

**ROLE DESCRIPTION**

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| **Role Title** | Direct Care Worker - Residential |
| **Classification Code** | WHA3  |
| **Position Number** | P21816 - **CASUAL** |
| **Local Health Network** | Eyre and Far North Local Health Network Inc. |
| **Hospital / Service / Cluster / RSS** | EFNLHN Kimba Hospital |
| **Department/Section / Unit/ Ward** | Hostel |
| **Role reports to** | EO/DON |
| **Role Created/ Reviewed Date** | Reviewed February 2024 |
| **Criminal History Clearance Requirements** | [x]  NPC – Unsupervised contact with vulnerable groups[ ]  DHS Working With Children Check (WWCC)[x]  NDIS Worker Screening [Please click here for further information on these requirements](https://www.sahealth.sa.gov.au/wps/wcm/connect/public%2Bcontent/sa%2Bhealth%2Binternet/careers/guidelines%2Bfor%2Bapplicants/guidelines%2Bwhen%2Bapplying%2Bfor%2Ba%2Bjob%2Bin%2Bsa%2Bhealth#scrollTo-Criminalhistoryscreeningandbackgroundchecks6) |
| **Immunisation Risk Category** | Category A (Direct Contact with blood or body substances)[Please click here for further information on these requirements](https://www.sahealth.sa.gov.au/wps/wcm/connect/public%2Bcontent/sa%2Bhealth%2Binternet/clinical%2Bresources/clinical%2Bprograms%2Band%2Bpractice%2Bguidelines/immunisation%2Bfor%2Bhealth%2Bprofessionals/health%2Bcare%2Bworker%2Bimmunisation%2Brequirements) |

**ROLE CONTEXT**

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| **Primary Objective(s) of role:** |
| * The Direct Care Worker (Residential) will assist in providing a direct client service to residents of the Residential Care Home
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| **Direct Reports:** |
| * The Direct Careworker reports directly to the Hostel Supervisor.
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| **Key Relationships/ Interactions:** |
| lnternal* All site level Staff
* EO/DON

External |

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| **Challenges associated with Role:** |
| Major challenges currently associated with the role include:* Nil
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| **Delegations:** |
| * Nil
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| **Resilience:** |
| SA Health employees persevere to achieve goals, stay calm under pressure and are open to feedback. |

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| **Performance Development** |
| It is your responsibility to actively participate in the Performance Review & Development Program which will include a six (6) monthly review of your performance against the responsibilities and key result areas associated with your position and a requirement to demonstrate appropriate behaviours which reflect a commitment to South Australian Public Sector and Eyre and Far North Local Health Network Inc. values and strategic directions. |

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| **General Requirements:** |
| \*NB References to legislation, policies and procedures includes any superseding versionsManagers and staff are required to work in accordance with the Code of Ethics for South Australian Public Sector, Policies and Procedures and legislative requirements including but not limited to:* Work Health and Safety Act 2012 (SA) - maintaining your own health and safety and not place others at risk and comply with any reasonable instruction that is given to allow SA Health to comply with the WHS Act and when relevant WHS Defined Officers must meet due diligence requirements.
* *Return to Work Act 2014 (SA)*, facilitating the recovery, maintenance or early return to work of employees with work related injury / illness.
* Equal Employment Opportunities (including prevention of bullying, harassment and intimidation).
* *Children’s Protection Act 1993 (Cth)* – ‘Notification of Abuse or Neglect’.
* Disability Discrimination.
* Independent Commissioner Against Corruption Act 2012 (SA).
* SA Information Privacy Principles.
* Relevant Awards, Enterprise Agreements, *Public Sector Act 2009 (SA)*, *Health Care Act 2008 (SA)*, and the SA Health (Health Care Act) Human Resources Manual.
* Relevant Australian Standards.
* Duty to maintain confidentiality.
* Smoke Free Workplace.
* To value and respect the needs and contributions of SA Health Aboriginal staff and clients and commit to the development of Aboriginal cultural competence across all SA Health practice and service delivery.
* Applying the principles of the South Australian Government’s Risk Management Policy to work as appropriate.
* Health Practitioner Regulation National Law (South Australia) Act 2010.
* *Mental Health Act 2009 (SA)* and Regulations.
* *Controlled Substances Act 1984 (SA)* and Regulations.
* Professional Practice Standards and competencies consistent with area of practice as varied from time to time.
* SA Health / Select Local Health Network from drop down; policies, procedures and standards.
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| **Confidentiality and Handling of Official Information:** |
| By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.SA Health employees will not misuse information gained in their official capacity.SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction. |

