

## POSITION DESCRIPTION



Position Summary	
Role Title	Mental Health Practitioner
Reports to	Clinical Team Leader
Award	Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS)
Classification	Level 6 Pay
Employment	Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/> Contract <input type="checkbox"/>
Location	Preference of applicant – Position to be based at either Sale, Bairnsdale or Lakes Entrance (Travel between locations is required)

### Our vision

Aboriginal people enjoy their culture, family, work and community life in a safe environment free from violence.

### Our mission

Prevent and eliminate family violence so that individuals, families and our communities can live free from violence. We do this through wrap-around services and programs that support healing and cultural

### Cultural statement

- Aboriginal and Torres Strait Islander peoples have the oldest continuous cultures in the world.
- YWAHS celebrates and takes pride in the rich spiritual connection, cultural values and practices of Aboriginal and Torres Strait Islander peoples.
- We celebrate the significant contributions made and cultures shared to enrich all communities.
- We acknowledge and respect the special place of the Traditional Owners.
- We appreciate and value the opportunity to live, work and thrive on their lands.

### Our principles and values

**SELF DETERMINATION** A fundamental principle and practice that supports the exercise of true freedom. Full and total control of Aboriginal and Torres Strait Islander peoples' safety, healing, connections to land, country, culture, communities, and futures.

**FREE FROM VIOLENCE** Everyone has the right to live free from family violence and the fear of family violence.

**CULTURAL RESPECT** Recognising the cultural diversity that exists among our staff, clients and their families. Respecting the rights, views, values and expectations of Aboriginal and Torres Strait Islander peoples.

**HOLISTIC APPROACH** Encompassing the wellbeing of an individual, family and community. Recognising not only the physical but the social, cultural, spiritual, emotional and environmental influences of health and wellbeing.

**INTEGRITY, TRUST and HONESTY** in all our activities. Treating everyone equally, with courtesy, honesty respect and fairness. Being non-judgemental, and modelling ethical behaviour and practice.

**ACCOUNTABILITY and PROFESSIONALISM** Commitment to delivering safe and professional services to the community. Ensuring cultural appropriateness. Respecting personal and diverse boundaries and practices. Delivering outcomes for clients, community and the organisation.

**COLLABORATIVE RELATIONSHIPS** with our clients, community, partner agencies, governments and stakeholders to ensure coordination.

**KINDNESS, COMPASSION, COURTESY and DIGNITY** in our relationships with our clients, our stakeholders and with each other. Valuing the diversity of people and showing proper regard for their interests and **HUMAN RIGHTS**.

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**CHILD SAFE** YWAHS is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement. YWAHS is an equal opportunity employer and has a smoke-free workplace policy.

**MARAM** This position is designated under the Multiagency Risk Assessment and Management framework (MARAM) Identification (Tier 1) which requires mandated MARAM Family Violence Comprehensive training and MARAM Comprehensive responsibilities.

### Role Purpose

The Mental Health Practitioner (MHP) possess strong communication and organisational skills, counselling skills and is committed to client focused service delivery to engage in a trauma informed and multi-disciplinary approach to healing and supporting individuals, families and community members affected by mental health issues.

To enhance the effectiveness of the Yoowinna Wurnalung Aboriginal Healing Service, in the management and treatment of people with co-occurring mental health and substance use disorders.

The MHP will promote the social and emotional well-being of Aboriginal people by ensuring the programs and services are delivered from a culturally sensitive holistic perspective and in line with the National Strategic Framework for Aboriginal & Torres Strait Islander Peoples Mental Health and Well Being 2017-2023.

Utilising a cross sectoral approach, to respond to and provide culturally relevant early intervention services, based on an integrated and holistic stepped care model of mental health care.

Improve access for Aboriginal & Torres Strait Islander Peoples to both Aboriginal and mainstream services, appropriate referral pathways, addressing the alcohol and other drug needs of clients, including people presenting with a dual diagnosis, ensuring a stepped care approach.

Community development and strengths-based principles of a person centered, and collaborative community orientated approach to deliver sensitive, accessible, and quality services with the clients.

