work some evenings, weekends and holidays

This job description is intended to convey information essential to understanding the scope of position and it is not intended to be an exhaustive list of experience, skills, efforts, duties, responsibilities or working conditions associated with the position.

I hereby acknowledge and agree to comply with the above job description necessary to fill the position.

Employee Name

Employee Signature

Date

Supervisor Name

Supervisor Signature

Date