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| **White Ribbon:** |
| SA Health has a position of zero tolerance towards men’s violence against women in the workplace and the broader community.   In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour. |

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| **Cultural Statement:** |
| EFNLHN welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. Select Local Health Network from drop down; is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture. |

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| **Special Conditions:**  |
| \*NB Reference to legislation, policies and procedures includes any superseding versions* It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
* Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Screening and Licensing Unit, Department for Human Services (DHS).
* Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of employment involving unsupervised contact with vulnerable groups.
* Risk-Assessed roles under the National Disability Insurance Scheme (Practice Standards – Worker Screening Rules 2018) must obtain a satisfactory NDIS Worker Screening Check through the Department of Human Services (DHS) Screening Unit.
* National Police Certificates must be renewed every 3 years thereafter from date of issue.
* Working With Children Checks must be renewed every 5 years thereafter from date of issue.
* The position is primarily located at Kimba but the incumbent maybe required to work from other sites within EFNLHN.
* The incumbent must be an Australian resident or hold a current working visa.
* The incumbent will be required to enter into an Annual Performance Review and Development Plan for the achievement of specific, service or program outcomes.
* Current driver’s license and willingness to drive.
* Must be flexible and willing to participate in a 7 day roster working varied hours/shifts across different settings.
* Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.
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**Key Result Area and Responsibilities**



**GENERAL**

**Employees have a responsibility and obligation to comply with statutory and organisational requirements, procedures and rules that are introduced to ensure a safe and healthy work environment, free of discrimination by:**

* Comply with all SA Health, EFNLHN and workplace Policies, Procedures and Guidelines.
* Comply with and have a working knowledge and understanding of the requirement for all staff employed in the organisation in regards to confidentiality.
* Commitment to the continuous improvement in the provision of customer service.
* Participation in continuous quality improvement programs and Accreditation activities.
* Ensuring cultural sensitivity is maintained by contributing to cultural awareness and attending cross cultural training with a frequency to be determined as appropriate by the organisation.
* All staff will actively support and contribute to risk management by maintaining an awareness of the risks relating to their area of responsibility and accountability including the identification and reporting of such risks.
* It is the responsibility of every employee to ensure that no official record created or received (in any format) is destroyed without following prescribed retention procedures and subsequent authorisation from State Records. It is further the responsibility of every employee to ensure they gain an understanding of what constitutes an official record. It is a requirement that all employees will adhere to the prescribed Policy, Procedures & Practices of this organisation in relation to records management.
* Contribute to the well-being of people in South Australia through participation in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
* Contribute to the promotion and implementation of the Public Sector Act principles and practices and employee conduct standards, in particular Equal Opportunity and Work Health Safety by adhering to the provisions of relevant legislative requirements.

**knowledge, Skills and Experience**

**ESSENTIAL MINIMUM REQUIREMENTS**

**Educational/Vocational Qualifications** (include only those listed as an essential qualification for the specified classification group)

**Personal Abilities/Aptitudes/Skills:** (related to the job description and expressed in a way which allows objective assessment)

* Proven ability to work well within a team environment.
* Effective interpersonal and communication skills and the ability to relate to people from different cultures, backgrounds and circumstances.
* Proven ability to meet deadlines and timeframes.
* Ability to provide assistance and co-operation to other staff.
* Ability to use discretion and maintain strict confidentiality.
* Ability to perform work of a general nature under supervision.

**Experience**

* Experience in exercising own judgment and initiative in the day to day execution of a position.
* Experience in the use of computer packages eg. Microsoft Word, Excel.

