

## POSITION DESCRIPTION

# MNCLHD - Aboriginal Mental Health Trainee

Our CORE values  
Collaboration Openness Respect Empowerment



<b>Organisation</b>	NSW Health
<b>Local Health District / Agency</b>	Mid North Coast Local Health District
<b>Position Classification</b>	Welfare Off Non Grad Gde 1
<b>State Award</b>	Public Hospital (Professional & Associated Staff) Conditions of Employment (State) Award
<b>Category</b>	Aboriginal Health   Aboriginal Health Worker
<b>Website</b>	<a href="http://www.mnclhd.health.nsw.gov.au">www.mnclhd.health.nsw.gov.au</a>

## PRIMARY PURPOSE

This position will continue to develop the Aboriginal Mental Health workforce in Mid North Coast Local Health District (MNCLHD) by promoting and providing culturally appropriate mental health services to the local community in a stepped and supported approach whilst working in a multidisciplinary team.

The successful applicant will be required to undertake a 3 year undergraduate program which currently includes 3 residential blocks per year.

## COVID-19 VACCINATION COMPLIANCY

All NSW Health workers are required to have completed a primary course of a COVID-19 vaccine which has been approved or recognised by the Therapeutics Goods Administration (TGA). New applicants must have completed the vaccination course prior to commencement with NSW Health, or provide an approved medical contraindication certificate certifying the worker cannot have any approved COVID-19 vaccines available in NSW.

Acceptable proof of vaccination is the Australian Immunisation Register (AIR) Immunisation History Statement or AIR COVID-19 Digital Certificate. Booster doses are highly recommended for all health care workers who have completed the primary course of COVID-19 vaccinations. Please provide proof of booster vaccination if available.

## ESSENTIAL REQUIREMENTS

Willingness to undertake a 3 year Bachelor of Health Science (Mental Health) Djurruwang Program

## KEY ACCOUNTABILITIES

- Commitment to a 3 year traineeship by successfully completing mandatory clinical workload records, clinical placement and university requirements including release of 6 monthly academic transcript to manager.
- The Trainee will undertake clinical placements in community and acute mental health settings along with drug and alcohol settings to develop the skills, knowledge and competencies required to be a knowledgeable and skilled mental health clinician.
- Throughout the Traineeship period, it is a requirement that both satisfactory academic progress and satisfactory workplace performance be maintained as a condition of continued employment in this position.

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- Under supervision, learn about, observe and practice the provision of clinically competent care to the whole community with mental health and related problems.
- Under supervision, undertake co-case management, participate in clinical review and discharge planning.
- Under supervision, maintain and complete accurate notes and other documentation in medical records as per policy and procedures.
- Under supervision, advocate and advise on behalf of Aboriginal and Torres Strait Islander consumers at case discussions and legal hearings as appropriate to ensure that the needs of the consumers are expressed.
- Encourage and educate Mental Health and Drug and Alcohol staff to provide culturally appropriate assessment and treatment for Aboriginal and Torres Strait Islander consumers.
- Communicate effectively, with cultural sensitivity and confidentiality with clients to ensure client needs and requirements are identified, communicated and met.
- Effective reporting of client related communication to the supervisor and other health care team members, seeking support from senior staff as required.
- Actively promotes and participates in patient safety and ongoing quality improvement programs. Engages in practices that promote the best possible health outcomes for patients/clients, and supports a culture of patient safety, clinical quality and innovation.

## KEY CHALLENGES

- Ability to manage and maintain community expectations against those of MNCLHD and the traineeship program.
- Providing cultural awareness and sensitivity to the broader team and encouraging the delivery of a culturally appropriate service.
- Managing time and responding to various demands from different sources.