Within the team Increase staff capacity to identify people as early as possible who may be at risk of mental health crisis, and related issues such as family violence, substance use and family breakdown.

Appropriately supporting people through the provision of low intensity mental health services, and to facilitate people with severe and complex mental health illness to engage in clinical care co-ordination within a stepped care approach.

Significantly increase the number of people accessing support, and at a much earlier stage through direct provision of support, as well as enhanced co-ordination and integration of existing services to respond to peoples changing needs.

Have a general understanding risk assessments in line with the MARAM Framework and information sharing guidelines to minimise safety risk for clients, their partners, and children.

Help develop and support the organisations approach to suicide prevention/postvention.

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### Key Accountabilities

#### Referral and Programs

- Provide assessments, referrals, counselling and support services and case management services to Aboriginal people and their families.
- Ensure safety is a priority by confirming all clients have undertaken Risk Assessments and appropriate strategies are implemented to manage risk. Refer or report serious or complex issues to supervisor.
- Provide assertive outreach support to people with a complex care needs.
- Work in partnership with the client in the provision of Recovery Focused Interventions and work with them to identify their individual needs and goals. Work with the client to develop and implement their individual plan as determined by them
  - Ensure that individual support is provided to clients that meet their recovery journey goals and is strength based and led by the client wherever possible.
  - Ensure access to mainstream and specialist services for Aboriginal clients is culturally safe and respectful by linking in and working with services providers from other agencies.
  - Work with service providers from other agencies, to add to the flexible service response need to work with Aboriginal people.
  - Participate in the planning, implementation, and provision of group options.
  - Provide discipline-specific input to the team's work and to other programs within YWAHS.
  - Liaise with a range of clinical, community groups and agencies with a view to improving the provision and co-ordination of a broad range of services.
  - Ensure role complies with relevant acts including Privacy Act, Mental Health Act 2014, Health Records Act, Children Youth & Family Act, Family Violence Act, Confidentiality and State-wide Family Violence Guidelines.

#### Information Sharing and Risk Assessment

- Apply MARAM framework principles and responsibilities in all aspects of service delivery.
- Make appropriate decisions about information sharing in accordance with FVISS and CISS legislative requirements.
- Respond to and initiate information sharing requests within prescribed timeframes.
- Document all information sharing decisions, including rationales and risk assessments.
- Maintain comprehensive records in line with legislative requirements.
- Participate in regular MARAM, FVISS and CISS training and updates

#### Performance and Development

- Participate in the YWAHS professional development activities, regular clinical and general supervision, the development and implementation of workplans and debriefing sessions where required and the organisation's performance review process.
- Monthly Clinical Supervision with external provider.
- Actively take responsibility for maintaining professional knowledge and skills and obtain documented.
- Evidence of relevant continuing professional development as required.
- Continuously review processes and systems and implement improvements where appropriate.

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### Other employee requirements

#### Quality and Risk Management

Actively participate and incorporate continuous quality improvement and sound risk management principles to all aspects of the role and in accordance with YWAHS policies.

#### Workplace Health and Safety (WH&S)

- Ensure a safe working environment is maintained for all YWAHS staff and clients.
- Ensure all WH&S processes and procedures are adhered to.
- Ensure all safety signage is in full view and in a language that is clear and precise.
- Ensure risk assessments are completed and authorised prior to the commencement of activities.

#### Cultural Diversity

Actively participate in a continuous process of developing cultural competence by broadening knowledge of and respect for diverse individuals and communities, with particular emphasis on the Wellington and East Gippsland demographic.

#### Teamwork

Work proactively with all members of the YWAHS Team in supporting the organisations aspirations and its strategic aims.

#### Other

May be required to perform other duties not specified within this document but commensurate with their classification, experience, and skills.

### Required knowledge and skills (key selection criteria)

#### Education & Experience

- A relevant qualification and/or equivalent certification from a nationally accredited provider in the area of social welfare, counselling, social work, family therapy, psychology, creative arts therapies, or community mental health nursing.
- A minimum Bachelor level qualification in Social Work or recent employment in the family violence sector or equivalency met through the 7 Equivalency Principles in line with the minimum mandatory qualification requirements. Please see <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violencepractitioners> for further information.
- Completion of or willingness to complete MARAM Comprehensive training.
- Completion of or willingness to complete FVISS/CISS training.

