



POSITION DESCRIPTION

POSITION TITLE	Community Support Worker - Centre-Based
DIVISION	Aged Care
DEPARTMENT	Community Care
REPORTS TO	Program Lead

ORGANISATIONAL PURPOSE

Our vision at the Brotherhood of St Laurence (BSL) is for an Australia free of poverty. We pursue lasting change for a fairer and more compassionate Australia.

Our organisation employs over 1,500 staff and is supported by 1,000 volunteers. We partner with governments, business and other organisations to address poverty across the nation.

Our work is varied. We deliver services to build capability and confidence across the life course, from the early years, youth and employment, to services for people with disability and for older people in Australia. Our Op Shops and social enterprises are well known. So too are our programs that support digital literacy, energy efficiency and financial wellbeing. We research the causes and effects of poverty and connect policy, practice and research to advocate national, state and local policy solutions for people experiencing disadvantage.

The Brotherhood of St Laurence values diversity and inclusion with regards to its staff and the communities we serve. Our staff and volunteers come from diverse backgrounds, and we aim to create an inclusive working environment. BSL is committed to child, young people and vulnerable adult safety. We want all vulnerable people to be supported, respected, safe, happy and empowered. We are committed to the safety, participation, and empowerment of all our program participants.

DEPARTMENT PURPOSE

The Aged Care Division at the Brotherhood of St Laurence provides both residential and community care. The services provided include residential services, independent living accommodation for people on low incomes, care at home, social connections and respite services for older people and people with disabilities still living in their homes.

POSITION PURPOSE

The Community Support Worker provides centre-based social support and in-home care services to aged individuals who require support to live independently, and their carers. Social support and in-home services promote a wellness and reablement approach to care, through the delivery of meaningful and enjoyable experiences to a client that promote social connectedness and encourage physical activity.

KEY RESPONSIBILITIES

- Deliver care and support for clients, in line with Care Plans, including but not limited to respite, dressing and undressing, grooming, toileting
- Actively support and promote client wellness and reablement goals
- Support carers by providing meaningful and enjoyable experiences to a client, that meet the needs of the client as documented in the Care Plan
- Apply the Consumer Directed Care and Wellness and Reablement approaches, and be guided by the Consumer Choice principles
- Maintain client privacy and confidentiality
- Transport clients to and from home BSL centers and community venues as required
- Prepare and serve light meals in line with food handling legislation.
- Working closely with the Program Lead, implement various initiatives/ activities to prevent or manage challenging client behaviours
- Develop and maintain positive lines of communication with other service providers, families, advocates and clients, presenting a professional image at all times
- Complete and maintain accurate client records including but not limited to cash handling records, reporting and travel documentation
- Report any matter or observations that may affect client activities, health and well-being, and changes in care arrangements of clients to the Program Lead
- Work collaboratively within teams to achieve common goals
- Demonstrate a commitment to BSL's quality framework and culture by participating in and promoting quality actions through continual improvement activities
- In collaboration with manager, set goals and objectives to ensure outcomes are met
- Model BSL's values and adhere to the Code of Conduct in everyday work practices
- This position will require indirect contact with children and direct contact with vulnerable individuals
- Maintain a safe work environment and ensure steps are taken to prevent unsafe work practices in accordance with BSL policies and procedures.
- Other duties as required

The description of the position is a guide to the duties of the professional activities needed to undertake the position successfully. A review of the position description may occur and it may be amended from time to time as organisational needs change. Changes to the position description will be consistent with the purpose for which the position was established.

KEY SELECTION CRITERIA

Career Experience:

- Demonstrated ability to work autonomously and as part of a team
- Knowledge of and ability to participate in quality improvement activities and strategies
- Experience in developing, organising, facilitating, and evaluating inclusive community, recreation and leisure activities

Personal Qualities:

- Highly developed interpersonal and communication skills, with a demonstrated ability to work with and engage individuals from diverse backgrounds
- Strong organisational and time management skills

- A commitment to maintaining and supporting child safety, equity, inclusion and cultural safety
- Understanding of and empathy with the values and ideals of the Brotherhood of St Laurence

Qualifications/ other:

- Certificate III in Individual Support or equivalent, or working towards obtaining this
- Certificate in Food Handling, or working towards obtaining this
- Holds a current Victorian driver's license

Mandatory Employment Criteria

- Specific work requirements include work-based travel and attendance at a variety of different work locations
- Proof of eligibility to work in Australia is required
- A Statutory Declaration to confirm past criminal history is required as per the Aged Care Act is required - BSL will support successful candidates in this process
- A Working with Children Check is required for this position. BSL will support successful candidates in this process
- A NDIS Worker Screening check is required for this position. BSL will support successful candidates in this process
- A satisfactory Police Check is required - BSL will support successful candidates in this process
- Aged Care Banning Orders Register checks shall be undertaken

BSL values diversity and inclusion with regards to its staff and the communities we serve. We encourage you to submit your application for this role regardless of whether you meet all the key selection criteria. We encourage individuals from all backgrounds to apply.