



ROLE DESCRIPTION

Role Title:	CAMHS Aboriginal Social and Emotional Wellbeing Worker
Classification Code:	ASO5
LHN/ HN/ SAAS/ DHA:	Women's and Children's Health Network
Hospital/ Service/ Cluster	Women's and Children's Health Network
Division:	Child and Adolescent Mental Health Services (CAMHS)
Department/Section / Unit/ Ward:	Northern Country Team
Role reports to:	Professionally to the Senior Aboriginal Clinician or Worker; Operationally to the Clinical Services Coordinator
Role Created/ Reviewed Date:	April 2018, updated April 2019
Criminal History Clearance Requirements:	Working with Children Check (issued by DHS) National Police Check (issued by approved provider) If applicable - NDIS Worker Check (issued by NDIS Commission)
Immunisation Risk Category	<input type="checkbox"/> Category A (direct contact with blood or body substances) <input checked="" type="checkbox"/> Category B (indirect contact with blood or body substances)

ROLE CONTEXT

Primary Objective(s) of role:

Within the framework of the *National Mental Health Policy* and the *Standards for Mental Health Services* and in a manner consistent with the stated *Vision* and *Values* of the Women's and Children's Health Network (WCHN) the CAMHS Aboriginal Social and Emotional Wellbeing Worker provides cultural expertise and clinical recommendations for Aboriginal children, adolescents and their families with mental health issues in their area. The CAMHS Aboriginal Social and Emotional Wellbeing Worker provides direct expert care for Aboriginal children and their families and cultural leadership to multidisciplinary staff.

The CAMHS Aboriginal Social and Emotional Wellbeing Worker accepts accountability for the outcomes of their practice with Aboriginal children, adolescents their families with social and emotional and/or mental health issues, and for addressing inconsistencies between practice and policy. The CAMHS Aboriginal Social and Emotional Wellbeing Worker is operationally accountable to the Clinical Services Coordinator, and professionally to the Senior Aboriginal Clinician, for delivering culturally responsive child and adolescent mental health care to consumers with complex needs.

The CAMHS Aboriginal Social and Emotional Wellbeing Worker is responsible for ensuring optimal consumer care. Addressing cultural safety and undertaking culturally informed engagement, assessment, education/advocacy, counselling and group work are considered essential components of care which is directed towards consumer health and recovery. This involves ongoing consultation, liaison and co work with other CAMHS disciplines, government and non-government organisations. The CAMHS Aboriginal Social and Emotional Wellbeing Worker uses expert cultural knowledge, skills and experience in the application of direction, support, orientation and education to other staff and leads and participates in action research projects, quality improvement activities and policy development within the practice setting

Direct Reports:

> Nil

Key Relationships/ Interactions:

Internal

- > CAMHS Aboriginal Social and Emotional Workers or Clinician, Senior Aboriginal Social and Emotional Wellbeing Workers or Clinicians and Aboriginal Mental Health Lead.
- > Works collaboratively with other members of the CAMHS Team, and other staff within Child and Adolescent Mental Health Services.
- > Aboriginal forums within WCHN.
- > Work collaboratively with an array of services within the Women's and Children's Health network.

External

- > Aboriginal elders and community in area of practice.
- > Aboriginal organisations.
- > Collaborates with consumers, carers and staff from a range of other community sectors.

Challenges associated with Role:

Major challenges currently associated with the role include:

- > Provide positive mental health outcomes (behavioural, psychiatric, emotional and social wellbeing) for Aboriginal children, young people and their families
- > Working in partnership with consumers, carers and external agencies within a developmental context.
- > Improve the capacity of CAMHS and Aboriginal and non-Aboriginal partners to identify and respond to the mental health needs of their clients.
- > Effectively balancing the need to be pro-active with the requirement to respond quickly to urgent situations.
- > Providing a broad range of culturally safe and responsive interventions that address the mental health needs of Aboriginal children, young people and their families.
- > Collaborating with other members of the multi-disciplinary team and key stakeholders to identify community needs, plan, implement and evaluate mental health services to address the mental health needs of children, youth and their families.
- > Keeping up to date with standards of practice, implementing and monitoring evidence based practice and quality management initiatives consistent with organisational policies.
- > Accepting responsibility for the maintenance of own knowledge and professional competence and contemporary practice.

