

## UW HEALTH JOB DESCRIPTION

### Mental Health Clinician – Crisis Consult

<b>Job Code:</b> 840025	<b>FLSA Status:</b> Exempt	<b>Mgt. Approval:</b> L. Werner	<b>Date:</b> June 2023
<b>Department:</b> Behavioral Health		<b>HR Approval:</b> M. Grayson	<b>Date:</b> June 2023

#### JOB SUMMARY

The Mental Health Clinician – Crisis Consult functions as a healthcare provider who, working in a consultant role to support multidisciplinary healthcare teams, provides diagnostic assessment and treatment to patients and their families presenting to the emergency department and on the inpatient units with mental health or substance abuse crisis. Responsibilities include providing clinical care, evaluation and disposition recommendation, case management, and related documentation. Emphasis will be placed on working closely with the Psychiatry Consult-Liaison and on-call Psychiatry teams on safety- and admission-related decisions.

The Mental Health Clinician – Crisis Consult demonstrates an advanced level of clinical knowledge, communication, and interdisciplinary collaboration, professionalism, and systems-based practice. This role works with administrative, nursing, physician, and university faculty to assure safe, effective, quality patient care and to promote UW Health’s educational and research missions.

The Mental Health Clinician – Crisis Consult will provide care within their scope of practice as outlined by applicable state law, licensing, regulations, institutional policy, and practice agreements.

#### MAJOR RESPONSIBILITIES

**Clinical Practice:**

- Conduct face-to-face, in person or virtual (telehealth), consultation with patients in crisis/psychiatric emergencies.
- Perform clinical assessments to evaluate a variety of mental health and behavioral conditions in children, adolescents, and adults.
- Develop an individualized, prescriptive treatment plan to fit the needs of each patient using appropriate diagnostic and patient placement criteria.
- Utilize screening and assessment tools to determine psychiatric acuity.
- Recommend and arrange appropriate level of clinical care within UW Health or through outside providers.
- Coordinate patient care with psychiatry, primary care, and other specialty providers, schools, and families via written and verbal communication.
- Collaborate with community care team and caregivers to provide patient-centered recommendations.
- Provide ongoing reassessment and crisis intervention while patient remains in the emergency room or after admission to the hospital.
- Coordinate admission and/or placement to support disposition recommendation.
- Coordinate with county mental health/crisis services and police agencies when involuntary psychiatric hospitalization is recommended.
- Ensure that each patient’s rights are protected and that they are provided with appropriate interventions based on ability to participate, cultural concerns, and diagnostic impression.
- Participate in departmental activities such as clinical care conferences, morbidity and mortality conferences, staff meetings, and trainings. Share expertise and clinical impressions with team members and trainees.
- Maintain progress notes and other documentation required for the client medical record and utilization management within the timelines outlined by UW Health including collateral contacts, guardians/power of attorneys, and other caregivers relevant to the patient presentation.
- Provide feedback in clinical and diagnostic matters to management staff.
- Participate in quality improvement initiatives and utilization review activities as requested.
- Work with in-training providers in the emergency department and inpatient hospital settings.
- Share knowledge of applicable mental health laws and protections with Emergency Department and inpatient staff.

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

#### JOB REQUIREMENTS

Education	Minimum	Master’s degree in Social Work
	Preferred	
Work Experience	Minimum	One (1) year of experience providing evidence-based treatments for a variety of mental health and behavioral diagnoses for children, adolescents, and adults
	Preferred	One (1) year of crisis management skills in hospital, clinic, or emergency department, crisis center counseling, Psychiatric Emergency Services, or Crisis Stabilization unit preferred
Licenses & Certifications	Minimum	<ul style="list-style-type: none"> <li>• Licensed Clinical Social Worker (LCSW)</li> <li>• CPR/BLS</li> </ul>
	Preferred	

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Required Skills, Knowledge, and Abilities	<ul style="list-style-type: none"> <li>• Excellent verbal and written communication skills</li> <li>• Excellent interviewing and assessment skills</li> <li>• Strong ability to translate assessment information into treatment planning</li> <li>• Demonstrated success in working with a culturally diverse patient population and community</li> <li>• Demonstrated ability in managing stress and crisis situations</li> <li>• Knowledge of local, state, and federal community resources available to patients</li> <li>• Ability to work independently</li> <li>• Ability to maintain a high level of confidentiality</li> <li>• Professional demeanor</li> </ul>
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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,

<input type="checkbox"/>	Infants (Birth – 11 months)	<input checked="" type="checkbox"/>	Adolescent (13 – 19 years)
<input type="checkbox"/>	Toddlers (1 – 3 years)	<input checked="" type="checkbox"/>	Young Adult (20 – 40 years)
<input checked="" type="checkbox"/>	Preschool (4 – 5 years) (few)	<input checked="" type="checkbox"/>	Middle Adult (41 – 65 years)
<input checked="" type="checkbox"/>	School Age (6 – 12 years) (few)	<input checked="" type="checkbox"/>	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
<input type="checkbox"/> <b>Sedentary:</b> Ability to lift up to 10 pounds maximum and occasionally lifting and/or carrying such articles as docket, 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.	<b>Up to 10#</b>	<b>Negligible</b>	<b>Negligible</b>
<input checked="" type="checkbox"/> <b>Light:</b> 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.	<b>Up to 20#</b>	<b>Up to 10#</b> or requires significant walking or standing, or requires pushing/pulling of arm/leg controls	<b>Negligible</b> or constant push/pull of items of negligible weight
<input type="checkbox"/> <b>Medium:</b> Ability to lift up to 50 pounds maximum with frequent lifting and/or carrying objects weighing up to 25 pounds.	<b>20-50#</b>	<b>10-25#</b>	<b>Negligible-10#</b>
<input type="checkbox"/> <b>Heavy:</b> Ability to lift up to 100 pounds maximum with frequent lifting and/or carrying objects weighing up to 50 pounds.	<b>50-100#</b>	<b>25-50#</b>	<b>10-20#</b>
<input type="checkbox"/> <b>Very Heavy:</b> Ability to lift over 100 pounds with frequent lifting and/or carrying objects weighing over 50 pounds.	<b>Over 100#</b>	<b>Over 50#</b>	<b>Over 20#</b>
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.