

POSITION DESCRIPTION AND SELECTION CRITERIA

PARLPURU NINJI KARI - HEALTH SERVICES SECTION

POSITION: THERAPUTIC WORKER

POSITION NO:	Clinic (A) - 6	POSITION DESCRIPTION REVIEWED:	Nov 2018
REPORTS TO:	Health Services Section Manager and through them to the General Manager.		
LEVEL:	Admin Level 7.3 – 9.5 \$77,226 - \$125,334pa Level based on qualifications and experience.		
Conditions:	1 – 2 year contract. 3 month mandatory Probation Period. 6 weeks pro rata annual leave with 17.5% leave loading. 10 days sick leave per annum, pro rata. 9.5% employer superannuation. ADO's.		
Relocation:	Where applicable, please contact HR Office for further details.		
Accommodation:	Where applicable, please contact HR Office for further details.		
Vehicle:	A vehicle does not come with this position. However, a pool of vehicles are provided within each Section for business purposes only. Use and maintenance of these vehicles will be in accordance with the Anyinginyi Motor Vehicle Policy. You must be in possession of a validated licence at all times.		
Dental:	Free General Dentistry is offered to Anyinginyi employees, any Laboratory work must be paid for by the employee.		
Gymnasium:	Free gym membership is offered to all Anyinginyi employees only.		
Prescriptions:	Free general prescriptions for Anyinginyi employees only.		
Ochre Card:	It is compulsory to be in possession of an Ochre Card or have the ability to apply for one prior to commencement of employment.		
National Police Check:	Where applicable, please contact HR Office for further details.		

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Hours of Work:

Monday – Friday, excluding public holidays
8.00am – 5.00pm Accrued Day Off (ADO) access
8.24am – 5.00pm – no ADOs access.

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OUTLINE OF POSITION OBJECTIVES AND RESPONSIBILITIES

Primary Objectives

To deliver on Anyinginyi Health Aboriginal Corporation's (Anyinginyi's) mission: *to be a provider of high quality holistic primary health services featuring prevention and treatment in the Barkly region in a culturally responsive way.*

To provide leadership and sound psychological services, therapy and care, in addressing the needs of clients using the bio-psychosocial model that:

- Respects the distinctive rights of the Aboriginal and Torres Strait islander community of the Barkly Region in relation to status, language and cultural obligations.
- Is responsive and provided in a way that gives priority to the Aboriginal community of the Barkly Region.
- Provides evidence-based culturally appropriate and responsive interventions, reflecting the 'worry model' of care (including assessment, therapy and case management) with individuals and families.
- Facilitates the development of Mental Health Care Plans for eligible clients, as well as the provision of coordinated clinical care and treatment for referred clients.
- Follows defined service quality standards and relevant workplace health and safety policies and procedures to ensure high quality, safe services are being provided within a safe workplace.
- Utilises professional communication and conflict resolution skills with team members, using various therapeutic modalities, including group learning circles, individual, child, family and couple's counselling, and family support services.
- Maximises community and individual self-reliance, self-care and participation.
- Involves collaboration with other agencies and sector to support an integrated referral and advocacy system.
- Incorporates specialist outreach services.
- Involves documentation and procedural adherence, including Medicare billing.

Responsibilities

- Maintain quality of practice knowledge, skills and expertise through active participation in professional development, including current registration with AHPRA, meeting the continuing professional development standards set by AHPRA, and meeting any other mandatory registration standards.
- Provide evidence-based culturally appropriate interventions, including management and assessment of psychological and behavioural health needs for individuals, groups and families.
- Maintain the Anyinginyi client registration in accordance with client information system under requirements of the ITC Arrangements Activities guidelines and reporting requirements – Communicare as well as Medicare Closing the Gap (CTG) e-PIP guidelines.
- Adhere to procedural processes and practices relevant to in patient records using Communicare, including Medicare billing.
- Ensure the referral to and development of Mental Health Care Plans for eligible clients and facilitate the provision of coordinated clinical care and treatment for referred clients.