Delegations:

- > Nil

Resilience:

SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback.

Performance Development

The incumbent will be required to participate in the organisation's Performance Review & Development Program which will include a regular review of the incumbent's performance against the responsibilities and key result areas associated with their position and a requirement to demonstrate appropriate behaviours which reflect a commitment to SA Health values and strategic directions.

General Requirements:

Managers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Directives, Determinations and Guidelines, and legislative requirements including but not limited to:

- > *Work Health and Safety Act 2012* (SA) and when relevant WHS Defined Officers must meet due diligence requirements.
- > *Return to Work Act 2014* (SA), facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
- > Meet immunisation requirements as outlined by the *Immunisation for Health Care Workers in South Australia Policy Directive*.
- > Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
- > *Children and Young People (Safety) Act 2017* (SA) 'Notification of Abuse or Neglect'.
- > Disability Discrimination.
- > *Independent Commissioner Against Corruption Act 2012* (SA).
- > *Information Privacy Principles Instruction*.
- > Relevant Awards, Enterprise Agreements, *Public Sector Act 2009*, *Health Care Act 2008* and the *SA Health (Health Care Act) Human Resources Manual*.
- > Relevant Australian Standards.
- > Duty to maintain confidentiality.
- > Smoke Free Workplace.
- > To value and respect the needs and contributions of SA Health Aboriginal staff and clients, and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
- > May be responsible for supervision and oversight of volunteers assigned within the department, in collaboration with the WCHN Volunteer Unit. Refer to Volunteer Engagement and Management Procedure
- > Applying the principles of the *South Australian Government's Risk Management Policy* to work as appropriate.

The SA Health workforce contributes to the safety and quality of patient care by adhering to the South Australian Charter of Health Care Rights, understanding the intent of the National Safety and Quality Health Service Standards and participating in quality improvement activities as necessary.

Handling of Official Information:

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

Special Conditions:

- > It is mandatory that no person, whether or not already working in SA Health, may be appointed to a position in SA Health unless they have provided a satisfactory current Criminal and Relevant History Screening, as required by the SA Health Criminal and Relevant History Screening Policy Directive.
- > For appointment in a Prescribed Position under the *Child Safety (Prohibited Persons) Act (2016)*, a current Working with Children Check (WWCC) is required from the Department for Human Services Screening Unit, and must be renewed every 5 years from the date of issue
- > For 'Risk Assessed Roles' under the *NDIS Worker Screening Rules 2018*, the individual's NDIS Worker Check must be renewed every 5 years from the date of issue (or are required to be compliant with transitional arrangement for South Australia).
- > Failure to renew required criminal history screenings prior to nominated expiry will require your absence by way of approved leave until a renewal is obtained.
- > A satisfactory National Police Certificate (NPC) assessment is required.
- > Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
- > As a state-wide service, WCHN employees may be required to undertake work at various locations in metropolitan Adelaide, and provide outreach to other parts of South Australia (the latter in consultation with the incumbent of the role).
- > Depending on work requirements the incumbent may be transferred to other locations across SA Health to perform work appropriate to classification, skills and capabilities either on a permanent or temporary basis subject to relevant provisions of the Public Sector Act 2009 for Public Sector employees or the SA Health (Health Care Act) Human Resources Manual for Health Care Act employees.
- > The incumbent may be required to participate in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- > This Role Description provides an indication of the type of duties you will be engaged to perform. You may be lawfully directed to perform any duties that a person with your skills and abilities would reasonably be expected to perform.
- > Provision of services to outreach locations.
- > Some out of hours work may be required.
- > Preparedness to travel to country areas of South Australia (or interstate / or intrastate) by air or motor vehicle, including overnight stay is essential.
- > Must participate in clinical supervision and orientation program
- > Must have current drivers licence and be willing to drive

Zero Tolerance to Racism:

The Women's and Children's Health Network has zero tolerance to racism. The Network is committed to ensuring its staff, volunteers, consumers and visitors are able to work or access health services in an environment that is culturally safe and free from any form of racism or discrimination.