#### Essential knowledge and skills

- Demonstrated experience in working in the family violence sector or related areas, with an understanding of the issues underpinning family violence, particularly as it relates to an Aboriginal cultural context.
- Demonstrated experience in counselling, trauma and child inclusive practice as well as knowledge of family violence, crisis intervention models, grief and loss in the context of family separation and child development.
- Demonstrated knowledge of Aboriginal and mainstream family violence and community care organisations and referral pathways and supports.
- Demonstrated understanding of Aboriginal culture and the history of intergeneration trauma, with a theoretical understanding of the issues underpinning family violence and therapeutic interventions in an Aboriginal cultural context.

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- Demonstrated experience in therapeutic group work and/or educative programs
- Proven ability to work in a sensitive and non-judgmental manner, with clients who come from a variety of cultural and socioeconomic backgrounds.
- Highly developed relationship building and people skills
- High level problem-solving skills with the ability to identify issues or problems and recommend strategies and opportunities for resolving them.
- Demonstrated understanding of and ability to apply MARAM Framework, FVISS and CISS in practice.
- Experience in making sound professional judgments about information sharing in a family violence context.
- Excellent attention to detail.
- Excellent listening skills – listen to understand.
- Willingness to learn.
- Excellent presentation skills can break down complex concepts and explain them in plain English to a diverse group of stakeholders.
- Ability to work in a team environment, often under tight time constraints to achieve goals.
- High level of computer literacy

### Mandatory role requirements

- Current satisfactory National Police check
- Valid Working with Children check (WWC)
- Current Victorian Drivers Licence
- Travel between sites will be required
- COVID Vaccination (3 doses)

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### Job Demands Checklist

YWAHS endeavours to provide a safe working environment for all staff. The table below describes the demands and risk factors associated with this job. Applicants must review this information to ensure they can comply with these requirements. Successful applicants will be required to sign the acknowledgment at the end of the position description to confirm their ability to perform the job demands of this position.

### Frequency Definitions

<b>I</b>	<b>Infrequent</b>	<b>Activity required occasionally, not necessarily all shifts</b>
<b>O</b>	<b>Occasional</b>	<b>Activity required occasionally, not necessarily all shifts</b>
<b>F</b>	<b>Frequent</b>	<b>Activity required most shifts, up to 50% of the time</b>
<b>C</b>	<b>Constant</b>	<b>Activity that exists for the majority of each shift and may involve repetitive movement for prolonged periods</b>
<b>N/A</b>	<b>Not applicable</b>	<b>Activity not performed</b>

Normal workplace aspects of the role		Frequency				
Demands	Description	I	O	F	C	N/A
Sitting	Remain seated to perform tasks				X	
Standing	Remain standing to perform tasks		X			
Walking	Periods of walking required to perform tasks			X		
Bending	Forward bending from waist to perform tasks		X			
Kneeling	Remaining in a kneeling position to perform tasks		X			
Lifting/Carrying	Light lifting and carrying		X			
Lifting/Carrying	Moderate lifting and carrying - e.g. trolleys, tubs, car seats, shade structures, eskies. Lifting/moving tubs of materials & equipment in/out of cars and from store to activity rooms for activities.		X			
Lifting/Carrying	Assisted lifting (lifting with assistance from another person) – e.g. shade structures, eskies	X				
Lifting/Carrying	Level of fitness required for physical activities such as moving trailer and attaching and detaching from vehicle					X
Driving	Driving to and from activities across the region and transporting equipment and passengers	X				
Climbing	Ascending and descending ladders					X
Pushing/ Pulling	E.g. Moving trailer and attaching and detaching from vehicle.					X
Repetitive	Use of keyboard, typing, entering data etc.		X			

I confirm that I have read and understood this position description and believe that I am able to carry out the requirements of this role safely and effectively and that the conditions and requirements therein form part of my contract of employment.

X  
Employee signature

X  
Employee name (Printed)

Date: