

POSITION DESCRIPTION

Aboriginal Mental Health Drug and Alcohol Liaison Trainee

COLLABORATION
OPENNESS
RESPECT
EMPOWERMENT

SPEAKING UP FOR SAFETY

Organisation	NSW Health
Local Health District / Agency	Northern Sydney Local Health District
Position Classification	Aboriginal Hlth Worker
State Award	Aboriginal Health Workers (State) Award
Category	Aboriginal Health Aboriginal Health Worker
Vaccination Category	Category A
ANZSCO Code	411511 Aboriginal and Torres Strait Islander Health Worker
Website	www.nslhd.health.nsw.gov.au/

PRIMARY PURPOSE

MHDA Declaration

Each person's unique journey of recovery will be supported by mental health drug and alcohol services in a way that fosters hope, purpose and resilience.

MHDA Statement of Intention

The intention of the NSLHD MHDA is to provide recovery-oriented, trauma informed services that are guided by evidence based practices and collaboration.

Aboriginal Mental Health Workforce Program goals are to improve the mental health of Aboriginal people in NSW by enhancing access to and ensuring mental health services are culturally sensitive and responsive. The training program was established to build a highly skilled and professional Aboriginal Mental Health workforce and provide opportunities to undertake placements and learning in arrange of Mental Health and Drug and Alcohol services across NSLHD that included being paid while you study and train towards a degree in Mental Health and a rewarding career in the field of Mental Health.

The purpose of this position requires the trainee to:

- Undertake and successfully complete within course timeframe, the Bachelor of Health Science (Mental Health) course at Charles Sturt University (three year degree study period).
- Under supervision and as part of a multidisciplinary team, provide appropriate health care to consumers referred to the NSLHD Mental Health and Drug and alcohol Service
- Develop the necessary skills and knowledge to be a competent mental health worker
- Promote the mental health and well-being of Aboriginal and Torres Strait Islander people and wider communities and where possible, work in a holistic way to prevent the development of mental health problems and substance use problems

The Trainee position will have opportunities to undertake placements and learning in a range of Mental Health and Drug and Alcohol services across NSLHD.

One day study time per week will be allocated during work hours to assist in the completion of university course requirements.

As the position includes 'on the job learning', a senior clinician workplace peer mentor will be allocated to the Trainee at each placement to provide on-site support and assistance.

The Trainee will be supported by the NSLHD Director of Aboriginal Health and NSLHD Training and Development Team and be supported to identify a Senior Aboriginal Worker for regular cultural support.

The day to day operational management of the position is provided by the senior management of the MHDA service

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where the Trainee is located.

The NSLHD MHDA Clinical Partnership Coordinator coordinates the Aboriginal Trainee program providing the Trainee with education support, clinical supervision, financial management of the program and liaison with Charles Sturt University.

The ability to travel for training to attend up to four (4) 7 day University study blocks at Charles Sturt University (CSU) Wagga Wagga Campus or other Campus as identified by CSU, is a requirement of the position. Financial assistance to attend study blocks and accommodation is provided by CSU.

On completion of the three year traineeship, it is envisaged that the incumbent will continue to work as a Mental Health Clinician and facilitate the ongoing access to mental health services by the local Aboriginal and Torres Strait Islander Community and the general population.

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). Additionally, Category A workers are required to receive a booster dose three months after completing the primary course of COVID-19 vaccinations. New applicants must have completed the vaccination course prior to commencement with NSW Health, or provide an approved medical contraindication certificate (IM011 immunisation medical exemption form) 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.

For Category A applicants, if dose 3 is not yet due they can sign the undertaking form to confirm they will receive the vaccine within 6 weeks of the dose due date.

RESPIRATOR USE

NSW Health workers may be required to use a respirator, as part of their appointment with NSW Health. Where a respirator is required for use, workers will be instructed in their safe use; including donning, doffing and fit checking. Staff may be required to complete fit testing to selected respirator/s to assess their facial fit/seal.

