

	<b>Position Title: Aboriginal Clinician</b>		<b>Team: Aboriginal Team</b>	<b>Region: Take Two</b>
	<b>Supervisor: Clinical Team Leader</b>	<b>Delegations and Authorities:</b> In Line with Delegations Policy	<b>Band: (A-F) A</b>	<b>Date Completed: 4 February 2016</b>

## ORGANISATIONAL INFORMATION

OUR VISION AND FOCUS		ROLE CONTEXT
<p><b>All children should have a good childhood, growing up feeling safe, nurtured and with hope for the future.</b></p> <p>Berry Street chooses to work with children, young people and families with the most challenging and complex needs. We work across metropolitan, regional and rural Victoria.</p> <p>To achieve our Vision, Berry Street delivers a wide variety of programs, from those aimed at strengthening families and communities through to those that focus on helping people recover from the trauma of violence, abuse and neglect.</p> <p>We also engage government, other community organisations and the general public in child-focussed advocacy and knowledge sharing.</p>		<p><b>TAKE TWO</b> is a state-wide service established to provide high quality therapeutic services to children and young people who have suffered significant abuse or neglect and are clients of Child Protection.</p> <p>There are Take Two teams located in each DHS division, and the Aboriginal Team supports the work with Aboriginal and Torres Strait Islander children, young people and their families across the state.</p>
OUR VALUES		PRIMARY OBJECTIVES OF THE ROLE
<p><b><i>Berry Street expects all staff to apply these Values in all aspects of their work.</i></b></p> <p><b><i>Courage:</i></b> To be the best we can be and to never give up</p> <p><b><i>Integrity:</i></b> Expect a personal and organisation commitment to honesty</p> <p><b><i>Respect:</i></b> Acknowledge the importance of each person's heritage, traditions, identity, needs and aspirations</p> <p><b><i>Accountability:</i></b> Be responsible for our own actions</p> <p><b><i>Working Together:</i></b> Work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>		<p>Aboriginal Clinicians are primarily responsible for ensuring that high quality clinical services are delivered to Aboriginal and Torres Strait Islander clients of Take Two. They are also responsible for providing good quality clinical reports in a timely manner and ensuring that client data is reported and maintained according to Australasian standards.</p> <p>Aboriginal clinicians are also responsible for assisting the Clinical Team Leader to provide consultation and training to increase awareness in the development of culturally appropriate assessment and treatment for Aboriginal and Torres Strait Islander children, young people, their families and Communities.</p>
		REPORTING RELATIONSHIPS
		<p>This role is based at our Eaglemont office. It is part of the broader statewide Aboriginal Team. The clinician will report to the Clinical Team Leader who provides clinical supervision and support.</p> <p>This position is fixed term for 12 months (until March 2017).</p>

## KEY SELECTION CRITERIA

KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE	
<ul style="list-style-type: none"> <li>• Knowledge and experience in working with Aboriginal and Torres Strait Islander clients, and a demonstrated ability to form effective working relationships with Aboriginal and Torres Strait Islander community.</li> <li>• An understanding of the complexity of the service system and the issues involved in providing services to statutory clients</li> <li>• An understanding of the complexity of issues that impact on Aboriginal and Torres Strait Islander people and their Communities.</li> <li>• Demonstrated ability to provide direct service in the clinical assessment and treatment of Aboriginal and Torres Strait Islander children, young people and families; and to comply with service delivery towards output and outcomes requirements.</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrated ability to provide secondary consultation and advice to clinicians, non-clinical staff, carers and family members.</li> <li>• Demonstrated commitment to working collaboratively and the capacity to negotiate and liaise with DHS, other agencies, Aboriginal Community Controlled Organisations and the Aboriginal and Torres Strait Islander community.</li> <li>• Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.</li> <li>• Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).</li> <li>• Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.</li> </ul>
QUALIFICATIONS AND OTHER REQUIREMENTS	DESIRABLE
<ul style="list-style-type: none"> <li>• Tertiary qualification in Psychology, Social Work or related discipline. NB: Applicants who do not hold a relevant tertiary qualification will be employed at the graduate/intern level, which involves significant supervision (including co-work and observation) to ensure clinically sound practice and documentation.</li> <li>• Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances.</li> </ul>	<ul style="list-style-type: none"> <li>• Aboriginal and Torres Strait Islander people are strongly encouraged to apply for this position.</li> <li>• Post Graduate training is preferred.</li> <li>• Experience of working within the CQI frameworks of the Australian Council of Healthcare Standards would be an advantage.</li> </ul>