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- Follow defined service quality standards and relevant workplace health and safety policies and procedures to ensure quality and safe services are provided within a safe workplace, including identifying and managing risk or potential risk to staff and clients to reduce immediate concerns.
- Facilitate activities, programs and supports that enhance the delivery of responsive alcohol and other drugs services in alignment with Anyinginyi Board's Strategic Plan and associated National Standards and Frameworks, for example the *Australian National Drug Strategy 2010-2015*.
- Work with evaluation frameworks that monitor, assess and review the implementation and delivery of responsive models of treatment and care for Aboriginal and Torres Strait individuals and families, encompassing their overall social and emotional wellbeing.
- Develop and maintain strong collaborative partnerships with key stakeholders and service providers in the Barkly Region with a focus on adopting a holistic approach to ensure agencies are working together to address key responsibilities of this position.
- Organise and participate in clinical supervision to ensure therapeutic interventions to clients are continuously provided to expected high standards.
- Actively contribute to strengthening the level of access to programs and service delivery for individuals and families across the Barkly Region through effective planning, development and implementation of activities, including identifying trends, gaps, needs and issues to support the key statement and key responsibilities of this position.
- Collate and collect data and information that informs, supports and enables the Section Manager to complete reports in a timely manner to funding bodies. This data may include client files or other documents, narratives or statistics as required.
- Uphold the vision, mission and priorities of the Corporation as determined by the Board of Directors and outlined in its Strategic Plan.
- Foster a professional and culturally safe environment.
- Work within limits of confidentiality and privacy appropriate to this position.
- Promote alcohol, tobacco and other drugs free workplace strategies and exemplify aligned behaviours.
- Work effectively as a member of a culturally responsive multi-disciplinary team.
- Make appropriate referrals to other response teams and seek resources to aid team members and community residents.
- Participate in staff training and development, organisation-wide and team meetings, collaborative planning activities and other meetings or activities or as directed by the Section Manager.
- Travel to remote communities may be required.
- Undertake other duties as necessary.

Decision making

This position reports to the Section Manager, Health Services Section, and will consult with both the Practice Nurse Manager and the Section Manager in undertaking responsibilities, making recommendation to achieve the aim of the responsibilities of this position as well as achieving the goals of the organisation.

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Clinical Psychologist – Nov 2018 – Version 2.3

SELECTION CRITERIA

ESSENTIAL

To be successful in this role, you will need to evidence the following essential capabilities and competencies:

- **Qualifications and Certifications**

1. Post Graduate registered Psychologist/Clinical Psychologist.
2. Current registration to practice as a Psychologist/Clinical Psychologist with the Australian Health Practitioner Regulation Agency (AHPRA).
3. Registered as a provider through Medicare, or capacity to achieve this capability.
4. A current Northern Territory Driver's Licence or ability to obtain one.

- **Experience**

5. Demonstrated understanding of the philosophy governing independent Aboriginal community-controlled organisations.
6. Evidenced understanding of the Primary Health Care system and key issues relevant to closing the gap in health outcomes for Aboriginal and Torres Strait Islander peoples, including the ability to support the delivery of culturally responsive programs and services with an understanding of the importance of traditional cultures, values and protocols.
7. Demonstrated high level interpersonal and communication skills, written and verbal, to communicate sensitive and complex information while having knowledge of current practice and theories as well as Aboriginal family dynamics and culture, and applying these theories and practices in a remote context.
8. Demonstrated ability to deliver a strengths-based service incorporating narrative, cognitive, solution-focused and community development approaches to vulnerable individuals and families, specifically individuals and families who have experienced longstanding and significant trauma, grief and loss, violence, suicide, family separation and breakdown, and substance abuse.
9. Demonstrated experience working in a team environment and understanding of human resources management and work health and safety requirements specifically related to remote conditions.
10. Demonstrated ability to effectively liaise with key stakeholders and build strong relationships to facilitate the achievement of business objectives, including building Aboriginal staff capacity.
11. Proven ability to be self-directed and self-motivated as well as working effectively as a member of a team.

- **Knowledge**

12. Demonstrated body of professional knowledge related to the role of a Clinical Psychologist and commitment to remaining abreast of current research and practice through memberships of professional bodies.
13. Demonstrated knowledge and understanding of the practices that underpin engagement with Aboriginal people, including community consultation.
14. Proficiency in and commitment to the use of electronic information systems for the maintenance of clinical and service delivery records.

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15. Demonstrated high level skills and knowledge of Microsoft Office applications including the ability to use client information management systems to support data collection, clinical analysis, report writing and budget activities.

DESIRABLE

- Experience and knowledge of working in remote locations.

CVs/Resumes provided to Anyinginyi will be retained on file either the successful Application Employment file for the duration of employment or on the Position Advertising file, documents are kept for a period of 7 years after cessation of employment or closure of position advertising file and then destroyed.

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