

Eastern Health

POSITION DESCRIPTION

Position Title:	Counsellor Aboriginal Health Team
Award Classification:	Social Worker Gr2 or RPN3
Award / Agreement Name:	Allied Health Professionals (Victorian Public Health Sector) (Single interest employers) Enterprise Agreement 2020-2021 (Victorian Public Health Sector) Single Interest Enterprise Agreement 2016-2020 or Psych Services (70) (Victorian Public Mental Health Services Enterprise Agreement 2016-2020)
Position Reports to:	Manager Aboriginal Health Team Professional: Director of Profession

EASTERN HEALTH – GREAT CARE, EVERYWHERE, EVERY TIME

Eastern Health is one of Melbourne’s largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs



1. POSITION PURPOSE

The counsellor for the Aboriginal Health Team is required to provide high quality care to clients through the predominantly autonomous use of proficient clinical skills, effective communication, and to demonstrate developing professional leadership through proactive participation within the Aboriginal Health Team. The incumbent will work in partnership with consumers, carers, families and other service providers to provide high quality mental health assessment, treatment and consultation services.

This role is to ensure the fair and equitable provision of culturally appropriate care and support services mainly to children and young people from the Aboriginal community. Specifically this program promotes and implements programs to build community capacity and enhance empowerment amongst families with an emphasis on youth.

The incumbent will liaise with all members of the Aboriginal Health Team and reports firstly to the SEWB Team Leader .

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Appropriateness of assessment, intervention and outcomes

- Demonstrate advanced level professional competencies in: undertaking multi-dimensional comprehensive psychosocial assessments, clinical reasoning, and formulating appropriately targeted treatment plans with realistic/achievable goals, and providing proficient interventions for clients (with regard to context and time constraints), using a client-centred approach.
- Demonstrate understanding of, and sensitivity to, ethical and multicultural issues.

Knowledge, skills and resources of the counsellor

- Demonstrate autonomous behaviour, independence of thought, awareness of own effectiveness and internalised responsibility.
- Demonstrate flexibility/responsiveness within professional practice/duties/roles in order to meet organisational goals/priorities.
- Demonstrate an understanding of relevant community resources and systems.
- Knowledge and skill in the area of drug and alcohol counselling or a willingness to learn
- If a social worker- demonstrate knowledge and utilisation (where possible) of appropriate standardised social work processes and outcome measures. Demonstrate a comprehensive understanding of relevant social work theory and its relationship to clinical practice.
- Demonstrate a developing awareness/understanding of contextual State or Commonwealth governmental programs/initiatives and their potential impacts on service provision.
- Demonstrate knowledge of professional bodies associated with area of clinical practice and professional group.
- Demonstrate proficient communication with sound verbal, non-verbal and written skills within the social work service, multi and/ or inter-disciplinary team, organisation, and with external agencies.
- Demonstrate proficient conflict resolution and negotiation skills and a willingness to seek appropriate support/assistance as required.
- Demonstrate a willingness to seek clarification, or support, with clinical duties as needed.
- Support clients via referral pathways into Eastern Health's mental health programs
- Participate in, or lead, group-work approaches as appropriate.
- Advocacy and liaison with both mainstream and Aboriginal health professionals and providers
- Attend network meetings as required

- To participate in appropriate ongoing programs, community events and projects
- Case management as required
- Organise youth events/school holiday activities/family camps

Client involvement

- Demonstrate a commitment to client-centred practice (e.g. involve clients/carers/external providers in decision-making and advocate on their behalf as necessary) and provide specialised education and/or information to clients/ carers appropriate to their needs.

Multi and/ or inter-disciplinary work environments

- Actively participate in a coordinated team approach to client care including facilitating family meetings (as appropriate).
- Actively promote and develop positive relationships within the service, health sector, and community that promote appropriate service delivery and patient care.
- Effectively participate and contribute within meetings (eg departmental team meetings, relevant ward/unit meetings).
- Effectively promote an understanding of the professional social work role within the organisation.
- Provide high-level consultation and liaison to other professional organisational staff.
- Demonstrate appropriate and effective communication skills with the multidisciplinary team in both formal and informal settings
- Demonstrate appropriate and effective communication skills with patients / clients, carers and community agencies

Supervision for social worker

- Actively participate in fortnightly supervision as outlined in Social Work Department protocols/policies.
- Seek out and utilise informal consultation opportunities as required.
- Develop (and autonomously pursue) own learning plan in conjunction with supervisor.
- Respond appropriately/professionally to feedback on performance.
- Acknowledge limitations of professional knowledge and experience, and seek assistance as required.

Supervision for Psychiatric nurse

- Supervision with Aboriginal Health Team Social and Emotional Well Being Team Leader

Recording and record keeping

- Complete departmental documentation/statistical input promptly and fully (as required).

Referral/of service

- Effectively identify client(s) needs for ongoing assistance and refer on as appropriate.

3. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of

all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

4. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

5. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centered care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. ATTACHMENTS

- Attachment 1 Key Selection Criteria

10. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.

Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Signed: _____

Date: ____/____/____

Manager

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____

Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

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Essential

- Social worker-Eligibility for membership of the AASW
- Social Worker-Evidence of current CPE, as per AASW requirements
- RPN3- registration with AHPRA
- Experience and knowledge of cultural needs of Aboriginal people and communities to provide culturally safe support within a health service or an interest and willingness to learn
- Knowledge of the local Aboriginal community and issues affecting their health and well-being or an interest and willingness to learn
- Highly developed interpersonal skills
- The ability to work effectively as part of a diverse team and also work autonomously as required
- Demonstrated capacity, skills and expertise in working with clients with multiple and complex needs
- Excellent communication and organisational skills
- Conflict resolution skills
- A Victorian Driver Licence is required
- Demonstrated knowledge and proficiency in computer skills
- A satisfactory Police Check and Working with Children Check is required prior the appointment
- Demonstrated ability to undertake bio-psychosocial assessments, case management, consultation and therapeutic treatment services to children, young people and their families presenting with mental health difficulties.
- Postgraduate clinical experience and/or postgraduate training in child and adolescent mental health or an allied field. This includes assessment, treatment, and consultation with individual clients and their families as well as broader systemic and community interventions.
- Demonstrated ability in providing clinical care and evidence based interventions for young people experiencing mental illness, preferably in a community health setting.
- Demonstrated ability to implement treatment and group programs for young people and their families.
- Knowledge of relevant legislation pertaining to working in mental health, e.g. Mental Health Act, Children, Youth and Families Act, etc.
- Sound knowledge of the relevant legislation and frameworks for recovery oriented practice pertaining to working in mental health and with children, youth and families

Desirable

- Post-graduate training and qualifications in relevant Mental Health field such as Developmental Psychiatry Course, Family Therapy or Child and Adolescent Psychotherapy
- People of Aboriginal or Torres Strait Islander descent are strongly encouraged to apply