



Position Title:	Social Worker
Supervisor:	Team Leader (Social and Emotional Wellbeing)
Classification:	Allied Health Professionals Grade 1
Salary:	P1.1 – 1.4 Base Salary: \$86,585 - \$ \$91,358 Total Salary: \$96,559 - \$101,882 (Note: Total salary includes leave loading and superannuation)
Location:	Various Clinic Locations
Date Reviewed:	March 2020

**SUMMARY OF POSITION:**

The Social Worker is responsible for supporting survivors who are considering applying to the National Redress Scheme, providing client focused counselling and emotional support in a trauma informed context as well as to provide accurate information about the scheme and to assist completing Redress Applications. The team also works collaboratively with other service providers within a community context.

**OVERVIEW OF DANILA DILBA HEALTH SERVICE (DDHS) AND THE WORK ENVIRONMENT**

**Background**

Established in 1991, Danila Dilba Health Service (DDHS) is a community-controlled organisation providing comprehensive primary health care services to Biluru communities in the Yilli Rreung Region of the Northern Territory.

The mission of DDHS is to improve the physical, mental, spiritual, cultural and social wellbeing of its clients through innovative comprehensive primary health care programs that are based on the principles of equity, access, empowerment, community self-determination and inter-sectoral collaboration.

**PRIMARY RESPONSIBILITIES:**

**Strategic Imperatives**

Awareness and understanding of DDHS strategic plan.

Contribute in developing and implementing strategies to meeting goals set in the provision of comprehensive primary health care to the Indigenous people of the Greater Darwin Area.

**Redress Support**

Direct caseload: Support survivors to make an application to the National Redress Scheme

Where required, support survivors with participating in a Direct Personal Response

Provide group programs for survivors of institutionalised child sexual abuse

Provide community engagement and development approaches to build supportive pathways for vulnerable communities and families

Represent the organisation positively with a range of external organisations and providers for the purpose of making appropriate client referrals, providing conjoint support where required, and marketing and promoting the agency programs

To use community development approaches (social justice, equality and mutual respect) to increase self-efficacy and empowerment of the communities

Contribute to development and delivery of training to community members, partners and broader sector

Work collaboratively with other services to identify and address services gaps and client needs.

## **Human Resource Management**

Participate in cross-cultural education as well as assist and participate in staff induction and orientation.

Participate in work partnership agreements.

Be responsible for your professional development by engaging in professional supervision, attending relevant workshops and in-services and self-auditing to maintain professional development (CPD) as required.

## **Communication and Teamwork**

Maintain a positive work environment via harmonious and cooperative relationships with fellow employees, management and clients.

Ensure all interactions with clients and staff show appropriate responses to their needs and demonstrate the application of the DDHS code of conduct.

Contribute to the efficient and effective functioning of the workplace in order to meet organisational objectives. This includes demonstrating appropriate and professional workplace behaviours, providing assistance to team members as required and undertaking other key responsibilities or activities as directed by your supervisor;

Maintain own professional work ethics and participate in staff meetings.

## **Safe Practice and Environment**

Conduct all activities in a manner consistent with Danila Dilba Health Service Work, Health and Safety policy and procedures, Proactively address WH&S hazards, incidents and injuries and adhere to infection control processes.

Regularly monitor and review practices and the work environment to ensure a healthy and safe workplace in accordance with DDHS policies and procedures and legislative requirements.

## **Quality**

Contribute to opportunities to improve processes, quality and service delivery outcomes.

Participate in the development of quality procedures and contribute to internal and external program reviews as required.

Follow the DDHS incident and complaint investigation policies to ensure feedback drives service delivery improvements.

## **Information Management**

Ensure accurate documentation of information in a timely manner.

Maintain accurate recording of client records.

Maintain high standards in report writing, electronic record keeping, file maintenance and quality assurance in service delivery.

**SELECTION CRITERIA:****Essential:**

1. An appropriate tertiary qualification in Social Work, or a related discipline with an active membership of the relevant professional association
2. Demonstrated awareness of and sensitivity to Aboriginal culture and history and knowledge of issues impacting on Aboriginal children and families, youth and adults and those affected by Stolen Generations' policies and practices;
3. Demonstrated Knowledge and understanding of issues relating to sexual assault, particularly institutional child sexual assault, and how they may impact on victim's lives and community attitudes about sexual assault
4. Demonstrated knowledge and ability to effectively engage and to provide support services to people who have experienced complex trauma, supporting clients in crisis, and to interact with people who may be emotional, and/or who present with challenging behaviour.
5. Demonstrated knowledge of current issues, standards and trends in the delivery of mental health and social and emotional wellbeing services to Aboriginal peoples;
6. Experience in Working with multidisciplinary team structure
7. Demonstrated ability to interact effectively with clients, carers and other professionals from diverse cultures;
8. Demonstrated ability to prepare written reports of a high standard and;
9. Proficiency in and commitment to the use of electronic information systems for the maintenance of clinical and service delivery records.

**Desirable:**

1. Demonstrated knowledge and experience working with survivors of institutional child sexual abuse
2. Knowledge of the relevant legislation guiding clinical practice for this position;

**Appointment Factors:** (Appointment is subject to)

1. Willing to undergo a Police Check;
2. Ability to obtain a Working with Children Clearance (Ochre Card);
3. Current driver's licence, and;
4. Current First Aid and/or CPR Certificate, or the preparedness to gain one.

**Approved:****Rodger Williams****Head of Operations**

Date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Reviewed by:	Manager Community Services	January 2019
Approved by:	Deputy Chief Executive Officer	January 2019
Review due by:	Manager Community Services	January 2021