



Job Description Form

Generic - Aboriginal Mental Health Worker

Mental Health, Alcohol and Other Drugs

Position details

Classification Level: 4

Award/Agreement: PSA 1992 / PS CSA 2019

Position Status: Permanent

Organisation Unit: Corrective Services / Offender Services / Mental Health, Alcohol and Other Drugs

Physical Location: Metropolitan

Reporting relationships

Responsible to: 015363 Nurse Unit Manager MHAOD – SRN4

This position: Generic - Aboriginal Mental Health Worker - Level 4

Direct reports: NIL

Overview of the position

The Mental Health Alcohol and Other Drug (MHAOD) Branch of Offender Services Directorate delivers mental health and alcohol and other drug healthcare to some of the most vulnerable and high risk individuals in the State. The MHAOD staff work to improve MHAOD patient outcomes and reduce associated harm and risks as far as possible.

MHAOD services are delivered by multidisciplinary teams made up of highly specialised staff including nurses, consultant psychiatrists, psychologists, social workers, Aboriginal mental health workers and prison support officers.

The Aboriginal Mental Health Worker (AMHW) works as a member of the MHAOD team to enhance the accessibility of mental health services to Aboriginal people and participates in the development, planning, delivery and evaluation of care and management planning and delivery with special reference to the needs of Aboriginal people.

Job description

As part of the MHAOD team, the successful applicant will be expected to:

- Work to improve communication and model integrity and respect in all interactions

- Operate within the Department's Corporate Governance Framework, policies and procedures and ensure effective transparency and accountability of all Department activity
- Operate within the chain of command to coordinate activities required to meet the Department's strategic objectives
- Work collaboratively to achieve common goals and best practice and facilitate business improvements as appropriate
- Facilitate cultural and management reforms within the Department through leadership and engagement
- Represent the Department's interest on committees and working groups as required.

Role specific responsibilities

- Works as part of the MHAOD team to enhance the provision of appropriate mental health assessments, crisis intervention and treatment for complex cases within the AOD rehabilitation environment.
- Provides cultural awareness training to the mental health team and advice on local family issues.
- Supports and advocates for Aboriginal patients and their families with MHAOD service participation and educates Aboriginal patients in the benefits of involving themselves in their ongoing treatment.
- Contributes to the development and delivery of appropriate prevention and early intervention programs.
- Maintains adequate records and collates statistical data in accordance with the requirements of the MHAOD team.
- Supports clients to have access to ordinary employment, voluntary work, and work experience and to develop further education opportunities.
- Advises and assists the mental health services in liaising and developing partnerships with Aboriginal health and community organisations.
- Participates in the development, planning and evaluation of mental health service and makes recommendations with special reference to the needs of Aboriginal clients, families and communities.
- Acts as a primary Case Manager for inmates requiring cultural mental health support.
- Co-leads and/or participates in case conferences and meetings.

Other:

- Maintain focus on the Department's goals concerning safety, security and rehabilitation;
- Other duties as required in accordance with strategic objectives, business plans, local workload priorities and performance management plans.

Job related requirements

In the context of the role specific responsibilities, the ability to demonstrate the following skills, knowledge and experience.

Shapes and Manages Strategy

The ability to; understand the reasons for decisions and how they are related to their work, understand the work environment and identify issues that may impact own achievement and contributes to team planning, draw on information from a range of sources and to use common sense to analyse what information is important, anticipate issues that could impact on tasks and identify risks and uncertainties in procedures and tasks are all important for this role.

Achieve Results

The ability to; monitor progress against performance expectations to ensure deadlines are met, communicate outcomes to supervisor, apply and develop capabilities to meet performance expectations, demonstrate knowledge of new programs, products or services relevant to the position, work to agreed priorities, outcomes and resources and be responsive to changes in requirements are fundamental to this role.

Builds Productive Relationships

The capacity to; build and maintain relationships with team members, other teams, colleagues and clients, share information with team members, seek input from others, contribute to team discussions and ensure that others are kept informed, maintain an awareness of personalities, motivations and diverse qualities, treat people with respect and courtesy and an ability to act on constructive feedback.

Exemplifies Personal Integrity and Self-Awareness

An ability to; listen when own ideas are challenged, provide accurate advice to colleagues and clients and to check and confirm the accuracy of information prior to release, take responsibility for mistakes and learn from them, acknowledge when in the wrong, seek advice and assistance from colleagues and supervisor when uncertain. Engage with risk by providing accurate information, seeking guidance when required and reporting potential risk issues to supervisor.

Communicates and Influences Effectively

A demonstrated ability to; structure messages clearly and succinctly orally and in writing, focus on gaining a clear understanding of others comments by listening and questioning for clarity, check that own views have been understood, listen to differing ideas to develop an understanding of the issues are essential in this role.

Role Specific Criteria

Essential:

- Ability to provide expert advice and meaningful interactions with Aboriginal patients.
- An understanding of the impacts of mental health disorders, alcohol and other drugs issues and experience providing dedicated rehabilitation strategies and support.

- Demonstrated previous experience as an Aboriginal mental health worker or practitioner in the community setting.
- Formal qualifications in mental health or other relevant post-secondary health qualifications.

Desirable:

- Ability to understand and / or speak an Aboriginal language or languages.
- Knowledge in relation to the principles of community assessment and community development.

Special requirements/equipment

- A member of the Aboriginal Community [Section 50 (d) and Section 27 (2)] of the Equal Opportunity Act].

Certification

The details contained in this document are an accurate statement of the duties, responsibilities and other requirements of the job.

Director Mental Health AOD

Signature: _____ Date: 08-06-2020

HR certification date: June 2020