**Knowledge**

* Knowledge and commitment to customer service principles.
* Knowledge and understanding of the Occupational Health, Safety and Welfare Act and Risk Management principles.

**DESIRABLE CHARACTERISTICS** (To distinguish between applicants who have met all essential requirements)

**Educational/Vocational Qualifications** (considered to be useful in carrying out the responsibilities of the position)

* A current first aid certificate.

**Personal Abilities/Aptitudes/Skills:** (related to the job description and expressed in a way which allows objective assessment)

**Experience**

* Limited experience working with aged, frail or disabled persons in a community/hospital setting.

**Knowledge**

* A knowledge of Equal Employment Opportunity legislation.
* Knowledge of Aged Care Standards.
* Knowledge of aged care related issues.

**Other Details:**

**Organisational Context**

**Organisational Overview:**

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

**Our Legal Entities:**

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Wellbeing.

The legal entities include but are not limited to Department for Health and Wellbeing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women’s and Children’s Health Network, Barossa Hills Fleurieu Local Health Network, Eyre and Far North Local Health Network, Flinders and Upper North Local Health Network, Limestone Coast Local Health Network, Riverland Mallee Coorong Local Health Network, Yorke and Northern Local Health Network and SA Ambulance Service.

**SA Health Goals and Strategies:**

The achievement of key SA Health goals, directions and strategies are articulated within the following:

> South Australian Health and Wellbeing Strategy 2020-2025

> State Public Health Plan 2019-2024

> SA Health Strategic Clinical Services Plan 2021-2031

> SA Mental Health Services Plan 2020-2025

> SA Health Clinical Services Capability Framework

**Eyre and Far North Local Health Network:**

Our Local Health Network (LHN) is responsible for the planning and delivery of hospital and health services over 337,626 square kilometres, taking in the Eyre Peninsula, western part of South Australia and north of Coober Pedy. It supports approximately 40,000 people.

Services provided within the Eyre and Far North region include accident and emergency, day and inpatient surgery, Aboriginal health, mental health, obstetric services, chemotherapy, renal dialysis, community and allied health, and aged care and disability services.

We have Health facilities located within Port Lincoln, Tumby Bay, Cummins, Lock, Elliston, Streaky Bay, Wudinna, Kimba, Cleve, Cowell, Ceduna and Coober Pedy.

The health units within the Eyre and Far North LHN have dedicated and experienced staff who strive to meet the needs of the community by providing the highest level of health care.

**VALUES**

**EFNLHN Values**

**SA Health Values**

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

* We are committed to the values of integrity, respect and accountability.
* We value care, excellence, innovation, creativity, leadership and equity in health care provision and health outcomes.
* We demonstrate our values in our interactions with others in SA Health, the community, and those for whom we care.

**EFNLHN Values**

The values of SA Health are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

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| **Accountability** | **Connected** | **Respect** | **Caring** |
| * We value taking responsibility for all that we do
 | * We value being part of our local community and our LHN community
 | * We value every individual and their uniqueness
 | * We value providing compassionate care to those who need it
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| * We value acting with integrity when striving to achieve our goals
 | * We value listening and collaborating with others
 | * We value being considerate and kind to ourselves and others
 | * We value putting our consumers at the centre of everything we do
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| * We value following through on what we say we will do
 | * We value two-way communication
 | * We value the diversity of our communities and the people in them
 | * We value taking the time to understand our consumers and their needs
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**Code of Ethics**

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

The *Code of Ethics for the South Australian Public Sector* provides an ethical framework for the public sector and applies to all public service employees:

* Democratic Values - Helping the government, under the law to serve the people of South Australia.
* Service, Respect and Courtesy - Serving the people of South Australia.
* Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
* Accountability- Holding ourselves accountable for everything we do.
* Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

**Aboriginal Health**

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

**Approvals**

**Role Description Approval**

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

**Name:** **Role Title:**

**Signature:** **Date:**

**Role Acceptance**

**Incumbent Acceptance**

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

**Name:**  **Signature:**

**Date**