



POSITION DESCRIPTION	
Part 1 – Expectations	Employee
Attachments	Addendum A *Outlines the specifics of the allocated Directorate/Portfolio

About EACH

EACH provides an integrated range of health, disability, housing, counselling, and community mental health services across Australia. We offer a wide range of supports to assist members of our community to lead happier, healthier lives. Our staff are a collective workforce of over 1,700 paid employees and over 250 volunteers.

More information is available at: <http://www.each.com.au>

Our vision	Everyone has the power to live well.
Our purpose	Health and support services that improve lives and strengthen communities.
Our values and behaviours	<p>We care.</p> <p>We welcome you with empathy and hope.</p> <p>We believe making change is possible for everyone.</p> <p>We listen.</p> <p>We take time to understand you, your experiences, and your culture.</p> <p>We work with you and the people important to you, to build the right supports.</p> <p>We learn.</p> <p>We evaluate our actions and always seek to improve.</p> <p>We deliver.</p> <p>We have a 'can do' attitude and find ways to say 'yes'.</p> <p>We do what we say we're going to do.</p>



Expectation of Employees

A key focus of this position is to work collaboratively with their team members, their Directorate and across other Directorates.

They are responsible for leading delivery and/or community through their own contribution.

It is expected that all employees consistently model EACH's values and behaviors and ensure EACH's culture is inclusive, safe, and engaging.

Employee Responsibilities

Employees are responsible for:

- Assessing for quality, safety and risk and taking actions that keep myself, customers, community and staff safe
- Partnering with my team, others at EACH, our customers and community to achieve great outcomes
- Creating a safe, respectful and culturally appropriate space to foster growth, learning, belonging, health and wellbeing
- Contribute to tracking progress and outcomes to ensure alignment with EACH's goals and to reliably deliver on performance targets
- Working within the program/role guidelines and professional boundaries of my role
- Demonstrating behaviours at all times that align to EACH's leadership standards and recognises that you are an ambassador of EACH.

Quality:

EACH staff are required to participate in continuous monitoring and improvement and comply with legislation, professional standards and accreditation standards and any other governing laws that apply from time to time.

EACH staff must have and maintain the appropriate skills and knowledge required to fulfil their role and responsibilities. In addition, they must practice within the specifications of this position description, and where applicable within the agreed scope of practice.

Safety & Wellbeing:

EACH is committed to providing and maintaining a working environment for all staff that is safe and minimises risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by their acts or omissions at the workplace.

As an Employee you understand your responsibilities and accountabilities to yourself and others in accordance with OH&S legislation across the various jurisdictions and EACH's policies.



EACH Child Safe Commitment Statement:

EACH is committed to promoting and protecting the best interests of children and supporting a child safe culture. EACH has zero tolerance for child abuse. Everyone working at EACH is responsible for the care and protection of children and reporting information about suspected child abuse.

All children who come to EACH have a right to feel and be safe. EACH is committed to the safety and well-being of all children whether they are direct service recipients or indirectly linked to our services such as children of customers. The welfare of children and young people is our first priority. We create a child safe and child friendly environment where all children are valued and heard, are safe and protected."

Key Selection Criteria

Skills and Behaviours

- Acts in accordance with EACH's Behavioural and Performance Standards.
- Highly developed communication and interpersonal skills to competently establish and maintain effective working relationships with clients, staff and visitors.
- Demonstrated ability to work collaboratively and enthusiastically within a team to help foster a positive and progressive work environment.

Desirable Experience, Knowledge, and Qualifications

- Tertiary qualifications in a relevant discipline.
- Demonstrated ability in working collaboratively as part of a Team
- Appreciation and understanding of the Not-For-Profit sector and Health services is well-regarded.

Mandatory Competencies and/or Licences

- Completion of an acceptable Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.
- A cleared National Worker Screening Check prior to commencement of employment (if required for the role – not applicable to all roles)

Expected behaviours for all EACH Staff

- Acts in accordance with EACH's Code of Conduct, policies and procedures and is demonstrably committed to EACH's vision, mission, values, and service principles.
- Responds to family violence risk in line with their role and responsibilities and in accordance with the Multi-Agency Risk Assessment and Management (MARAM) Framework and related Frameworks.