At all times when a health worker is required to use a respirator, the health worker must not have any facial hair present. Processes are in place to support workers that need to keep facial hair due to religious observance requirements and/ or health conditions.

ESSENTIAL REQUIREMENTS

You must take all reasonable care for yourself and others and comply with any reasonable instruction, policies and procedures relating to work health safety and wellbeing.

NSLHD supports [diversity and inclusion](#) and these principles should be applied when interacting with our patients and work colleagues.

KEY ACCOUNTABILITIES

Customer Service

The Aboriginal Mental Health Trainee must commit to gain knowledge and skills, both through workplace and formal education learning, in the delivery of Mental Health Clinical Care. The Aboriginal Mental Health Trainee will recognise the importance of providing and achieving a high level of customer service to all consumers, carers and relevant stakeholders. Where possible, The Aboriginal Mental Health Trainee will support the delivery of culturally sensitive Mental Health Drug and Alcohol services and health promotion to Aboriginal and Torres Strait Islander people.

Operational and Advisory

The Aboriginal Mental Health Trainee will participate in the NSLHD Aboriginal Mental Health Drug and Alcohol

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Committee and training programs to enhance the knowledge of Aboriginal and Torres Strait Islander Mental Health amongst NSLHD staff. It is mandatory that the incumbent attend all training courses.

Strategic

The Aboriginal Mental Health Trainee will assist in the implementation of the NSLHD Aboriginal Health Strategic and NSLHD Strategic and Operational plans.

Safe Practice and EnvironmentThe Aboriginal Mental Health Trainee will work according to the Departmental safe work methods and guidelines. The incumbent must adhere to all NSWHealth and NSLHD Policies and Procedures.

KEY CHALLENGES

- To successfully complete a Full time Bachelor degree whilst employed full time, balancing workplace, university and clinical placement requirements of the role.
- Working within a service that has a small Aboriginal workforce and to develop the capacity to advocate for the mental health needs of Aboriginal and Torres Strait Islander people and programs within this context.
- To find a balance of working and living within a local Aboriginal community.

KEY RELATIONSHIPS

Who	Why
Management	To report on day to day tasks and any issues.
MHDA Staff	Communication purposes, to share information and provide a high quality service.
Allied Health Staff	Communication purposes, to share information and provide a high quality service.
Local Aboriginal Community	Communication purposes, to deliver a high quality service.
Aboriginal and Torres Strait Islander Leaders and Organisations	Communication purposes, to deliver a high quality service.

SELECTION CRITERIA

1. Consistently demonstrates behaviours that reinforce the CORE Values of our organisation; Collaboration, Openness, Respect and Empowerment. Demonstrates these behaviours with all stakeholders; colleagues, direct reports, as well as our patients and consumers, and those that care for them.
2. Must be Aboriginal or Torres Strait Islander descent (N.B. an applicants race is a genuine occupational qualification and is authorised under section 14 of the Anti-Discrimination Act 1977, NSW).
3. Willingness and commitment to undertake and demonstrate progression in the completion of the Bachelor of Health Science (Mental Health) course currently located at Charles Sturt University Wagga Wagga Campus. This includes being able to demonstrate the oral and written communication skills to a standard sufficient to undertake a university degree. NOTE: Applicants who are currently enrolled and/or who have partially completed the Bachelor of Health Science (Mental Health) are also invited to apply for the position.
4. Commitment to work as an Aboriginal Mental Health Worker Trainee under supervision, with consumers who have a mental health issues and their carers/families.

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Northern Sydney
Local Health District

5. Ability to organise and prioritise work and study activities and achieve work tasks and responsibilities within identified timeframes.
6. Willingness and commitment to work effectively as part of a multidisciplinary team (including nursing, social work, medical, psychology and occupational therapist staff) and deliver services to the whole community.
7. Knowledge and understanding of Aboriginal and Torres Strait Islander culture and the mental health, social, emotional and wellbeing issues experienced by people.
8. Ability to travel for training and to attend Charles Sturt University residential teaching blocks and placements.