

Benchmark Title **CLINICAL COUNSELLOR – 16P**

Grid Level 16P – Paraprofessional Wage Grid

Job Summary Provides clinical counselling after assessing client’s social, psychological, emotional and/or behavioural issues and by developing therapeutic programs and interventions.

- Key Duties and Responsibilities**
1. Identifies, assesses and monitors client’s needs in conjunction with caregivers and/or other service providers.
 2. Interviews clients to gather case history information. Assesses profound social, psychological, emotional and/or behavioural issues affecting clients. Identifies core areas of concern to be addressed by clinical counselling.
 3. Develops and implements therapeutic plans and programs necessary to meet client goals and objectives. Provides individual and group counselling interventions using therapeutic techniques depending on client need.
 4. Provides follow-up support to clients after the end of therapy treatment. Monitors and evaluates clients functioning and interaction with family and friends and in the community. Advises other professionals involved with client’s case where further evaluation or more intensive treatment is required.
 5. Maintains knowledge of community resources and provides appropriate referrals to clients to meet their needs.
 6. Formulates and facilitates support groups in program areas for clients and/or their families as required.
 7. Provides consultation to those working with client cases i.e. social workers, probation officers, other organization staff, and other professionals.
 8. Provides required reports on clients’ behaviour and progress. Maintains clinical records indicating the nature and duration of treatment.
 9. Participates in staff training sessions and public education forums, seminars and conferences relevant to specific program areas. Engages in prevention activities by networking, consultation, public relations as required.
 10. Performs other related duties as required.

Qualifications *Education and Knowledge*

Master’s degree in Counselling Psychology or a related field.

Training and Experience

Two (2) years recent related experience.

Or an equivalent combination of education, training and experience.

COMMUNITY SOCIAL SERVICES JOB EVALUATION PLAN RATING RATIONALE

BENCHMARK TITLE: Clinical Counsellor

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	Education and Knowledge – Requires a Master’s Degree in counselling, social work or a related field	7	131
2	Training and Experience – Requires 2 years recent related experience	4	100
3	Physical Demands – Often involves very light physical exertion in writing reports	2	14
4	Concentration – Often listens to patients to interpret client needs and behaviour, define problems and develop treatment plan	6	50
5	Independence – Guided by social work standards, develops and implements therapeutic plans and programs and evaluates their effectiveness.	6	86
6	Judgement – Modifies counselling techniques in working with clients with profound problems to develop therapeutic programs and interventions	6	86
7	Leadership/Supervision – Provide leadership through giving advice or consultation to social workers, probation officers, staff and other professionals	4	80
8	Accountability – Work is evaluated for compliance to social work standards – Work has direct impact on client service; errors may result in substantial loss of time in terms of delay in client progress	5	71
9	Communication – Provides clinical counselling to clients who have profound problems and who are not normally cooperative	6	86
10	Care of Individuals – Work involves providing therapeutic/clinical counselling	5	50
11	Environment/Working Conditions – Often exposed to moderately undesirable working conditions in the form of unpleasant dealings with clients who have profound social, psychological, emotional and/or behavioural problems	5	42
Total Points			796
Grid Level			16P