



Australian Government

**HLTAHW024 Work in alcohol, other drugs
& mental health care w/ Aboriginal &/or
Torres Strait Islander Comm.**

Release: 2

HLTAHW024 Work in alcohol, other drugs & mental health care w/ Aboriginal &/or Torres Strait Islander Comm.

Modification History

Release	Comments
Release 2	Updated: • assessor requirements statement • foundation skills lead in statement • licensing statement • modification history to reflect 2012 standards Equivalent outcome.
Release 1	This version was released in <i>HLT Health Training Package release 1.0</i> and meets the requirements of the 2012 Standards for Training Packages. Significant changes to elements and performance criteria. New evidence requirements for assessment, including volume and environment requirements.

Application

This unit describes the required skills and knowledge as preparation for working with Aboriginal or Torres Strait Islander communities to provide health education and support relating to alcohol and other drugs (AOD) and mental health. It addresses the rights and responsibilities of the position, the system in which this work is undertaken and the professional boundaries and cultural issues relating to this type of work.

This unit applies to those Aboriginal and/or Torres Strait Islander Health Workers providing a range of primary health care services to Aboriginal and/or Torres Strait Islander clients and communities.

The skills in this unit must be applied in accordance with Commonwealth and State/Territory legislation, Australian/New Zealand standards and industry codes of practice.

Elements and Performance Criteria

ELEMENT

Elements define the essential outcomes.

PERFORMANCE CRITERIA

Performance criteria specify the level of performance needed to demonstrate achievement of the Element.

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1. Work within the context of alcohol and other drugs and mental health

- 1.1 Consider the relationship between AOD and mental health (including dual diagnosis) when working with clients
- 1.2 Identify difficulties that the worker may encounter in carrying out their role in the community and take these into consideration in the work
- 1.3 Take into account in service delivery the changing role of females and males within Aboriginal and Torres Strait Islander communities
- 1.4 Work within the role and limitations of the job definition and community expectations of the role

2. Demonstrate commitment to the philosophy of social and emotional wellbeing

- 2.1 Build and maintain a relationship of trust with the client and/or family/carer, with active promotion of and strict adherence to confidentiality
- 2.2 Consider the rights of the individual in all work undertaken
- 2.3 Consistently demonstrate understanding and consideration of the underpinning values and philosophy of social and emotional wellbeing in the context of Aboriginal and/or Torres Strait Islander health work
- 2.4 Demonstrate commitment to the empowerment of Aboriginal and/or Torres Strait Islander people and access and equity principles
- 2.5 Give clients, family and community the opportunity to participate in service planning and support activities
- 2.6 Take into account personal values, history, experiences and family/kinship when working with Aboriginal and/or Torres Strait Islander communities
- 2.7 Support the role of traditional healers and use of bush or traditional medicines as appropriate to each client's needs

3. Work within legal and ethical

- 3.1 Complete documentation in accordance with legal

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boundaries

and ethical requirements

3.2 Maintain confidentiality in accordance with organisational policies and protocols

3.4 Liaise with other organisations as appropriate

3.5 Consider the rights of the individual in all work undertaken

3.6 Carry out duties within relevant legislative requirements and frameworks as required

4. Maintain accountability and responsibilities

4.1 Access the organisation's policies and procedures in regard to workers and operate in accordance with these

4.2 Ensure all work is undertaken within the organisation's reporting and accountability frameworks

4.3 Follow organisational occupational health and safety guidelines

4.4 Access information to clarify the employer's responsibilities to the worker

4.5 Observe organisational requirements for participation in processes as appropriate

5. Observe professional boundaries when working

5.1 Communicate professional boundaries to clients in a culturally appropriate and safe manner

5.2 Maintain confidentiality when working with clients and other agencies

5.3 Observe organisational boundaries when working with clients and other agencies

5.4 Clarify organisational expectations with particular regard to professional and personal boundaries

6. Work with the clients involved with the justice system

6.1 Provide advocacy and support for clients involved with the justice system as appropriate and in accordance with organisational policies and protocols

