AFTER HOURS PRACTITIONER POSITION DESCRIPTION

AFTER HOURS SERVICE

BENDIGO BASED

At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults. Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

So come and join us at Anglicare Victoria where there is a rewarding career ready for you in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.





Position details

Position	After Hours Practitioner
Program	After Hours Service
Classification	SCHADS Award Level 6 (Social Worker Class 3) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Part Time or Full Time applications will be considered
Hours per week	Base Hours + OnCall and Recall Allowances Hours will be negotiated with successful applicants.
Duration	Ongoing
Location	Bendigo This role incorporates office based hours, as well as OnCall/Recall.
Reporting Relationship	Team Leader After Hours Service
Effective date	December 2018

Overview of program

The after hour's response team will provide an out of business hours crisis response service to relevant program areas. Programs in the Bendigo area will include but not be limited to: Residential Care, Home Based Care, PASD's, and Targeted Care Packages.

This afterhours service will provide high quality risk assessment, advocacy, and will coordinate and manage any complex issues which arise out of business hours.

This support will be provided to clients, staff and volunteers and will primarily be provided by telephone, however in person responses will also occur as needed.

This program is in the initial stages of development, and therefore will undergo changes and review, this may include adjustment to shift structures and allowances.

Position Objectives

1.	Be part of a team who delivers a high quality afterhours emergency response to staff, clients and volunteers who present with a range of complex and high risk issues across a range of programs areas.
2.	Provide immediate response, support, intervention, information, guidance and if required direct care to clients, staff and volunteers.
3.	Manage and respond to incoming referrals, as well as make any relevant outgoing referrals.
4.	Work within a professional framework and complete professional documentation as required.

Key responsibilities

The key responsibilities are as follows but are not limited to:

1.	Provide high quality risk assessment and emergency responses to staff, client and volunteers, across a range of services, including statutory services. This will require both phone and in person responses as required.
2.	Be an active part of the emergency after hour's roster, which includes evening, weekend and OnCall work, both over the phone and in person when required.
3.	Conduct risk assessments to determine the current and ongoing risks, as well as negotiate with relevant stakeholders (including but not limited to: DHHS, Police, Hospitals etc.) to implement a response which is in the best interests of all involved.
4.	Complete timely, accurate and appropriate case notes, CIMS reports and statistical documentation, as well as engage in staff meetings, supervision and other relevant professional forums.
5.	Engage in professional supervision and performance development.

Key Selection Criteria

The Key Selection Criteria are based on role specific requirements ***and*** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to ***both*** a) and b).

a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

	1. Tertiary qualifications, preferably in social work, psychology or behavioural sciences or equivalent.
	2. Excellent understanding and experience working within the child protection, placement and support and family service system.
	3. A thorough understanding of relevant legislative and policy frameworks.
	4. Highly developed skills in risk assessment and responding to and managing complex, high risk and critical incidents across statutory and other services.
	5. Excellent knowledge of, and experience in the application of relevant theoretical approaches that underpin casework practice (including theories of child attachment, development and abuse) to vulnerable children, young people and families.
	6. Excellent communication, negotiation and advocacy skills.

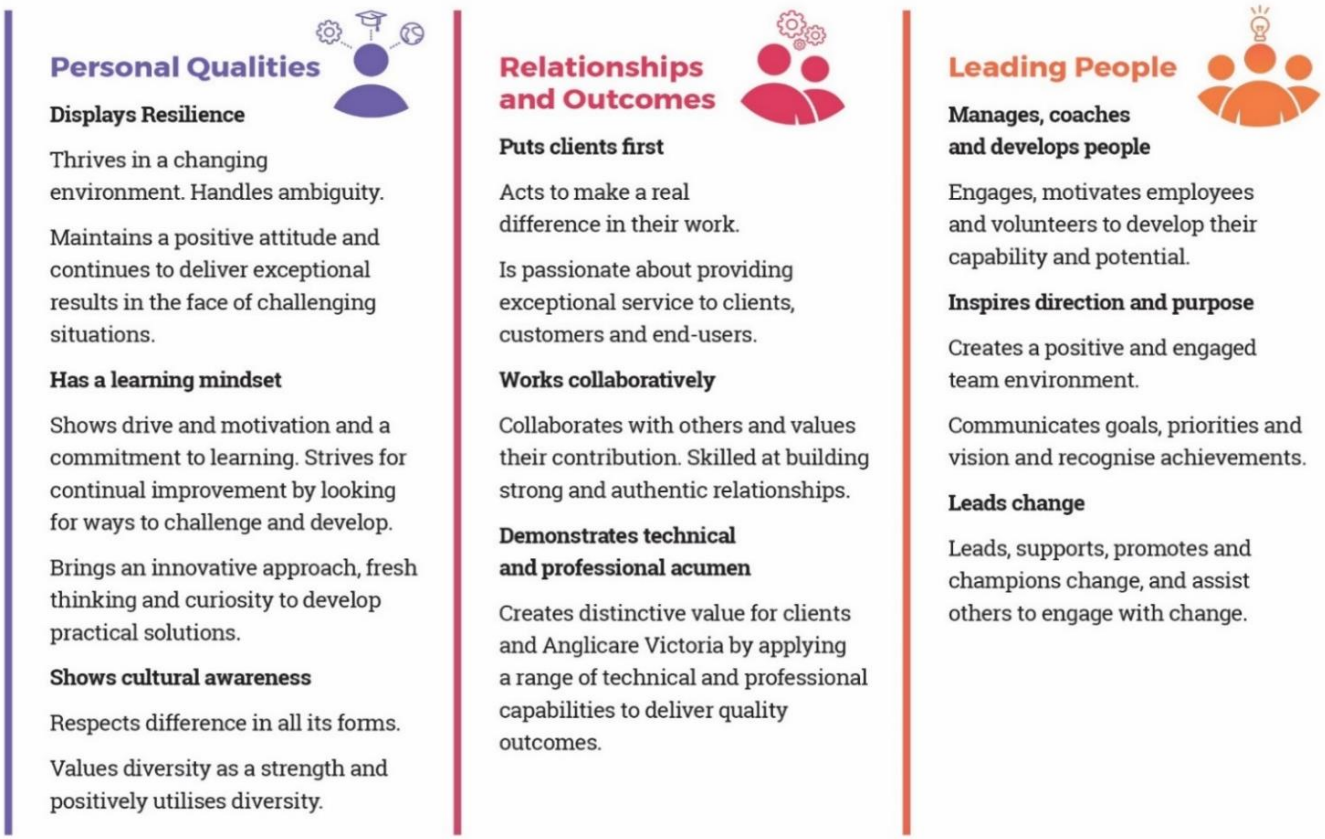
Key Selection Criteria (continued)

b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two capability groups; **Personal Qualities and Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.



BETTER TOMORROWS

Occupational health & safety (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees, contractors and volunteers are required to:

- take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems

Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.

Conditions of employment

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 2010. Salary packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check, a current Driver's License and an Employment Working with Children Check prior to commencement.

Acceptance of Position Description requirements

To be signed upon appointment

Employee

Name: _____

Signature: _____

Date: _____