

Position title	Family Worker	Reference	EP:CCT:DWN
Reporting to	Team Leader, Functional Recovery Program	Location	Darwin
Division	Mental Health	Section	headspace Early Psychosis
Approved	November 2019	Date	December 2019
Comments:			

Organisation Statement

Anglicare NT is a respected provider of quality human services across urban, regional and remote areas of the Northern Territory. We demonstrate our values of Hope, Kindness, Respect, Fairness and Integrity through strength-based and trauma informed practice, cultural respect, child safety, social justice, community development and partnerships. Anglicare NT was formed by the Anglican Diocese of the NT to respond to the social needs of our diverse communities.

Purpose of the Position

You will be responsible for the oversight of the family work model being implemented. This role involves provision of psychoeducation forums, direct clinical treatment for young people and their families/significant others, support and training for clinicians in family work best-practice interventions; and the ongoing development and provision of family work clinical service model for a collaborative and phase-based approach with families. Knowledge of and experience in implementing the Australian Early Psychosis family work model and other evidence-based family interventions would be highly advantageous. You will also coordinate the Family Mentor program. Family Mentors have a lived experience of supporting a young person who has experienced psychosis and use their lived experience in helpful ways to support families. Types of support they provide families include debriefing, encouraging self-care, encouraging contact with the treating team, promoting help seeking and providing resources. headspace Darwin is committed to providing person-centred, youth friendly services that facilitate a culture of strong family involvement.

In this role, you will be well supported through an outcome-orientated multi-disciplinary team structure with opportunities for professional development. 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. Approved tertiary qualifications in a relevant allied health discipline and current membership with AHPRA, or membership of and adherence to the AASW standards for social workers. Postgraduate qualifications in Family Therapy and or family counselling or equivalent training preferred.
2. Demonstrated advanced practice skills providing a range of family work interventions and approaches within a mental health setting including providing family systems approaches, CBT, or other evidence-based approaches.
3. Excellent mental health clinical skills for engagement, assessment, a holistic care approach, crisis response, case management, therapeutic interventions, as well as individual, family and group, therapeutic interventions for young people and their families presenting with a range of emotional, social or developmental difficulties, including psychosis and alcohol and other drug issues.
4. Demonstrated passion and commitment to improving the social and emotional wellbeing of young Aboriginal people and their families.
5. Demonstrated ability to work within structures of supervision and clinical accountability in line with the National Standards of Mental Health Services and all relevant NT legislation and service procedures.
6. Excellent interpersonal skills with the ability to consult, support and collaborate with young people, family members, members of the general community and other professionals
7. Ability to function independently and seek guidance and support when necessary as part of a multidisciplinary team with a "can do" attitude with a positive hopeful and optimistic outlook

General Criteria

1. Demonstrated commitment to work respectfully and inclusively with Aboriginal and Torres Strait Islander and culturally and linguistically diverse people.
2. Demonstrated adherence to legislation, 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. Ability to meet 100-point ID and additional visa / overseas work compliance measures.
6. Northern Territory Driver's Licence.
7. First Aid Certificate (or willingness to obtain within agreed timeframe).

Key Responsibilities

1. Clinical Practice and Family Work

- Provide oversight and direction for the family work model across the clinical program and facilitate a culture that is inclusive and collaborative with families/significant others to ensure that family work is embedded within the headspace Early Psychosis program and the broader headspace service.
- Development of expertise in the Australian Early Psychosis Program Family Work approach in order to identify opportunities, goals and strategies for evidence-based family work across different phases of recovery.
- Ability to maintain the philosophy, standards and policies of the Australian Early Psychosis Program (AEPP) model of care within headspace Early Psychosis, to promote the recovery of young people, and to create a team culture underpinned by hope, optimism and a recovery framework.
- Provide family work expertise in collaboration with Early Psychosis clinicians in their work with families through contribution in clinical reviews, consultations with individual clinicians and directly supporting clinicians in their ongoing family work.
- Coordinate and facilitate the Family Connections Group and seek to involve Family Mentor/s and other staff within headspace Darwin (This group is typically run during extended business hours in the evening).
Commitment to best practice and evidence-based frameworks for improving the social and emotional wellbeing of Aboriginal families in the Greater Darwin Region

2. Communication and Team Work

- Demonstrate positive team behaviours that contribute to a high performing, engaged youth friendly, family-inclusive, optimistic and hardworking team.
- Facilitate a culture that emphasises family involvement through actively seeking to engage families and other support people in treatment, planning and review processes through all phases of recovery for a young person.
- Commitment to contributing to quality improvement projects, including continuing to improve and streamline clinical systems, and mental health research.

Collaborate and work in partnership with professionals from other disciplines across all headspace Darwin, Anglicare NT services and other agencies. Be available as required to ensure resources and rosters are sufficiently flexible and efficient to meet workflow demands and assertive engagement of young people and families.

3. Family Mentor Program

- Provide supervision and line management duties for Family Mentor/s, including providing/coordinating appropriate training, coordination of shift rosters and support referral and intake processes for the family mentor program.

Promotion of the Family Mentor Program within the headspace Early Psychosis team.

General Requirements

- Comply with Federal, NT and Local Government legislation, regulations, permits and / or by laws.
- Adhere to delegations, code of conduct, policies, procedures and general conditions of employment.
- Work within contract, program / project parameters and scope of practice.
- Comply with program guidelines, work plans, budget, data and reporting requirements.
- Comply with WHS requirements – remain vigilant and contribute to a safe working environment.
- Embrace organisational values, work cooperatively and help sustain a respectful workplace.
- Support and mentor work colleagues by sharing your skills, knowledge and strengths.
- Help implement our Reconciliation Action Plan and build an inclusive and culturally competent workforce.
- Maintain confidential client, staff and organisational information in line with requirements.
- Keep up to date with workplace communications, staff meeting records and the intranet.
- Contribute to planning, evaluation and continuous quality improvement activities.

- Participate in supervision, performance reviews and undertake approved training.
- Maintain attendance, payroll and leave records in accordance with procedures.

Delegation of Authority

As per Board approved Delegation of Authority Schedule and aligned position classification (noting content will updated from time to time).