- Promotes a 'safety first' culture and acts in accordance with EACH Health, Safety and Wellbeing Policy and management system.
- Ensures EACH Great Care is put through its PACES (Person-Centred, Accessible, Connected, Effective and Safe).
- Promotes and supports a zero-tolerance culture that recognises all people have the right to live their lives free from abuse, neglect, violence, discrimination and exploitation and acts upon EACH's commitment to recognise, raise and respond to any deviation from a person's human rights.
- Fosters and promotes an inclusive and collaborative work environment where all employees, volunteers and customers feel welcomed, respected, valued and enabled and proud to fully participate, irrespective of their individual differences in background, experience and perspectives. Demonstrates a customer focus by prioritising the needs and outcomes of internal and external customers.
- Demonstrates teamwork and collaboration and positively contributes to group activities.
- Contributes to innovation and continuous improvement and openly shares information and knowledge to enable optimal outcomes for customers.
- Be curious, reflective, and open to continuous learning and new ways of working.
- Successfully completes all mandatory training in a timely manner, to support the delivery of high quality, safe and effective service delivery.



Part 2 – Addendum- Counsellor – Gamblers Help

This document explains the work of the Gamblers Help Counsellor and the outputs they will need to deliver

Position:	Counsellor- Gamblers Help
Directorate / Service / Program:	Child, Youth Family & Well Being
Industrial Instrument Name:	EACH Social and Community Service Employees Enterprise Agreement 2017
Instrument Classification:	Level 5
Reports to:	Kim Hubber
Effective Date:	March 2024

Gamblers Help Programs operate as an integrated system of preventative, early intervention and treatment initiatives aimed at addressing gambling harm.

EACH delivers the Gamblers Help Program in the Eastern Melbourne and Inner East Melbourne catchments. Gamblers Help is funded by the Victorian Responsible Gambling Foundation (VRGF)

A Gamblers Help Counsellor provides professional therapeutic counselling and support to people adversely affected by gambling harm and promotes Gambler’s Help services to the wider community to improve access for service users.

Key Deliverables

- Provision of intake, primary assessment and information to clients contacting the service.
- Delivery of effective professional therapeutic counselling casework and advocacy according to the funding agreement, including the provision of evidence based therapeutic modalities.
- Implementation of an effective process to identify the needs of people impacted by gambling harm.
- Effective usage of the integrated service model for supporting people impacted by gambling harm.
- Participation in local community and statewide activities and projects in accordance with the funding agreement.
- Engagement in regular supervision (line management and clinical), team meetings and staff development. Participation in ongoing professional development
- Accurate data entry into client management systems – client data and casenotes



Qualifications:

- Relevant counselling experience
- Tertiary qualifications and be eligible for membership/registration with one of the following:
 - Provisional registration with the Psychology Board of Australia, or
 - Registration with the Australian Health Practitioner Regulation Agency (AHPRA) in the National Board category of Psychology Board of Australia or Nursing & Midwifery Board of Australia
 - Full, graduate or Accredited Mental Health Social Worker (AMHSW) membership with the Australian Association of Social Workers (AASW), or
 - Membership with Psychotherapy and Counselling Federation of Australia (PACFA) in the Clinical, Academic or provisional categories, or
 - Level 2 or higher membership of the Australian Counselling Association .

Skills:

- Provision of therapeutic counselling to clients including individuals, couples and/or family counselling sessions, both face to face and via Telehealth, including after hours.
- Assertive engagement – pro-active follow up with all clients at agreed intervals to encourage and maintain service engagement, reinforce positive changes and achievements and support re-engagement with services if required.
- Arrange appropriate referrals for clients to other services as required.
- Self-Exclusion support – provision of follow up telephone (or face to face) support to individuals who have signed or are considering entering into a self-exclusion deed.
- Provide secondary consultation and co-counselling with other health clinicians as required, including providing specialist input into care planning and coordination undertaken by other agencies.
- Develop and facilitate group support workshops to meet the needs of the service, clients and the local community.
- Other indirect client services – including activities relating to a specific client where the client is not present, such as documenting case notes and data recording.
- Develop quality relationships with a range of key stakeholders including community organisations, rehabilitation providers and other health professionals to allow for the effective provision of support and information to clients.
- Participation in community engagement activities to promote awareness of and accessibility to Gambler's Help services.
- Participation in Clinical Community of Practice sessions to share clinical experiences and deepen knowledge within the group of therapeutic counsellors in the program.

Experience and Knowledge:

- Demonstrated competence in an area of clinical practice, preferably in a multidisciplinary team context and with clients with multiple or complex needs
- Understanding of the Social Determinants of Health and the Social Model of Health approach and health promotion
- Previous experience in the not-for-profit sector or an appreciation and understanding of community organisations and their operation
- Good understanding of the referral pathways across sector(s)
- Experience in working with vulnerable and disadvantaged people
- Experience of collaborative practice



Physical Requirements:

- able to sit at a computer for 6 – 8 hours per day
- ability to travel between EACH locations