

## Community Mental Health Worker

<b>position number</b>	iChris
<b>status</b>	Part Time, Fixed term (TP)
<b>network</b>	Services
<b>agreement</b>	Victorian Stand-Alone Community Health Services (Health and Allied Services, Managers and Administrative Officers) Multiple Enterprise Agreement 2018 – 2022
<b>classification</b>	SACS Level 4
<b>reports to</b>	EIPSR Program Facilitator

<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

cohealth community mental health services provide a range of individual, group and residential programs across Northern and Western Melbourne. Our services comprise of highly experienced teams who work with clients who have the most difficulty accessing services. Our focus is on the most disadvantaged, underpinned by our understanding of the social determinants of mental health which informs our efforts to enable service delivery to the people who need it the most.

The Early Intervention Psychosocial Support Response (EIPSR) is an initiative delivered in partnership with Royal Melbourne Hospital (RMH) Mental Health Services, Western Health Community Mental Health & Wellbeing Services and Orygen Youth Health. EIPSR is a Wellbeing (Psychosocial) support model targeted to people living with mental health challenges who are registered clients of public clinical mental health services.

EIPSR provides short to medium term specialist Wellbeing (Psychosocial) support to: clients experiencing barriers to accessing services and support due to vulnerability and disadvantage and high levels of complexity, such as, homelessness, chronic illnesses, co-existing cognitive issues, dual diagnosis and potentially challenging behaviours; and young people with emerging or established severe mental health challenges.

EIPSR is delivered within a framework of strengths-based, recovery-oriented practice, consumer, carer and community engagement and co-design with a holistic whole of health approach to care. We achieve consistent, high-quality recovery-oriented services using the Collaborative Recovery Model (CRM), ensure competency in trauma informed care and family centred and inclusive practice delivered in a client led environment.

### Position summary

The Community Mental Health Worker is responsible for providing quality community mental health psychosocial and recovery support services in partnership with clients, families/carers and clinical mental health teams.

This role is based at Western Health Community Mental Health & Wellbeing services in Sunshine working with clients registered with the clinical mental health service. The aim of the role is to maximise personal recovery, health and wellbeing and social inclusion for people living with mental health challenges. The role is pivotal in assisting people to participate in their own recovery and build capabilities to live a meaningful life.

## key accountabilities

<p><b>direct service delivery</b></p>	<ul style="list-style-type: none"> <li>• As a lead worker provide individual Wellbeing (Psychosocial) supports to registered clients of Western Health Community Mental Health &amp; Wellbeing services in collaboration with carers/families and Western Health Mental Health Key Clinicians.</li> <li>• Plan and facilitate day-to-day activities of the role and participate in program activities to ensure the provision of a high quality, flexible, integrated and responsive service focused on achieving meaningful outcomes for clients, their carers and families in accordance with all relevant legislation.</li> <li>• Work collaboratively with clients, carers, Western Health mental health key clinicians and other community services to conduct comprehensive assessments; identify needs, aspirations and goals, and develop recovery packages and recovery plans with clients and monitor recovery plans, facilitate and contribute to review meetings.</li> <li>• Provide flexible one-one support across catchments, including: support the development of daily living skills and community connection; transition planning and support to access the NDIS where appropriate; care coordination; recovery coaching and the use of the Collaborative Recovery Model; referral and supported referral; facilitate client access to community resources and brokerage.</li> <li>• Ensure practice is underpinned by the service model and the principles of recovery-oriented practice; family centred and inclusive practice; client and carer participation; trauma informed practice and approach; and the Collaborative Recovery Model.</li> <li>• Support clients to develop Advance Statements and or Nominated Person forms as per the Mental Health &amp; Wellbeing Act.</li> <li>• Attend and actively participate in coaching and management and reflective supervision with Program Manager.</li> <li>• Attend and actively participate in group reflective practice with team.</li> <li>• Develop and maintain working relationships with internal and external stakeholders including Western Health mental health key clinicians and treating team.</li> <li>• Support the design, development, facilitation and evaluation of interventions, including groups.</li> <li>• Support opportunities for clients and carers/families to participate effectively in engagement, co-design and evaluation activities to improve services.</li> </ul>
<p><b>training and development</b></p>	<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> </ul>

	<ul style="list-style-type: none"> <li>• Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all (employees, contractors, volunteers).</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, in particular the [network name] Network, and ensure compliance with documented procedures and processes. Report non-conformities and, where required, take the appropriate action according to the quality system procedures.</li> </ul>
<b>health &amp; safety compliance</b>	<ul style="list-style-type: none"> <li>• Maintain awareness of and compliance with health and safety policies and procedures to maintain a safe working environment.</li> <li>• Take corrective action to remedy safety hazards or risks and restore a safe working environment</li> </ul>

#### position requirements

- A relevant tertiary qualification and/or significant relevant experience.
- Demonstrated skills and minimum of two years' experience working in community health with clients who present with a high level of complexity, vulnerability, and disadvantage.
- Demonstrated ability to work in a complex and changing internal and external environments with accountability to clients, teams and management.
- Sound understanding of challenges people with mental health issues and their families face with a knowledge and understanding of recovery models of care, psychosocial support and best practice evidence-based interventions, including the Collaborative Recovery Model.
- Outstanding ability to respectfully seek and utilise client-centred recovery oriented secondary consultation with Peer Community Mental Health Workers.
- Excellent oral and written communication skills.
- Ability to work collaboratively with the team and a range of internal and external stakeholders to ensure the provision of quality services.
- A sound understanding of diversity, culturally safe practice and impacts of stigma.
- This position primary location will be co-located at Western Health Community Mental Health & Wellbeing Service in Sunshine (Harvester Clinic) however may require travel across the EIPSR catchments. You may be required to work across sites from time to time or to change sites.
- There may be occasions when an out of hours response may be required in line with the client's needs and goals. These arrangements (including relevant use of TIL) would be negotiated with the Program Manager.
- cohealth is a child safe organisation and employment is subject to the satisfactory completion of a Police Record Check and Working with Children Check.
- Working with Children's Check (WWCC)
- Victoria Police Check Current
- Victorian Driver's License
- Immunisation and proof of COVID vaccination to be produced upon request

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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