Our staff are supported to address any form of racism in all environments, in line with our Corporate Procedure: **Zero Tolerance to Racism – Identifying, Responding, and Managing in the Workplace.**

White Ribbon:

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must always act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

Key Result Area and Responsibilities

Key Result Areas	Major Responsibilities
1. Provides culturally informed engagement, assessment and interventions for Aboriginal children, young people and their families who are experiencing social and emotional health difficulties	<ul style="list-style-type: none"> > Relationships are established to enable contact with Aboriginal children, young people (and their families) experiencing social and emotional difficulties or mental health distress in worker's region and significant services within worker's scope and area of practice. > Culturally informed referrals, assessments, interventions and case plans (and associated documentation) are provided using a range of modalities (including individual, family, group, program or systems work). > Collaboration and co work as required occurs with workers from CAMHS and other Aboriginal and non-Aboriginal services in the provision of social and emotional wellbeing/mental health and community services. > Provide written reports in a clear, concise manner that is readily understood by both consumers and professionals. > Present at and/or contribute to CAMHS multidisciplinary team reviews.
2. Provides consultancy regarding professional and other matters by:	<ul style="list-style-type: none"> > Contributing to the development of culturally informed assessment, intervention and programs for Aboriginal children, young people and their families within their region of practice. > Participating in the identification of social and emotional and mental health needs of Aboriginal children, young people and their families in the community and in the planning, execution and evaluation of programs to meet those needs.
3. Provides supervision, training and education by:	<ul style="list-style-type: none"> > Contributing to the development of cultural responsiveness, competence and knowledge of Aboriginal social/emotional wellbeing practice by CAMHS allied health, medical and nursing staff and students and the development/maintaining of culturally safe services. > Participating in the education and training of CAMHS staff, professional groups and tertiary students.
4. Contribute to Research and Evaluation Programs by:	<ul style="list-style-type: none"> > Participating in the evaluation of clinical programs with a view to ensuring their adequacy in terms of cultural safety and efficacy for Aboriginal children, young people and their families, as well as identifying opportunities for new and improved services. > Maintaining statistical information of activities for planning research, service delivery and service development.
5. Contribute to the Administration of the Team by:	<ul style="list-style-type: none"> > Fostering positive team relationships which promote job satisfaction > Contributing as a member of the multi-disciplinary team to the development of policy and procedures at staff meetings and in other specified venues. > Taking on the role of acting Senior Aboriginal Worker if required. >
6. Responsible for individual development and education	<ul style="list-style-type: none"> > Participating in approved and contextual professional development activities. > A contemporary professional practice portfolio is held with supporting evidence of knowledge and skills commensurate to the role. > Successful attainment of professional competencies to a standard agreed at annual performance development review. >
7. Encourage and foster a positive culture and safe work environment	<ul style="list-style-type: none"> > A team environment, which promotes positivity, learning and development, safety and welfare of employees, acknowledges cultural and personal differences, and encourages creativity, innovation and honesty.

	<ul style="list-style-type: none">> Resolves local and/or immediate care service delivery problems.> Establishes and maintains productive and respectful working relationships.> Communication processes effectively deal with challenging behaviours and the resolution of conflicts.> Team members demonstrate a positive approach and commitment to client centred service.> Change management processes are supported and implemented>
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Knowledge, Skills and Experience

ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Nil

Personal Abilities/Aptitudes/Skills:

The incumbent must possess a high level of interpersonal skills, with the ability to:

- > Demonstrate ability to integrate Aboriginal cultural experiences, philosophy and practice particularly as it relates to the provision of social and emotional/mental health services to Aboriginal and/or Torres Strait Islander children, young people and their families
- > Communicate and work with other professionals, facilitate group functions and work as a team member.
- > Demonstrated ability to promote cultural safety within CAMHS by raising awareness and understanding of Aboriginal and Torres Strait Islander cultures as well as factors affecting positive mental health/wellbeing outcomes for children, young people and families
- > Demonstrate ability to prioritise workload and meet set timelines
- > Negotiate the boundaries of safe practice with reference to current knowledge and skills, and to know when to refer to other professional disciplines.

