

Position title	Aboriginal Wellbeing Worker Enhanced Care	Reference	hsD Enhanced Care
Award & Classification	Award: HPSS Level: 2	Reporting to	Team Leader Enhanced Care
Location	Casuarina	Cost Centre	3413
Section	Mental Health	Program	headspace Darwin
Approved	Executive Manager, Mental Health	Date	29 th March 2019

Agency Statement

Anglicare NT is a respected provider of quality human services across urban, regional and remote areas of the Northern Territory. Our values of Integrity, Fairness, Respect, Community and Hope are demonstrated through our commitment to strength-based practice, cultural respect, child safety, social justice, community development and partnerships. We aim to make a sustainable difference in the lives of Territorians. Anglicare NT is an agency of the Anglican Church of the NT, formed to respond to the social needs of our diverse communities. We are a member of the Anglicare Australia network.

Purpose of the Position

You will provide responsive, culturally safe support to young people from Aboriginal and Torres Strait Islander backgrounds experiencing difficulties in accessing mental health care. The Aboriginal Wellbeing Worker will have the capability to respond one to one, to the unique concerns Aboriginal young people and their families face, including consideration of mental health difficulties, intergenerational trauma, alcohol and drug issues and engagement in education or employment.

The position seeks to reduce stigma, improve the mental health outcomes and enhance Aboriginal young people's engagement to access mental health care. A component of this position will be around increasing understanding of the impact of mental and physical health issues and to providing young people with a positive experience of help-seeking in collaboration with the wider headspace Darwin clinical team.

The Aboriginal Wellbeing Worker role will provide an opportunity for a health professional working competently within their scope of practice to work as a part of a multidisciplinary mental health care team linking with medical practitioners, allied health professionals, other co-located service providers and key headspace Darwin stakeholders. Partnerships with local Aboriginal workers and services will be essential in further developing support and key entry points to culturally appropriate pathways of care for young people and their families.

You will work in a professional and collaborative manner to incorporate participation of Aboriginal and Torres Strait Islander young people and their families in a meaningful and effective way into the ongoing operations of the headspace Darwin service.

You will uphold the values of Anglicare NT and provide quality services within the scope of the position and associated delegations.

Selection Criteria

Position specific requirements

1. Hold a minimum Certificate IV Mental Health or equivalent health training and experience, also a willingness to undertake further education, as required.
2. Passion, energy and determination to make a difference to mental health outcomes for young people.
3. Demonstrated skills in assessment, case formulation, advocacy in health or related field and a commitment to quality improvement with the ability to develop resources for the delivery of culturally appropriate programs.
4. Well-developed verbal communication skills with an ability to work effectively with a range of health professionals/service providers/agencies to ensure coordination of care and appropriate allied health and social services referrals for Aboriginal people in collaboration with a multi-disciplinary clinical team.
5. Demonstrated ability to work effectively in a multi-disciplinary team in a health setting and to provide cultural leadership to staff and students if required as part of the senior clinical team.
6. Excellent interpersonal and communication skills (written and verbal) to effectively liaise, build relationships and partnerships, consult and negotiate with a wide variety of stakeholders.

General Requirements

1. Demonstrated commitment to working respectfully with Indigenous and culturally and linguistically diverse clients, communities and staff.
2. Demonstrated capacity and willingness to adhere to legislation, Anglicare NT policies and procedures and a commitment to EEO, WHS, risk management and quality improvement practices.
3. Northern Territory Working with Children Clearance (Ochre Card).
4. National Police Criminal History Report (less than three months old) with acceptable outcome.
5. Northern Territory Driver's Licence.
6. First Aid Certificate (or willingness to obtain if required).

Key Accountabilities and Responsibilities

1. Clinical & Community Practice:

Within a multi-disciplinary team, work collaboratively with all relevant internal and external stakeholders, to support greater access and engagement of young Aboriginal people and their families accessing mental health care:

- Provision of mental health assessment, brief interventions and support to young Aboriginal people, their families and support networks in collaboration with clinical staff.
- Work collaboratively within a multidisciplinary team to support decision making processes relating to young Aboriginal people and their families.
- Support the development of activities of daily living for young Aboriginal people.
- Facilitate a range of tailored responses that meet the individual's assessed mental health care needs.
- Support young Aboriginal people to feel comfortable and safe to engage with health professionals and the environment in which services are delivered.
- Where indicated, support and encourage Aboriginal young people to develop links with other services and/or communities.
- Develop and deliver age and developmentally appropriate individual and group work activities that enhance the mental health resilience of Aboriginal young people in the local community in

collaboration with other headspace Darwin staff.

- Facilitate targeted health promotion activities, community engagement and cultural connectedness.
- Ability to work flexibly to respond to the needs of Aboriginal young people and their families. This may include presentations and secondary consultation with other service providers.
- Capacity to work outside of a structured environment for the engagement of young Aboriginal people and their families or key stakeholders i.e. outreach to local organisations or schools.
- Model appropriate behaviour and facilitate positive communication between and with young Aboriginal people.
- As required, advocate on behalf of Aboriginal young people; liaise, engage and consult with local stakeholders including schools, community organisations, service providers, Aboriginal health and medical services and communities.
- Develop, maintain and strengthen relationships in the youth and mental health sectors to provide information about the services delivered at headspace and work with other organisations to improve the mental health and wellbeing of young people in the greater Darwin region.

2. Team Involvement

- Actively participate in multidisciplinary team decision making around the clinical care of Aboriginal young people that is inclusive of family and support networks.
- Actively contribute to a positive work culture.
- Liaise with internal Anglicare NT, headspace Darwin and headspace National Office staff.

Other Duties and Requirements

- Comply with Federal, NT and Local Government legislation, regulations, permits and / or by laws.
- Adhere to Anglicare NT delegations, policies and procedures and general conditions of employment.
- Model Code of Conduct by working cooperatively and effectively with clients, colleagues, management and external stakeholders.
- Comply with funding contracts, operational guidelines, budgets, approved work plans, data collection, reporting requirements and task directives.
- Comply with Anglicare NT's WHS requirements – remain vigilant about the potential for client / customer related behavioural risks and contribute to a safe working environment.
- Support organisational activities linked to Anglicare NT's Reconciliation Action Plan (RAP) including undertaking Aboriginal and Torres Strait Islander cultural competency training.
- Maintain confidential client, personnel and organisational information in line with legislative and organisational requirements.
- Work collaboratively with team members to address service improvement requirements resulting from client complaints, stakeholder feedback and / or internal or external evaluation processes.
- Keep up to date (read) with emails, staff meeting records, AngliShare (intranet) updates and maintain your knowledge of policy and procedures.
- Contribute to organisational planning and review days, promotional activities, key events and quality improvement and accreditation processes as required.
- Participate constructively in supervision, performance reviews, professional development and training as required.
- Maintain attendance, leave and higher duty records in accordance with Anglicare NT's procedures and lodge within specified timeframes for each pay period.

- Other suitable duties as directed from time to time within skill set, knowledge and scope of practice.

Delegation of Authority

Expenditure, Operational / Administrative, Personnel, Management and Legal – as per current Delegation of Authority Schedule (endorsed by the Board and periodically updated).