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITY
<b>Service Delivery</b>	<ul style="list-style-type: none"> <li>• Contribute to the delivery of clinical services of assessment and treatment to Aboriginal and Torres Strait Islander Children referred to <b>TAKE TWO</b>.</li> <li>• Provide secondary consultation and training concerning the cultural and mental health needs of Aboriginal and Torres Strait Islander children, Families and Communities.</li> <li>• Develop and maintain relationships with TAKE TWO regional teams, Aboriginal Community Controlled Organisations, and other relevant services within the relevant regions.</li> <li>• Assist in the development of quality assurance and quality improvement cultural frameworks for clinical service delivery.</li> <li>• Maintain collaborative working relationships with services and supports for Aboriginal and Torres Strait Islander clients.</li> <li>• Meet all <b>TAKE TWO</b> documentation standards and requirements.</li> <li>• Participate in supervision (clinical and cultural), <b>TAKE TWO</b> meetings and training, and other meetings as appropriate.</li> <li>• Keep abreast of relevant theoretical, legislative and policy development.</li> <li>• Other duties as directed.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Support the Manager and Clinical Team Leader in implementation of the research, development, training and Aboriginal service work of <b>TAKE TWO</b> within the relevant regions.</li> <li>• Assist the Clinical Team Leader in the tracking of all client outcomes and the seeking of relevant stakeholder feedback.</li> <li>• In conjunction with the Clinical Team Leader, ensure that client information is managed in accordance with Australasian standards.</li> <li>• Self manage risk and safety in clinical practice and work environments.</li> <li>• Berry Street supports White Ribbon, Australia's campaign to stop violence against women. There is an expectation that staff never commit, excuse or remain silent about violence against women.</li> </ul>

## **CONDITIONS OF EMPLOYMENT**

1. This position is for 76 hours per fortnight and is fixed term for 12 months (until March 2017).
2. You will initially be employed at Eaglemont. You may be required to work from other Berry Street sites (on a temporary or permanent basis) as directed from time to time.
3. Terms and conditions of employment are in accordance with the Berry Street Victoria Enterprise Agreement, which includes above Award payments and eligibility for remuneration packaging. Salary packaging is available to full-time and 0.8 staff to a maximum value of \$15,900 and a maximum value of \$12,000 to all other permanent part-time staff, in line with our Salary Packaging policy.
4. The base salary for this position is between \$61,967.36 - \$70,562.96 (dependent on experience) under the Berry Street Victoria Enterprise Agreement. The value of the salary can be increased through salary packaging.
5. This position comes with access to full private use of a Berry Street motor vehicle.
6. Superannuation will be paid according to Superannuation Guarantee into a compliant fund of your choice or into HESTA Superannuation Fund.
7. The successful applicant will be required to undergo satisfactory pre-employment checks, including two professional referees, a pre-existing injury/disease declaration, a criminal records check and proof of identity, driver's licence and qualifications.
8. The successful applicant will initially be employed for a probationary period of five months. During this period, either party can terminate employment with one week's notice. A probationary review before five months will be undertaken.
9. Agency vehicles are available for authorised use and these should be used at all times for work-related purposes, in accordance with the Berry Street Motor Vehicle Policy. However, if you are authorised to use your own vehicle for work-related purposes, you will be paid an allowance per kilometre, which includes provision for comprehensive insurance and other running costs. Berry Street is unable to insure private vehicles owned by staff and will not accept any liability for damage to any staff vehicles incurred while being used for work-related purposes.
10. Under Victorian WorkCover legislation, it is the applicant's duty to advise Berry Street of any pre-existing medical condition, which could be aggravated by the type of employment for which they are applying. The existence of a medical condition will not preclude you from employment, unless you are unable to perform the inherent requirements of the position. However failure to disclose any relevant injury or disease will jeopardise any entitlement you may otherwise have for a work-related aggravation of that non-disclosed pre-existing condition.
11. Berry Street has a smoke-free workplace policy.

## **INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT**

Following is a table that outlines the main physical and psychological requirements of the position.

<b>Element</b>	<b>Key Activity</b>	<b>Frequency</b>
<b>Work Environment</b>	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Daily
	Work office hours with the possibility of extended hours.	Regularly
	Work in an open plan office.	Could be daily
	Work in buildings which may be two-storey.	Could be daily
	Sit at a computer or in meetings for extended periods.	Daily
	Present at court and other jurisdictions.	Occasionally
<b>People Contact</b>	Liaise with government, non-government and community organisations.	Daily
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Regularly
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Regularly
	Undertake supervisory, recruitment, training and professional development activities.	Regularly
<b>Administrative Tasks</b>	Undertake administrative tasks which may include the following: computer work, writing reports, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, electronic whiteboards.	Daily
<b>Transport</b>	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regularly