



JOB DESCRIPTION FORM

Section 1 - POSITION IDENTIFICATION

		Position No: Title: Classification: Award/Agreement:	614167
Division:	Kimberley		Aboriginal Mental Health Worker
Branch:	Kimberly Mental Health & Drug Service		HSO Level G4
Section:	Aboriginal Mental Health		Health Salaried Officers Agreement

Section 2 - POSITION RELATIONSHIPS

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graph TD
    A["This position  
Title: Aboriginal Mental Health Worker  
Classification: HSO Level G4  
Position No: 614167"] --> B["Responsible to  
Title: Aboriginal Mental Health Coordinator  
Classification: HSO Level G7  
Position No: 614165"]
    B --> C["Responsible to  
Title: Regional Manager KMHDS Broome  
Classification: HSO Level G10  
Position No: 200368"]
    B --> D["Other positions reporting directly to this position:  
Title  
Psychosocial Rehab Worker  
IMHW – Derby – Multiple  
IMHW – Broome – Multiple  
IMHW – Kununurra – Multiple  
Senior Aboriginal Mental Health Worker – Multiple  
Aboriginal Mental Health Worker – Multiple  
Snr Program Officer – Aboriginal MH – Multiple"]
  
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Section 3 - KEY RESPONSIBILITIES

Works as a member of the multidisciplinary regional mental health team and enhance the accessibility of mental health services to Aboriginal people and communities.

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The WA Country Health Service (WACHS) is the largest country health system in Australia and one of the biggest in the world, providing health services to over half a million people, including over 50,000 Aboriginal people, over a vast two and a half million square kilometres area.

WA Country Health Service hospitals handle almost as many births as the State's major maternity hospital – and 40% of the State's emergency presentations. The range of health services provided include acute inpatient and emergency care, population and public health, mental health, Aboriginal health, aged care and includes increasing number of services provided by telehealth video-conferencing.

Our dedicated and committed staff work hard to fulfil our vision of Healthier country communities through partnerships and innovation, to deliver health services that support the health and well-being of individuals and communities in rural and remote Western Australia.

OUR MISSION

To deliver and advance high quality care for country WA communities

OUR VISION

To be a global leader in rural and remote healthcare

OUR STRATEGIC PRIORITIES

Caring for our patients - Providing safe, patient-centred care, ensuring the needs of our patients are at the core of everything we do

Addressing disadvantage and inequity - Delivering focussed and accessible services for those who need it most

Building healthy, thriving communities - Supporting country people to be as healthy as they can be and continuing to play our part in the economic and social viability of country communities

Delivering value and sustainability - Ensuring that the services we provide are sustainable and we are transparent about our performance

Enabling our staff - Supporting our staff to deliver great care, empowering them to learn, grow, innovate and lead

Leading innovation and technology - Embracing innovation and technology to create a safer, more connected and equitable health system

Collaborating with our partners - Partnering to deliver more integrated services that improve patient outcomes and experience, giving consumers more choice and control

OUR VALUES

Community – We live and work in country communities. We are invested in the health, wellness and viability of country communities and the vibrancy, diversity and future of country WA.

Compassion – We are inclusive, respectful, and considerate. We care deeply about the people in our care and country communities.

Quality – We provide safe, high-quality care, constantly striving to innovate, improve and achieve trust in our care.

Integrity – We bring honesty, collaboration and professionalism to everything that we do.

Equity – We are passionate about fairness in healthcare for all Western Australians, especially the most vulnerable and disadvantaged people and communities.

Curiosity – We continually enquire and seek to understand, using the best evidence, insight and research to improve care.