6.2 Identify and observe the role and limitations of

ELEMENT

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Aboriginal and/or Torres Strait Islander Health Workers work within the justice system

6.3 Access, on behalf of clients, the processes of the justice system that will impact on clients, as appropriate

7. Complete relevant documentation

7.1 Collect information (i.e. data) as required to complete workplace documentation

7.2 Complete documentation appropriate to the social and emotional wellbeing work role in line with organisational requirements and reporting arrangements (such as reports to funding bodies)

Foundation Skills

The Foundation Skills describe those required skills (language, literacy, numeracy and employment skills) that are essential to performance.

Foundation skills essential to performance are explicit in the performance criteria of this unit of competency.

Unit Mapping Information

No equivalent unit.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=ced1390f-48d9-4ab0-bd50-b015e5485705>

Assessment Requirements for HLTAHW024 Work in alcohol, other drugs & mental health care w/ Aboriginal &/or Torres Strait Islander Comm.

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Performance Evidence

The candidate must show evidence of the ability to complete tasks outlined in elements and performance criteria of this unit, manage tasks and manage contingencies in the context of the job role.

There must be evidence that the candidate has:

- undertaken AOD and mental health work with clients within the legal and ethical boundaries of the work and with a commitment to the philosophy of social and emotional wellbeing
- maintained the professional boundaries of the work role and addressed accountability and responsibilities appropriately when performing work role and in interacting with each client
- addressed the needs of clients from culturally and linguistically diverse backgrounds and balanced expectations of the organisation, the community and clients
- completed all reports and documentation relevant to the client and their treatment
- advocated and supported clients when required.

All performance evidence must be performed at least once.

Knowledge Evidence

The candidate must be able to demonstrate essential knowledge required to effectively do the task outlined in elements and performance criteria of this unit, manage the task and manage contingencies in the context of the identified work role.

This includes knowledge of:

- organisational policies and procedures and legislation or regulations relating to:
 - client confidentiality
 - referral, including various levels of urgency, and follow-up of clients
 - mandatory reporting
 - notifiable communicable diseases
 - limits of own ability and authority
 - reporting procedures
 - documentation
- impact of cultural and spiritual factors on the way mental health problems develop and present
- rights as employees – industrial awards, duty of care, occupational health and safety, workers' compensation
- support systems available for employees – e.g. counselling, unions, professional associations
- the role, rights and responsibilities relating to social and emotional wellbeing work:
 - legal responsibilities to clients, organisation and self
 - reporting responsibilities
 - accountability to organisation and community
 - confidentiality requirements for social and emotional wellbeing work
 - ethical responsibilities
 - professional boundaries
- justice system and its processes relevant for the jurisdiction
- relevant mental health legislation and regulations for the jurisdiction
- conflict resolution and mediation.

Assessment Conditions

Skills must be demonstrated working:

- in a health service or centre
- as part of a multidisciplinary primary health care team
- with Aboriginal and/or Torres Strait Islander clients and communities.

In addition, simulations and scenarios must be used where the full range of contexts and situations cannot be provided in the workplace or may occur only rarely. These are situations relating to emergency or unplanned procedures where assessment in these circumstances would be unsafe or is impractical.

Simulated assessment environments must simulate the real-life working environment where these skills and knowledge would be performed, with all the relevant equipment and resources of that working environment.

Assessors must satisfy the Standards for Registered Training Organisations (RTOs) 2015/AQTF mandatory competency requirements for assessors.

Assessment must be undertaken by a workplace assessor who has expertise in this unit of competency and who is:

an Aboriginal and/or Torres Strait Islander Health Worker or:

- accompanied by an Aboriginal and/or Torres Strait Islander person who is a recognised member of the community with experience in primary health care.

Links

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