Experience

- > Demonstrated experience in engaging, establishing relationships, having informed discussions with Aboriginal children and young people (their families and significant others) to enable their needs to be met
- > Extensive experience in providing assessment and interventions for Aboriginal children, young people and their families experiencing complex mental health / social and emotional wellbeing difficulties
- > Developing, designing, implementing and evaluating preventative and/or therapeutic programs
- > Demonstrated experience working in social and emotional/mental health services and/or other relevant community services, and as part of a multidisciplinary team
- > Reflecting on own practice, participating in supervision and offering peer support

Knowledge

- > Demonstrated knowledge and understanding of the cultural, and social and emotional wellbeing issues that impact on Aboriginal child, youth and family health and wellbeing, and the impact of government policies on mental health outcomes for Aboriginal and Torres Strait Islander communities
- > Knowledge of appropriate counselling and group work modalities for Aboriginal children, young people and their families
- > Knowledge and understanding of child/adolescent development and behaviour, within a socio-cultural context

DESIRABLE CHARACTERISTICS

Educational/Vocational Qualifications:

- > **Certificate IV in Aboriginal Primary Health**, or further training relevant to the goals of the organisation; e.g. family therapy, group therapy, is highly desirable.

Experience:

- > In providing services social and emotional/mental health services to Aboriginal children and/or young people in a specific setting; e.g. secure care; children under the Guardianship of the Minister, within a metropolitan or rural/regional context
- > In providing training in formal and informal settings

Knowledge:

- > Knowledge of child protection and mental health legislation

Organisational Context

Organisational Overview:

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing.

The legal entities include but are not limited to Department for Health and Wellbeing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Country Health SA Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Health Network/ Division/ Department:

The Women's and Children's Health Network (WCHN) was established to promote, maintain and restore the health of women, children and young people in South Australia. The Service plans, develops and coordinates health services as part of an integrated health system.

The Women's and Children's Health Network efficiently conducts and manages, within its identified resources, health services for children, young people and women, including:

- Specialist hospital services.
- Primary health care and population health programs.
- Integrated community care services.
- Services to address the health and wellbeing of particular populations, including Aboriginal Health Programs.
- Education and training programs.
- Research.

Values

SA Health Values

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

- > We are committed to the values of integrity, respect and accountability.
- > We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
- > We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

Domestic and Family Violence

The WCHN recognises violence against women as a human rights issue that must be addressed in the workplace, and is committed to a zero tolerance policy towards violence against women in the workplace. Accordingly employees must appropriately report and respond to any such acts in the workplace, and make available appropriate support to employees who may be experiencing violence in the community.

Code of Ethics

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

- > Democratic Values - Helping the government, under the law to serve the people of South Australia.
- > Service, Respect and Courtesy - Serving the people of South Australia.
- > Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- > Accountability- Holding ourselves accountable for everything we do.
- > Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Approvals

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Role Title:

Signature:

Date:

Role Acceptance

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date:

Women's & Children's Health Network

Accountability – what does it mean for me?

Within WCHN everyone is accountable for their contribution to the safety and quality of care delivered to consumers.

Consumers

Consumers and their families participate as partners to the extent that they choose. These partnerships can be in their own care, and in organisational design and governance.

Staff including Contractors, Locums, Agency, Students and Volunteers

All staff (as described above) have a role in the delivery of safe, high quality care to consumers, and are expected to perform their roles with diligence; and with a person-centred approach to the best of their ability. It is the responsibility of all staff to raise concerns when it is recognised that something is not right. Safety and quality is the responsibility of all staff, at all levels and across all locations.

