

Position	OPS3 Mental Health Cultural Worker (Aboriginal)
Classification	OPS3
Division	Mental Health Services (MHS)
Department / Section / Unit / Ward	Flinders Psychological Therapy Service (FPTS)/ Aboriginal Gambling Therapy Service (AGTS)
Role reports to	Operationally: > FPTS Unit Manager Professionally: > AGTS Senior Therapist
CHRIS 21 Position Number P35490	Role Created / Review Date 02/11/2022
Criminal History Clearance Requirements <input type="checkbox"/> Aged (Screening Unit, DHS) <input type="checkbox"/> Child - Prescribed (Working with Children Check) <input type="checkbox"/> Vulnerable (NPC) <input checked="" type="checkbox"/> General Probity (NPC)	Immunisation Risk Category Category B (indirect contact with blood or body substances)

JOB SPECIFICATION

Aboriginal Gambling Therapy Service (AGTS)

AGTS is part of FPTS and provides evidence-based treatment for gambling and related mental health problems. AGTS is adapted specifically for the needs of Aboriginal and Torres Strait Islander people and their families. The modified program delivers the same high standard therapy that mainstream clients receive but in a culturally sensitive manner. The Cultural Worker (Aboriginal) helps and supports the AGTS team in the delivery of culturally sensitive services. The Cultural Worker (Aboriginal) is an active member of the FPTS/AGTS team supporting the development and maintenance of strong working relationships with a variety of individuals, groups and organisations.

Primary Objective(s) of role:

This role will:

- > Work closely with FPTS staff to ensure culturally appropriate support is provided to Aboriginal and Torres Strait Islander clients attending for gambling therapy
- > Form partnerships and liaise with key stakeholders to improve referral pathways and maintain effective service provision.
- > Continually bring the Aboriginal perspective to FPTS care planning, organisational and educational activities.
- > Contribute to research projects within FPTS e.g., clinical, cultural and related topics.
- > Maintain own professional development program and promote and maintain effective working relationships with staff and clients to achieve departmental goals.

Direct Reports: (List positions reporting directly to this position)

- > Nil

Key Relationships / Interactions:

Internal:

Works in collaboration with the multidisciplinary team.

Has a collaborative working relationship with consumers, carers and significant others.

External:

Establishes and maintains consultative and collaborative relationships with internal and external stakeholders

Works closely with other Aboriginal Health Workers within SALHN

Works collaboratively with other Cultural workers across the LHN

Challenges associated with Role:

Major challenges currently associated with the role include:

Working with consumers experiencing gambling addiction and often complex psychosocial and comorbid mental health issues

- > Working appropriately and relevantly with consumers, their families and care providers where there are multiple complexities, diverse cultural backgrounds, and expectations of clients
- > Maintaining professional boundaries when responding appropriately to consumer and family/carer expectations.
- > Working with Aboriginal clients in high socio-economic disadvantage compounding high complex health conditions.
- > Working appropriately and in a culturally respectful way with Aboriginal people where there are multiple complexities, diverse cultural backgrounds and expectations of clients.
- > Contribute to the viability services for the Aboriginal community within a changing environment and improve integration across the continuum of care through participating in strengthening innovation and service coordination.

Delegations: (As defined in SALHN instruments of delegations)

(Levels / limits of authority in relation to finance, human resources, Work Health and Safety and administrative requirements as defined by Departmental delegations and policies.)

Financial	N/A
Human Resources	N/A
Procurement	N/A

Resilience

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

Performance Development

It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and SALHN 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, Policies, Procedures and legislative requirements including but not limited to:

- > National Safety and Quality Health Care Service Standards.
- > *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 in the Immunisation for Health Care Workers in South Australia Policy Directive.
- > Equal Employment Opportunities (including prevention of bullying, harassment, and intimidation).
- > *Children's Protection Act 1993 (Cth)* – 'Notification of Abuse or Neglect'.
- > *Public Interest Disclosure Act 2018*.
- > Disability Discrimination.
- > Information Privacy Principles.
- > 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.
- > Applying the principles of the South Australian Government's Risk Management Policy to work as appropriate.
- > *Mental Health Act 2009 (SA)* and Regulations.

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 currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- > Prescribed Positions under the *Child Safety (Prohibited Persons) Act 2016* and Child Safety (Prohibited Persons) Regulations 2019 must obtain a Working with Children Clearance through the Screening Unit, Department of Human Services.
- > Working with Children Clearance must be renewed every five (5) years.
- > 'Approved Aged Care Provider Positions' as defined under the Accountability Principles 1998 made in pursuant to the *Aged Care Act 2007* (Cth) must be renewed every 3 years.
- > Appointment and ongoing employment is subject to immunisation requirements as per Risk Category identified on page 1.
- > 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 2008* 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.

Exemption: _

SALHN has determined that an exemption to prefer Aboriginal and Torres Strait Islander (ATSI) granted by the Equal Opportunity Tribunal of South Australia applies to this position.

Key Result Areas	Major Responsibilities
Direct/indirect patient/clientcare	<ul style="list-style-type: none"> > Commitment to delivering high quality and safe care consistent with the SALHN Integrated Governance Framework and Consumer Engagement Framework and Plan. > Promote community understanding of problem gambling and reduction of stigma for people affected by gambling- > Assisting clinical staff to understand Aboriginal and Torres Strait health issues and the special needs of Aboriginal and Torres Strait Islander people, both collectively and individually > Assisting FPTS to develop cultural knowledge, community, and service networks
Offer the experience	<ul style="list-style-type: none"> > Provide comprehensive education to consumers/groups of consumers as directed by senior staff on a defined range of topics > Assisting clinical staff to understand Aboriginal and Torres Strait health issues and the special needs of Aboriginal and Torres Strait Islander people, both collectively and individually
Development of service provision	<ul style="list-style-type: none"> > Representing the point of view of Aboriginal and Torres Strait islander people at team planning and service planning activities and actively contributing by promoting their needs. > Participate in education and professional development. > Participation in continuous quality improvement activities.