WA Country Health Service – KIMBERLEY

14 December 2020

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TITLE	Aboriginal Mental Health Worker	POSITION NO	614167
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Section 4 - STATEMENT OF DUTIES

Duty No	Details	Freq	%
1	CLIENT AND TEAM SUPPORT		60
1.1	Works co-operatively with other members of the mental health clinical team to enhance the provision of appropriate mental health assessment, crisis intervention and treatment for individuals, families and Aboriginal communities throughout the Region.		
1.2	Provides advice to the mental health team on Aboriginal cultural and local family issues.		
1.3	Supports Aboriginal clients and their families in their concerns with mental health services and educates Aboriginal people in the benefits of involving themselves in their ongoing treatment.		
1.4	Contribute to the development and delivery of appropriate illness-prevention and early intervention and mental health programs.		
1.5	Maintain adequate records and collate statistical data in accordance with State and WACHS policy requirements.		
1.6	Assist people in communicating their opinions and feelings freely and to utilise local advocacy organisations where appropriate.		
1.7	Support people to have access to ordinary employment, voluntary work, work experience and to develop people's further education opportunities.		
1.8	Work with case managers in delivering care plans.		
2	COMMUNITY LIAISON CONSULTATION		15
2.1	Acts as a cultural advocate and assist consumers and carers/families in advocating on their own behalf.		
2.2	Advise and assists the mental health services in liaising and developing partnerships with Aboriginal health and community organisations.		
2.3	Fosters the development of Aboriginal consumer/community involvement in the Region.		
3	EDUCATION AND TRAINING		10
3.1	Contribute to cross cultural training for all regional staff for relevant government and non-government agencies and Aboriginal communities.		
3.2	Assist the research and development of appropriate assessment tools and Treatment approaches.		
3.3	Assist in developing and implementing mental health community development programs in consultation with community members and service providers throughout the region.		
4	PLANNING		10
4.1	Contribute to the development of policy, procedures and resourcing in relation to Aboriginal mental health.		
4.2	Participate in the development, planning and evaluation of mental health services with special reference to the needs of Aboriginal clients, families and communities.		
5	OTHER		5
5.1	Carries out other duties as required.		

The occupant of this position will be expected to comply with and demonstrate a positive commitment to the WACHS values and the highest achievement in demonstrating positive commitment to Equal Employment Opportunity, Occupational Safety & Health, Public Sector Standards, Code of Conduct, Code of Ethics, Quality Improvement, Performance Management, Customer Focus, Disability Services Act and Confidentiality throughout the course of their duties.

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Section 5 - SELECTION CRITERIA

ESSENTIAL:

1. Pursuant to Section 50(d) of the Equal Opportunities Act, the occupant of this position must be of Aboriginal descent.
2. A working knowledge of Aboriginal family structure.
3. Demonstrated knowledge and understanding of Aboriginal culture, customs and history.
4. An understanding of the practical emotional impact of mental disorders on individuals and their families.
5. Effective communication skills (verbal and written) and ability to communicate effectively with Aboriginal and Non-Aboriginal people.
6. Experience in human services that indicate a capacity to develop skills in dealing with people with serious mental health disorders.
7. Demonstrated ability to work effectively and efficiently as a team member in a multidisciplinary team.
8. Possession of a C Class driver's Licence.

DESIRABLE:

1. Formal qualifications in mental health or other relevant post-secondary health qualifications
2. Ability to understand and / or speak an Aboriginal language or languages.
3. Knowledge in relation to the principles of community assessment and community development.
4. Willingness and ability to use computer based programs.
5. Current knowledge and commitment to Equal Opportunity in all aspect of employment and service delivery.

Section 6 - APPOINTMENT FACTORS

Location	Kimberley	Accommodation	As per WACHS Kimberley policy
Appointment/ Allowances Conditions	Where applicable - District Allowance, Annual Leave Travel Concession, one week additional Annual leave for above the 26 th parallel, air conditioning subsidy. Appointment is subject to: <ul style="list-style-type: none"> • Successful Working With Children Check • Evidence of a current C class driver's licence and ability to travel within the region as required including overnight stays • Provision of the minimum identity proofing requirements • Successful Criminal Record Screening clearance • Successful Pre-Employment Health Assessment • Successful WA Health Integrity Check 		
Specialised equipment operated			

WA Country Health Service – KIMBERLEY

14 December 2020

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Section 7 - CERTIFICATION

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

Signature and Date: ____/____/____

Regional Manager
Kimberley Mental Health and Drug Service

Signature and Date: ____/____/____

Regional Director
WACHS Kimberley

As occupant of the position I have noted the statement of duties, responsibilities and other requirements as detailed in this document.

Name	Signature	Date Appointed	Date Signed