

Position Description



Position Title	Residential Care Worker
Program	Residential Care
Physical Location	Murray Bridge or Mt Gambier
Classification Level	Level 2 of the <i>Social, Community, Home Care and Disability Services Industry Award 2010</i>

POSITION SPECIFICATION

Purpose of the position

You will work as part of a team providing quality around-the-clock care in a home-based environment to children and young people who have been placed under the Guardianship of the Minister, building healthy, supportive relationships, and role-modeling appropriate behaviours.

You will work within a therapeutic model of care that incorporates Therapeutic Crisis Intervention and trauma-informed, intentional, client-centred practice.

Reporting/Working Relationships

- Reports in the first instance to the House Supervisor at the house at which you are based for any given shift, then to the team leader of that house. All staff in Residential Care then report to the Clinical Manager.
- Close working relationships with Department for Child Protection staff and management.
- Close working relationships with all Out of Home Care staff.

Special conditions

- Work on a rotating roster that is over 7 days a week. This involves day, afternoon, night shift, weekends and public holidays.
- May be required to work alone during night shift and may work alone for varying periods during other shifts.
- The initial appointment is to the local region, but the appointee may be required to work within and support other programs across the agency.
- Out-of-hours work including travel involving overnight absences may be required
- Minimum current SA 'Class C' (or interstate equivalent) driver's license is essential and the employee must be willing to drive in the course of their duties.
- The position may involve overtime and recall to duty.
- Satisfactory Child-related Employment Screening, Child Safe Environment Certificate and Provide First Aid certificate or equivalent must be maintained in accordance with ac.care policy.
- Must be willing to undertake training as required by the program

Key Responsibilities

1 Contribute to the development of the service by:

- Participating as required in training and development courses relevant to the service.
- Participating in and actively contributing to staff development reviews.
- Supporting the induction of new staff members ensuring they have a sound understanding of ac.care policy and house operating procedure.

2 The Residential Care Worker will deliver quality outcomes for young people in their care by:

- Operating from the Therapeutic Crisis Intervention and trauma informed intentional practice as taught by ac.care.
- Consulting with other staff, observing and accurately recording young people's behaviour, needs and interactions with others.
- Providing children and young people in care with guidance, support, supervision and protection from harm and exploitation.
- Complying with all policies and procedures of ac.care as well as those specific to the Residential Care program
- Maintaining a "child focus" through consideration of a young person's wishes and opinions in decisions that affect his or her life.
- Actively supporting and participating with young people in a range of recreation, education and personal development programs. (eg practical living skills.)
- Actively participating in staff training and development, supervisory sessions, house and staff meetings and other work team activities.

3 Facilitate and increase the opportunity for successful experiences and intervention of young people in care by:

- Assessing and responding to the individual needs of young people in care (in particular any cultural considerations).
- Modeling appropriate behaviours.
- Promoting, encouraging and ensuring positive relationships with peers, carers, parents, family members, significant others and the community.
- Providing opportunities for young people to experience success and realise their potential.

4 Oversight of assets and property maintenance in consultation with the Line manager by:

- Monitoring and reporting circumstances to the line manager where maintenance is required of furniture, domestic appliances, office equipment, vehicle(s) and the house.
- Where required and within developed procedure assist by purchasing clothing, household goods and other items required for children in care and maintenance of the house.

5 Contribute to the provision of direct care to children and young people by:

- Maintaining a high level of care, safety and supervision for young people in your care.

- Monitoring and actively addressing the physical and psychological safety of the residential environment.
 - Taking appropriate steps to help minimise the impact of critical incidents.
 - Assisting in the development of a nutritious/healthy menu. Prepare and provide meals, snacks and drinks for children/young people in care, and, where appropriate, undertake these tasks with the assistance of children and young people in care.
 - Assisting young people who have offended to understand the impact of their offending behaviour.
 - Reporting any allegation or concern about abuse or inappropriate care of children or young people.
 - In co-operation and with the assistance of other house staff (and where appropriate with the assistance of children and young people in care) ensure the house is maintained in a clean, hygienic and tidy state, and ensure that all linen and clothing of children and young people in care is maintained, cleaned and, where appropriate, pressed.
 - Transport young people to schools and other destinations using agency vehicles.
- 6 Perform other duties allocated appropriate to position and organisational needs, and to undertake any relevant task as directed by the CEO as part of the employer/employee relationship within the scope of the role.

PERSON SPECIFICATION

Selection criteria - essential

- Minimum Certificate IV in Child, Youth & family Intervention or a willingness to complete such a qualification within 12 months
- Therapeutic Crisis Intervention or willingness to complete this training
- Ability to learn and work within a model of trauma informed intentional practice
- Proven ability to relate positively to young people and to work with them to achieve change and quality outcomes.
- Proven ability to communicate effectively both verbally and in writing
- Basic skills in the use of computers, mobile phones and office equipment
- Understanding of child and adolescent development and issues facing children and young people who require care and protection.
- Ability to reflect on own practice and work with a child-based focus

Acceptance

Position holder signature _____

Name (printed) _____

Date _____