Clinicians

All clinicians are accountable for the provision of competent, consistent, timely, safe, reliable, contemporary and person centred care within a defined scope of practice.

Clinicians work in teams with professionals from a variety of disciplines based on mutual respect and clear communication, with an understanding of responsibilities, capabilities, constraints and each other's scope of practice.

All clinicians are responsible for providing care that is person centred, evidence based and which focuses on safety through minimising risk while achieving optimal outcomes for consumers. This is helped by participating in clinical governance, in WCHN health and safety forums, fostering a learning environment and supporting other clinicians to provide high quality services which are safe.

Clinicians are expected to speak up when there are concerns about safety so that these can be rectified and learnt from. Clinicians are accountable for their own individual professional practice, including maintaining currency of credentialing, registration and professional practice.

Managers

Managers are accountable for implementing systems and practices that support high quality clinical practice. Managers oversee, guide and direct staff by providing leadership and advice ensuring appropriate clinical governance, continuous quality improvement, and leading safety programs. Managers develop, implement and monitor performance indicators for the identification, management and reporting of risk. Managers implement the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards within their areas of responsibility. Managers are expected to demonstrate diligence and honesty in the management of public resources.

Managers organise, direct and manage the performance of staff to meet operational requirements; implement and promote evidence based standards and policies that are compliant with relevant, professional, industrial and legislative requirements. Managers engage with and listen to staff, and create an environment where staff feel able to speak up in relation to concerns about safety. Managers address concerns raised and provide regular, ongoing feedback in the interests of improving care and safety.

Executive/Divisional Directors

Executive/Divisional Directors are accountable for embedding the Clinical Governance Framework; Consumer Engagement Framework and the requirements of the National Safety & Quality Standards into their areas of responsibility and providing assurance to the Executive and Board that these systems are in place and work effectively, all risks are known and mitigated and that staff understand their safety and quality responsibilities.

It is expected that those holding senior leadership positions will model the highest standards of ethical and professional behaviour.

WCHN Committees

WCHN Committees support Executive Directors to implement and evaluate organisational systems, support divisions to work together to identify and mitigate risk and continuously improve practice. They support the organisation to work as a single entity.

Chief Executive Officer

The Chief Executive has overall accountability for safety, care delivery, system governance and monitoring.

Board

The Board is accountable for governance, monitoring, compliance and ensuring the executive are discharging their responsibilities in managing the organisation.

Four Strategic Priorities



Improved health and wellbeing of families and communities



Meaningful gains in Aboriginal health and wellbeing



Provide leading healthcare for women, babies, children and young people



Create one health network

Key Enablers

Effective communication

Consumer and community engagement

Culture and leadership

Engaged and capable workforce

Enabling technology

Research

Productive partnerships

Contemporary infrastructure

Financial sustainability

Continuous improvement and innovation

Mission To improve the health and wellbeing of families and communities by providing integrated care and support

Vision To be a leading and respected health network for women, babies, children, young people and their families

Values Compassion, Respect, Equity, Accountability, Together for Excellence

Our Story starts with our consumers and communities who are at the centre of everything that we do.

Our focus for the years ahead is to:

- Provide outstanding care and service
- Enhance our culture and leadership
- Design and deliver a new Women's and Children's Hospital
- Strengthen partnerships, expand innovation
- Through research, education and learning, inspire others, share specialist knowledge and deliver excellence in everything that we do
- Deliver an integrated WCHN

Our Way is underpinned by our agreed ways of working together that enable us as an organisation to:

- Share a common purpose and direction
- Use innovative and new ways to deliver our service
- Educate and support people to excel in the care that they give
- Grow and develop our current and future leaders
- Ensure that we have consistent behaviours and ways of working
- Implement processes and systems that are efficient and effective



State-wide services: Child and Family Health Service, Child and Adolescent Mental Health Service, Yarrow Place Rape and Sexual Assault Service, Disability Services, Child Protection Service, Metropolitan Youth Health, Women's Health Service, Women's Safety Strategy