

DEPARTMENT OF HEALTH

Statement of Duties

Position Title:	Youth Health Worker
Position Number:	501069
Classification:	Allied Health Professional Level 1-2
Award/Agreement:	Allied Health Professionals Public Sector Unions Wages Agreement
Group/Section:	Hospitals North – Primary Health Services Youth Health North
Position Type:	Permanent, Full Time/Part Time
Location:	North
Reports to:	Area Services Coordinator (North)
Effective Date:	October 2017
Check Type:	Annulled
Check Frequency:	Pre-employment
Essential Requirements:	<p>Satisfactory completion of an approved allied health professional tertiary qualification/program of study and registered with the relevant National Board or in the case of self-regulated allied health professions with either full membership or eligible for membership with the relevant professional association</p> <p>Current Working with Children Registration</p> <p><i>*Registration/licences that are essential requirements of this role must remain current and valid at all times whilst employed in this role and the status of these may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Employer if their circumstances change. This includes notifying the Employer if a registration/licence is revoked, cancelled or has its conditions altered.</i></p>
Desirable Requirements:	Current Driver's Licence

Note: The above details in relation to Location, Position Type and Work Pattern may differ when this position is advertised – please refer to these details within the actual advert. The remainder of the content of this Statement of Duties applies to all advertised positions.

Primary Purpose:

As part of a multi-disciplinary team providing high quality health and well-being services to young people:

- Foster capacity to manage and maintain better health and wellbeing outcomes on an individual and group basis.
- Provide health and well-being promotion and preventative services.
- Support access to centre based youth health services where appropriate.

Duties:

1. Work with young people particularly those who are disadvantaged or at risk of being disadvantaged by their personal, social and/or economic circumstances.
2. Work as a member of a multi-disciplinary team and collaboratively with other professionals, agencies and community groups.
3. Provide assessment, early intervention, client advocacy, brief interventions, counselling, group facilitation, appropriate referral and case conferencing for young people on a range of health and well-being issues.
4. Develop, implement and evaluate health and well-being focused programs, promotions and group activities focused on the needs of young people.
5. Participate in continuous quality improvement programs and contribute to strategic planning activities.
6. Maintain a high standard of client and other documentation and data collection.
7. Contribute to the development and review of the philosophy, objectives, policies and procedures of the Service.
8. Assume a supervisory role for students and beginning level practitioners.
9. Actively participate in and contribute to the organisation's Quality & Safety and Work Health & Safety processes, including in the development and implementation of safety systems, improvement initiatives, safeguarding practices for vulnerable people, and related training.
10. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

Key Accountabilities and Responsibilities:

The Youth Health Worker is responsible for providing high quality services and support to young people aged 12-24 years in line with Agency policy, legislative requirements and strategic directions. The Youth Health Worker works as part of a multidisciplinary team and is accountable to the Area Services Coordinator (North).

This includes responsibility for:

- Providing individual and group interventions;
- Participating in community development and health promotion activities;
- Maintaining and developing professional knowledge and skills through participation in continuing education programs.

- Championing a child safe culture that upholds the *National Principles for Child Safe Organisations*. The Department is committed to the safety, wellbeing, and empowerment of all children and young people, and expect all employees to actively participate in and contribute to our rights-based approach to care, including meeting all mandatory reporting obligations.
- Where applicable, exercising delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements as mandated by Statutory office holders including the Secretary and Head of State Service. The relevant Unit Manager can provide details to the occupant of delegations applicable to this position.
- Complying at all times with policy and protocol requirements, including those relating to mandatory education, training and assessment.

Pre-employment Conditions:

It is the Employee's responsibility to notify an Employer of any new criminal convictions during the course of their employment with the Department.

The Head of the State Service has determined that the person nominated for this job is to satisfy a pre-employment check before taking up the appointment, on promotion or transfer. The following checks are to be conducted:

1. Conviction checks in the following areas:
 - a. crimes of violence
 - b. sex related offences
 - c. serious drug offences
 - d. crimes involving dishonesty
2. Identification check
3. Disciplinary action in previous employment check.

Selection Criteria:

Specific Knowledge:

1. Contemporary knowledge of primary health care principles and youth and family health issues, including statutory requirements, family dynamics, homelessness, alcohol and other drugs, sexuality, and harm minimisation approaches and ability to implement this knowledge in a practice setting.
2. Experience in assessment, counselling, brief intervention and group work related to working with young people, including the ability to recognise and value clients' strengths and assist them to find solutions.

Skills:

3. Proven ability to provide a responsive and flexible service to young people. Also have a proven ability to promote services to a wide range of stakeholders.
4. Demonstrated high level skills in communication and interpersonal skills, particularly relating to: young people; stakeholders; working in health promoting ways; and presenting written material in a clear and concise manner.

Personal Qualities:

5. Proven ability to work effectively within a small multidisciplinary team, including the ability to cooperate and work well with others, respect the needs and ideas of others, provide support and assistance to team members, problem solve, resolve conflicts and share information.
6. Demonstrated ability to be able to remain calm and in control when dealing with highly emotive and or demanding situations. Demonstrated ability to respond and adjust easily to changing work demands, often encountered through the centre's open door policy.

Working Environment:

The Department of Health is committed to improving the health and wellbeing of patients, clients and the Tasmanian community through a sustainable, high quality and safe health system. We value leading with purpose, being creative and innovative, acting with integrity, being accountable and being collegial.

The Department of Health is committed to improving the way we work with vulnerable people, in particular implementing strategies and actions to promote child safety and wellbeing, empower, and prevent harm to children and young people.

The Department upholds the *Australian Charter of Healthcare Rights* in our practice and is committed to the safeguarding and protection of the welfare and rights of all people, particularly those that may be at risk of abuse, neglect, or exploitation. We place emphasis on the provision of culturally safe, respectful, and inclusive care that is responsive to diverse needs.

The Department seeks to provide an environment that supports safe work practices, diversity and respect, including with employment opportunities and ongoing learning and development. We value the diverse backgrounds, skills and contributions of all employees and treat each other and members of the community with respect. We do not tolerate discrimination, harassment or bullying in the workplace. All employees must uphold the *State Service Principles* and *Code of Conduct* which are found in the *State Service Act 2000*. The Department supports the [Consumer and Community Engagement Principles](#).