

# Aboriginal and Torres Strait Islander Health Worker – Parkville Youth Justice

<b>position number</b>	iChris
<b>status</b>	Full Time (FT) or Part Time (PT) on-going
<b>network</b>	Services
<b>agreement</b>	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement
<b>classification</b>	Social and Community Services Level 4
<b>reports to</b>	Program Manager – Yakeen Tharn

<b>about us</b>	cohealth is a not-for-profit community health organisation. We provide health and support services in Melbourne's CBD, and northern and western suburbs.
<b>what we do</b>	Our work aims to improve the health and wellbeing of our communities and address health and social inequality.
<b>our organisation</b>	cohealth is a community health organisation with an ambitious strategic plan. Our mission is to improve health and wellbeing for all and tackle inequality, in partnership with people and the communities they live in.
<b>our people</b>	People who work at cohealth are committed to designing and delivering high quality health care and promoting and protecting human rights.
<b>diversity and inclusion</b>	We want people of all ages, gender identities, sexualities, cultural backgrounds, and abilities to feel safe to bring their whole selves to cohealth. We are a Rainbow Tick Accredited organisation with over 20% of our staff from the LGBTQIA+ community. To find out more about us click <a href="#">here</a>

## network overview

### Services Network

The Services Network is responsible for delivering a wide range of health and social support services in Melbourne's CBD, and northern and western suburbs.

## position overview and purpose

Parkville Youth Justice Precinct is a youth custodial facility that accommodates children and young people aged 10 to 21 years (up to 24 years depending on age of sentencing). Parkville is the reception point for the Youth Justice custodial system and as such, all reception health assessments are undertaken at Parkville before some young men will be transferred to Cherry Creek Youth Justice Precinct. The primary health service at Parkville is a nurse-led model, with 24/7 on-site nursing coverage.

At Parkville, cohealth aims to deliver a quality, flexible, integrated, efficient service within the custodial environment to young people based on their health needs. This includes delivering primary health, allied health, dental and mental health services, and includes screening, assessing, triaging, and referring to secondary and tertiary health services based on clinical need. cohealth shares a vision for healthy children and young people in custody, supported by a health service responsive to their needs.

cohealth's inclusive workplace culture enables staff to bring their whole selves to work, where uniqueness is valued, and people experience a feeling of belonging. Our aim is for everyone to thrive in their role.

**This is an identified position, therefore only Aboriginal or Torres Strait Islander people are eligible to apply.**

The Aboriginal and Torres Strait Islander Health Worker will work within a multidisciplinary team and will support the young person from reception all the way through to release into the community. This position engages and develops relationships with Aboriginal and Torres Strait Islander young people with various physical health and social support needs and aims to reduce barriers to accessing services.

## key accountabilities

### client care

- Engage and build rapport with Aboriginal and Torres Strait Islander young people and other young people and staff in a culturally safe manner to deliver high quality, person centred and innovative care
- Monitor, report and document individual client needs, changes in physical and mental health, well-being, and general progress to ensure a smooth and seamless recovery orientated approach
- Participate in health promotion/prevention programs and activities including planning, promotion, implementation and evaluation

	<ul style="list-style-type: none"> <li>• Provide support to young Aboriginal and Torres Strait Islander people where required to assist with meeting health needs e.g. acting as an advocate where required, linking in with other clinical staff and health professionals</li> <li>• Document young people's file notes on electronic client management system</li> <li>• Support young people to work towards achieving their goals and empowering them to genuinely participate in decision-making that affects their life</li> <li>• Contribute to strategies to promote and engage Indigenous communities</li> <li>• Establish and maintain links with other key local agencies, the local community and provide secondary consultations as required</li> <li>• Complete goal directed care plans with young people to record their hopes or aspirations</li> </ul>
<b>professional practice</b>	<ul style="list-style-type: none"> <li>• Refer, consult, and liaise with families and other key stakeholders to ensure a holistic multi-disciplinary approach to health care provision</li> <li>• Maintain information systems and implement relevant administrative procedures and systems</li> <li>• Develop and participate in appropriate community Networks, including with the Victorian Aboriginal Health Service, to develop strategies to promote and meet the care needs of indigenous communities</li> </ul>
<b>training and development</b>	<ul style="list-style-type: none"> <li>• Champion cohealth's preferred culture to meet cohealth's corporate objectives and to promote teamwork, employee development and empowerment in order to foster a culture of high performance and a workforce which demonstrates behaviours consistent with cohealth's corporate values</li> <li>• Maintain knowledge, skills, qualifications, accreditations, and registrations through participation in professional development activities</li> </ul>
<b>quality and continuous improvement</b>	<ul style="list-style-type: none"> <li>• Contribute to the principles of continuous improvement as contained in the cohealth's quality system and ensure compliance with cohealth policies/procedures</li> <li>• Contribute to the implementation and improvement of the quality systems within cohealth</li> <li>• Promote and represent cohealth as a caring, professional, and client-focused organisation and its range of primary health and social support services</li> </ul>
<b>health &amp; safety compliance</b>	<ul style="list-style-type: none"> <li>• Take corrective action to remedy safety hazards or risks and restore a safe working environment</li> </ul>

	<ul style="list-style-type: none"> <li>• Understand and comply with the cohealth Workplace Health Safety and Wellbeing standards and the legislative requirements relevant to this position</li> <li>• Carry out duties in a manner that does not adversely affect their own health and safety of others by reporting all incidents and injuries as well as cooperating with any measures introduced in the workplace to improve Work Health &amp; Safety (WHS)</li> <li>• Participate in identifying the safety and minimising the risks to program participants and the organisation</li> </ul>
others	<ul style="list-style-type: none"> <li>• Comply and adhere to all cohealth policies and procedures including code of conduct and values</li> <li>• Undertake special projects or tasks as required</li> <li>• Perform all other duties as directed, within the limits of skills, competence, and training to maximise flexibility and effectiveness</li> </ul>

### position requirements

- Relevant experience such as Aboriginal & Torres Strait Islander health worker, community development, health promotion, Aboriginal and Torres Strait Islander Liaison Officer, Social Work or equivalent experience in the housing, mental health, AOD, disability or welfare sectors, a lived experience is highly valued
- Working with Children's Check (WWCC)
- Participation in the NDIS worker screening checks where applicable
- National (and international if required) Police Check Current
- Immunisation Category B and proof of COVID vaccination to be produced upon request
- Successful candidates will be required to undergo a Department of Justice & Community Safety security clearance prior to commencement

### key selection criteria

- Ability to work independently and as an effective team member
- An understanding of the physical, social, and cultural needs of Aboriginal people and Torres Strait Islander people.
- Certificate III or above in Aboriginal/Torres Strait Islander Primary Health Care
- Experience in working with Aboriginal and Torres Strait Islander people including case management and care planning for people from diverse backgrounds experiencing hardship and/or barriers to accessing services. This includes knowledge and understanding of Person-centred care, Active Service Model, Goal Directed Care Planning principles
- Community engagement skills, negotiation/advocacy skills, good communication skills, writing/reporting skills, time management/organisational skills, stress management skills, problem solving skills, computer skills
- Have a sound understanding of Aboriginal and Torres Strait Islander cultures and peoples
- Understanding of Aboriginal and Torres Strait Islander health and welfare organisations in Victoria
- Knowledge and connection with Aboriginal and Torres Strait Islander communities and peoples in metropolitan settings is desirable
- Experience working in a forensic setting is desirable



- Non-judgmental attitude towards people experiencing physical and mental health issues, impacting wellbeing, including substance misuse
- Strong belief and personal alignment in cohealth Values and Mission

*cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.*

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