## KEY RELATIONSHIPS

Who	Why
Line Manger, Aboriginal Clinical Lead, District Manager MHDAMan	Reporting requirements, support, performance and expectation management
Multi Disciplinary team	Consultation and liaison over care and services
Patients/clients/consumers and families/carers/ other health care professionals	Consultation and liaison over care and services

## SELECTION CRITERIA

1. Applicants for this position must be of Aboriginal descent through parentage, identify as being Aboriginal and be accepted in the community as such. All applicants must supply either a letter of Aboriginality signed under the common seal from a recognised incorporated Aboriginal or Torres Strait Islander Community organisation such as Land Council or Elders group, Aboriginal Medical Service or a letter on letterhead from a Local Aboriginal Land Council demonstrating membership of the Council. Exemption is claimed under Section 14D of the Anti-discrimination Act 1977 (NSW).
2. Willingness and commitment to undertake tertiary study towards the Bachelor of Health Science (Mental

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- Health), attend residential teaching blocks, complete clinical competency assessments, assignments, essays, examinations, worksheets and clinical and health promotion practicum placements under supervision which will require the ability to organise and prioritise work and study activities.
3. Commitment to work as an Aboriginal Mental Health Trainee under supervision and as part of a multi-disciplinary team, providing care to consumers and carers who have mental health and drug and alcohol issues.
  4. Demonstrated knowledge of Aboriginal and Torres Strait Islander cultures and have knowledge and understanding of the social and emotional issues experienced by Aboriginal people.
  5. Proven written and oral communication skills of a standard to successfully undertake a University undergraduate degree.
  6. Good interpersonal skills and ability to communicate with Aboriginal individuals, families and communities, and network with other services and health professionals.
  7. Competent computer skills utilising varied and appropriate software programs (eg word processing, data management systems and spreadsheets)
  8. Evidence of a current Class C drivers licence and the ability and willingness to travel for work purposes. This may involve driving long distances with the Health Service.

## OTHER REQUIREMENTS

Other Duties: Perform other duties as directed consistent with Award classification.

Vaccination: Category A

Closing the Gap: MNCLHD prioritises 'Closing the Gap' and improving the health outcomes of Aboriginal and Torres Strait Islander people. We are committed to development of culturally safe partnerships with local Aboriginal communities, organisations and Community Controlled Health Services.

Workplace Culture: Ensure all workplace conduct is consistent with the behaviours associated with MNCLHD values and the NSW Health Code of Conduct.

I agree to follow the MNCLHD's policy of zero tolerance towards workplace and family violence. I recognise that violence takes many forms subtle and overt including physical and psychological actions. I commit to not participate in these forms of violence and recognise it is illegal to do so. I will not initiate or participate as a bystander to violence. I will comply with MNCLHD organisational policy for responding to violence, recognising that all forms of violence are unacceptable, that violence is experienced by men, women and children, but most prevalent for women and children.

Workplace Diversity: Comply with and participate in the organisations workplace diversity policies and procedures.

Please note: A person who is not an Australian citizen or a permanent resident is only eligible for temporary employment for a period not longer than the duration of their current visa or a period not shorter than the duration of the advertised position.

Performance Review: A review of performance will be conducted 3 months after commencing and annually thereafter.

Finance and Assets: Manage allocated finance and resources efficiently and effectively.

Risk Management: All staff are expected to manage risks in their own area, and within their capacity and delegation of authority. Risks beyond a staff member's capacity or delegation need to be reported to their supervisor.

Work Health and Safety: Workers have a positive duty to demonstrate commitment to safety. This includes taking reasonable care for your own safety and others, participating with consultation arrangements and complying with work health and safety legislation, policies procedures and safety instructions.

Training: It is the responsibility of each staff member to comply with mandatory and other training requirements as

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directed by National, State and Local Legislation and Policy and as relevant to the position.

**Continuous Quality Improvement:** It is the responsibility of each staff member to be aware of the contents of the Policy and Procedures Manual(s) for their Department and to work within the principles contained therein.

Actively promotes and participates in patient safety and ongoing quality improvement programs. Engages in practices that promote the best possible health outcomes for patients/clients, and supports a culture of patient safety, clinical quality and innovation.

**Non-smoking policy:** MNCLHD sites are totally smoke free. Smoking is prohibited in the grounds, buildings and vehicles within the public health system.