

POSITION DETAILS

Program / Unit:	Child Protection	Employment Status:	Casual
Location:	Rockhampton	Reports To:	Senior Residential Support Worker
Classification:	Level 3 - <i>Social, Community, Home Care and Disability Services Industry Award 2010</i>		

PURPOSE OF THE POSITION

The Residential Support Worker is responsible for the direct care needs of children and young people who have been placed in 24 hour residential care home. The role requires that children and young peoples daily care, health, physical, emotional and psychological needs are met according to their individualised care plan. Staff are also responsible for contributing to the overall running of a household (e.g. cleaning, cooking).

The Residential program is funded and supported by Child Safety Services and provides 24 hour care for children and young people aged 12 to 17 years who are subject to Child Protection Orders and who demonstrate high, complex or extreme support needs.

POSITION RESPONSIBILITIES

Key Accountabilities	Key Activities
Enabling service delivery	<ul style="list-style-type: none"> • Engage with child or young person to support them in all aspects of life, both in the home and wider community. • Utilise observational and evaluation skills to contribute to the assessment of a child, young person needs. • Provide opportunities for children and young people to develop and learn life skills appropriate to age and ability. • Ensure routine tasks are completed to maintain residence and to meet physical needs of child – this includes daily household cleaning and cooking tasks. • Support planned contact and connectedness to family • Support planned social, recreational, educational and health activities for children and young people • Work collaboratively with other residential staff and others involved in planning best care. • Assist with the development of a strong team environment to ensure clear communication between team members. • Implement strategies identified in care plan and participate in review of care plans
Information & Record Keeping	<ul style="list-style-type: none"> • Ensures high quality participant records are maintained and compliant with statutory obligations and AnglicareCQ policies. • Provides access to information in a manner, which respects the privacy and dignity of children, young people and their families.

Key Accountabilities	Key Activities
	<ul style="list-style-type: none"> • Accurately record and report incidents as they occur ensuring information is factual and responses are in accordance with Anglicare policy and procedure • Ensures all duties are performed to high quality standards reflecting policy, procedure and practice standards. • Maintains current knowledge of relevant legislation and issues and standards.
Marketing, Communication and Partnerships/ Networks	<ul style="list-style-type: none"> • Assist the team in the development and implementation of activities and events for children and carers • Encourage positive communication about young people in care and family at all times. • Attend and participate in team and staff meetings.
Learning & Professional Development	<ul style="list-style-type: none"> • Ensures that practices are compliant with standards of care and sector standards. • Attend and participate in regional workshops and forums. • Ensures ongoing professional development by attending and participating in training opportunities as identified within the performance development and review process. • Participates in regular supervision with line manager.
Organisational Development	<ul style="list-style-type: none"> • Contributes to the development, implementation and review of program policies and processes to enable continuous improvement of service delivery and to meet best practice, licensing and accreditation standards. • Maintains program statistics for local or organisational use in planning. • Contributes to the development and maintenance of a healthy, creative and supportive working environment. • Demonstrates high regard for workplace health & safety issues and the physical and emotional well being of clients, co-workers and all visitors of the workplace.

Key Accountabilities	Key Activities
Reporting/ Financial Management	<ul style="list-style-type: none">• Be aware of contractual arrangements and manage accordingly.• Ensure that records and statistics are kept up to date and all accountability requirements of AnglicareCQ and sector requirements are met in a timely manner.

SELECTION CRITERIA

Mandatory Requirement/s:

Certificate IV in Child, Youth and Family Intervention or equivalent and/ or completed or currently undertaking Bachelors Degree in Social or Behavioural Sciences, Social Work or Psychology (or related discipline) is highly desirable. Relevant experience and/ or qualifications in related fields will also be considered.

Selections Criteria:

1. Demonstrated ability to provide support and interventions for children and young people with high, complex and extreme needs.
2. Knowledge of impacts of trauma, and removal from family on children and young people.
3. Well developed interpersonal, communication, and negotiation skills to work effectively with Child Safety Services, other staff and other key stakeholders
4. Knowledge and understanding of the Child Protection Act particularly in relation to working with Aboriginal and Torres Strait Islander people within the child protection system.
5. Understanding of confidentiality and maintaining the rights of children and young people subject to Child Protection Orders

OTHER REQUIREMENTS

- Must hold a current Queensland Open Driver's licence or licence recognised by Australian laws
- Must have proof of current eligibility to work in Australia (visa holders)
- Successful completion of a six (6) month minimum employment period (probation) in accordance with AnglicareCQ's policies and procedures
- Any employment 'suitability checks' (as required for the position).
- Ability to travel.
- This Position Description should be read in conjunction with the AnglicareCQ Personal Attributes Matrix (Appendix 1).