

UW HEALTH JOB DESCRIPTION

Behavioral Health Clinician, Primary Care

Job Code: 840007	FLSA Status: Exempt	Mgt. Approval: S. Wells	Date: December 2021
Department: Behavioral Health		HR Approval: N. Lazaro	Date: December 2021

JOB SUMMARY

The Behavioral Health Clinician, Primary Care, functions as a core member of a Collaborative Care team that includes the patient's primary care provider (PCP) and a psychiatric consultant. The Behavioral Health Clinician, Primary Care will work with the PCP to coordinate and support behavioral/mental health care for a subset of patients within the primary care clinic.

The Behavioral Health Clinician, Primary Care's primary role is to guide Collaborative Care, which is a population health approach to treating patients through use of a disease registry. The Behavioral Health Clinician, Primary Care may also provide brief, episodic, evidence-based treatments, as well as coordinate referrals, for these patients, to clinically indicated services outside the primary care clinic.

MAJOR RESPONSIBILITIES

Clinical Practice:

- Screen and assess patients for psycho-social issues, as well as common mental health and substance abuse disorders.
- Provide patient education about common mental health and substance abuse disorders and available treatment options.
- Support and closely coordinate mental health care with the patient's primary care provider and, when appropriate, other treating providers.
- Monitor patients (in person or by telephone) for changes in clinical symptoms and treatment side effects or complications.
- Support psychotropic medication management prescribed by PCPs, focusing on treatment adherence, side effects and other complications, and effectiveness of treatment.
- Provide brief interventions using evidence-based techniques such as Behavioral Activation, Motivational Interviewing, and primary care based brief (e.g. 10 visits or less) psychotherapy or other treatments appropriate for primary care settings.
- Participate in regularly scheduled caseload consultation with the psychiatric consultant and communicate resulting treatment recommendations to the patient's PCP. Consultations will focus on patients new to treatment or who are not improving as expected.
- Facilitate patient engagement and follow-up in care.
- Track patient follow-up and clinical outcomes using the electronic medical record (EMR). Document in-person and telephone encounters in the EMR and use the system to identify and re-engage patients.
- Facilitate treatment plan changes for patients who are not improving as expected in consultation with the PCP and the psychiatric consultant. These may include changes in medications or psychosocial treatments or appropriate referrals for additional services.
- Provide basic support and/or facilitate referrals to Patient Resources and/or Complex Case Management for clinically indicated services outside the primary care clinic (e.g., social services such as housing assistance, vocational rehabilitation, mental health specialty care, substance abuse treatment).
- Facilitate in-clinic or outside referrals to evidence-based behavioral health services as clinically indicated.
- Complete relapse prevention plan with patients who are in remission.

ALL DUTIES AND REQUIREMENTS MUST BE PERFORMED CONSISTENT WITH THE UW HEALTH PERFORMANCE STANDARDS.

JOB REQUIREMENTS

Education	Minimum	Master's degree in social work, psychology, or counseling
	Preferred	
Work Experience	Minimum	Two (2) years of experience in a health care environment in a patient/client contact role
	Preferred	One (1) year of experience working with behavioral health issues in a primary care setting
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> • Relevant license and/or certification or license/certification eligible as a Mental Health provider as required in the State of Wisconsin (i.e., Psychologist, Licensed Professional Counselor-LPC, Licensed Clinical Social Worker-LCSW, Licensed Marriage and Family Therapist-LMFT)
	Preferred	
Required Skills, Knowledge, and Abilities		<ul style="list-style-type: none"> • Demonstrated ability to collaborate effectively in a team setting. • Ability to maintain effective and professional relationships with patients and other members of the care team. • Comfort working in a medical setting as part of a multi-disciplinary team. • Strong communication skills. • Ability to effectively engage patients in a therapeutic relationship, when appropriate. • Experience with screening, assessing, and carrying out treatment plans for common mental health disorders. • Working knowledge of differential diagnosis of common mental health disorders. • Working knowledge of evidence-based psychosocial treatments for common mental

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	<p>health disorders.</p> <ul style="list-style-type: none"> • Basic knowledge of psychopharmacology for common mental health disorders. • Experience in working with a diverse population base preferred. • Ability to appropriately handle confrontation and conflict. • Administrative experience and organizational skills • Familiarity with social/human service practices, confidentiality, and risk/malpractice issues within health care settings • Excellent customer service skills • Ability to work independently and to seek consultation as necessary • Ability to follow organization and departmental processes and procedures • Ability to work in a high stress/fast paced/high work volume environment • Ability to learn computer and application skills as applicable to role • Ability to make judgments in demanding situations • Ability to react to frequent changes in duties and volume of work • Ability to listen empathetically • Ability to manage multiple concurrent activities
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AGE SPECIFIC COMPETENCY (Clinical jobs only)

Identify age-specific competencies for direct and indirect patient care providers who regularly assess, manage and treat patients.

Instructions: Indicate the age groups of patients served either by direct or indirect patient care by checking the appropriate boxes below. Next,

X	Infants (Birth – 11 months)	X	Adolescent (13 – 19 years)
X	Toddlers (1 – 3 years)	X	Young Adult (20 – 40 years)
X	Preschool (4 – 5 years)	X	Middle Adult (41 – 65 years)
X	School Age (6 – 12 years)	X	Older Adult (Over 65 years)

JOB FUNCTIONS

Review the employee's job description and identify each essential function that is performed differently based on the age group of the patient.

PHYSICAL REQUIREMENTS

Indicate the appropriate physical requirements of this job in the course of a shift. *Note: reasonable accommodations may be made available for individuals with disabilities to perform the essential functions of this position.*

Physical Demand Level	Occasional Up to 33% of the time	Frequent 34%-66% of the time	Constant 67%-100% of the time
Sedentary: Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as dockets, ledgers and small tools. Although a sedentary job is defined as one, which involves sitting, a certain amount of walking and standing is often necessary in carrying out job duties. Jobs are sedentary if walking and standing are required only occasionally and other sedentary criteria are met.	Up to 10#	Negligible	Negligible
X Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds. Even though the weight lifted may only be a negligible amount, a job is in this category when it requires walking or standing to a significant degree.	Up to 20#	Up to 10# or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	Negligible or constant push/pull of items of negligible weight
Medium: Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	20-50#	10-25#	Negligible-10#
Heavy: Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	50-100#	25-50#	10-20#
Very Heavy: Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	Over 100#	Over 50#	Over 20#

List any other physical requirements or bona fide occupational qualifications:

Note: The purpose of this document is to describe the general nature and level of work performed by personnel so classified; it is not intended to serve as an inclusive list of all responsibilities associated with this position.