<p>Contribution to effective operation of unit</p>	<ul style="list-style-type: none"> > Contributing to the development of an integrated team approach and culture which is highly responsive to the needs of our consumers. > Delivering and providing a responsive service and support that can articulate needs and is sensitive to relationship, social and cultural values of the consumer and family/carer. > Awareness of communication style and own behaviours, modifying these > where necessary to achieve positive outcomes and relationships. > Providing honest and sensitive feedback, whilst being receptive to and encouraging constructive feedback. > Contributing to the promotion and implementation of the objects and principles of the Health Care Act 2008 and Public Sector Act 2009 (inclusive of the Code of Ethics for the South Australian Public Sector). > Adhering to the provisions of relevant legislation including, but not limited > to, the Equal Opportunity Act 1984, Work Health and Safety Act 2012 (SA)(WHS), Awards and Enterprise Agreements. > Demonstrating appropriate behaviours which reflect a commitment to the Department of Health values and strategic directions. > Undertaking training as required to attain and maintain required competency of skills and knowledge applicable to the role. >
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1. ESSENTIAL MINIMUM REQUIREMENTS

Educational/Vocational Qualifications

- > Nil

Personal Abilities/Aptitudes/Skills

- > Demonstrated commitment to, empathy for, and appreciation of, the sensitivities of, Aboriginal and Torres Strait Islander people, mental health consumers, carers, and other stakeholders.
- > Demonstrated ability to work in a culturally sensitive manner with Aboriginal individuals, families and communities
- > Demonstrated ability to establish and maintain working relationships with a wide range of people from differing cultural / language /sexuality/ health backgrounds.
- > Ability to communicate effectively in a clear and succinct manner both verbally and in writing.
- > Skills in interacting with people under stress.
- > Ability to work autonomously and as a member of a multi-disciplinary team.
- > Demonstrated ability to work respectfully with mental health consumers and carers
- > Proven commitment to the principles and practise of:
 - EEO, Ethical Conduct, Diversity and Worker Health & Safety.
 - Quality management and the provision of person and family/relationship centred care.
 - Risk management.

Experience

- > Experience in community development and advocacy services aboriginal and to Torres Strait Islander people and communities.

Knowledge

- > Awareness of National Safety and Quality Health Service Standards.
- > Understanding of Delegated Safety Roles and Responsibilities.
- > Understanding of Work Health Safety principles and procedures.
- > Understanding of Quality Management principles and procedures.
- > Awareness of person and family centred care principles and consumer engagement principles and procedures.
- > Understanding of and empathy for the consumer role in mental health services, including human rights, health, well-being, and family relationships, especially in social and emotional well-being.

2. DESIRABLE CHARACTERISTICS (to distinguish between applicants who meet all essential requirements)

Personal Abilities/Aptitudes/Skills

- > Nil

Experience

- > Proven experience in basic computing skills, including email and word processing.
- > Experience representing consumers or consumer organisations on decision making bodies.

Knowledge

- > Awareness of current literature and approaches to contemporary care of older people living with dementia
- > Awareness of the Charter of Health and Community Services rights.

Educational/Vocational Qualifications

- > Tertiary qualifications in a relevant discipline and/or extensive community experience

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.

SA Health Challenges

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

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 Department for Health and Wellbeing is an administrative unit under the Public Sector Act 2009.

Governing Boards

The State Government is reforming the governance of SA Health, including from 1 July 2019 the establishment of 10 Local Health Networks, each with its own Governing Board.

Statewide	> Women's and Children's Health Network
Metropolitan	> Central Adelaide Local Health Network > Southern Adelaide Local Health Network > Northern Adelaide Local Health Network
Regional	> Barossa Hills Fleurieu Local Health Network > Yorke and Northern Local Health Network > Flinders and Upper North Local Health Network > Riverland Mallee Coorong Local Health Network > Eyre and Far North Local Health Network > South East Local Health Network

Southern Adelaide Local Health Network (SALHN)

SALHN provides care for more than 350,000 people living in the southern metropolitan area of Adelaide as well as providing a number of statewide services, and services to those in regional areas. More than 7,500 skilled staff provide high quality patient care, education, research and health promoting services.

SALHN provides a range of acute and sub-acute health services for people of all ages.

SALHN includes

- > [Flinders Medical Centre](#)
- > [Noarlunga Hospital](#)
- > [GP Plus Health Care Centres and Super Clinics](#)
- > [Mental Health Services](#)
- > Sub-acute services, including [Repat Health Precinct](#)
- > [Jamie Larcombe Centre](#)
- > [Aboriginal Family Clinics](#)



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.

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

Domestic and Family Violence

The Southern Adelaide Local Health Network (SALHN) recognises the devastating impact domestic or family violence can have on the lives, of those who experience abuse and are committed to supporting employees who experience domestic or family violence by providing a workplace environment that provides flexibility and supports their safety.

Role Acceptance

I have read and understand the responsibilities associated with the Mental Health Cultural Worker in the Mental Health Services Division and organisational context and the values of SA Health as described within this document.

Name

Signature

Date