

	REF: JOB NUMBER: 171:2010 Position Description
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Position Title: MENTAL HEALTH RECOVERY WORKER- INTENSIVE HOME BASED OUTREACH PROGRAM	
LOCATION: Bendigo TENURE: Contract ending June 2012	CLASSIFICATION LEVEL: In accordance with the St Luke's Anglicare Collective Agreement 2008 (inclusive of above award rates). SW 1 YRs 3-7 Attractive salary packaging and tax benefits are offered with this position. St Luke's also offers an above award additional one week of leave per annum.
TIME FRACTION: .8-1.0 EFT (30.4-38 hours per week) Some weekend and out of hours work may be required.	REPORTING TO: Client Services Manager, Bendigo
SERVICE AREA: COMMUNITY SERVICES	PROGRAM: INTENSIVE HOME BASED OUTREACH

PURPOSE OF THE POSITION

The Intensive Home Based Outreach Program is for people with serious mental illness and is a Department of Health funded initiative that aims to support recovery for clients with a range of complex needs. The consumers targeted through this program will fall into two broad groups:

- Consumers currently in forensic and bed based clinical rehabilitation services (Secure Extended Care Units and Community Care Units). This service model will play a key role in supporting targeted consumers to successfully transit the community.
- Consumers living in the community who have multiple and complex needs including co-occurring disability, substance misuse problems, poor life skills, a history of re-occurring homelessness, repeated unplanned hospital admission, and/or involvement in the correctional system.

KEY RESPONSIBILITIES AND TASKS

1. Oversight of quality support practices to ensure services are delivered in accordance with St Luke's mission, philosophy and strategic plan.
2. Provide flexible and responsive individual support and rehabilitation to people who experience serious mental illness. Information and support may also be extended to families and carers as appropriate.
3. Work in consultation with clients and other team members to facilitate opportunities for community access/participation and activities that are responsive to the needs of the service group.

4. Develop and provide a Key Worker role with clients of the Service, especially in relation to liaison with clinical services, housing services and other relevant community agencies.
5. Work with agencies to coordinate the development, implementation, monitoring and evaluation of joint Individual Service plans developed by the consumers and agencies supporting consumers in the Intensive Home Based Outreach Program. This will include supporting consumers to work towards achieving their personal goals.
6. Actively promote and facilitate client involvement in the delivery and evaluation of the support provision.
7. Provide support and advocacy in for clients whilst assisting them to maintain maximum independence.
8. Provide ongoing support and assistance for clients to participate in and maintain their involvement within a sustainable community support network.
9. Participate in community activities that promote mental health awareness and education.
10. Fulfil administrative and planning requirements of the position in consultation with senior staff and management.
11. Contribute to the broader Community Services Team at St. Lukes.

ACCOUNTABILITY AND AUTHORITY (inc. key stakeholders)

This position is responsible for undertaking daily duties with best practice approach, complying with relevant legislation and reporting any known breaches to the line manager. The person fulfilling this role should understand the nature of risk, such as OH&S and client risks, and the importance of complying with service standards and ensuring a service of the highest possible quality.

This position reports to the Client Services Manager, Bendigo.

St. Luke's Anglicare interconnects with a range of stakeholders across its programs. The key stakeholders are the clients and their families with whom we work.

Internal Stakeholders

- Community Services staff and management

External Stakeholders

- Department of Health
- The Clinical and PDRSS Alliance Partners
- The communities to which the clients and their families connect, through family, employment, education and recreation.

KEY SELECTION CRITERIA

1. Demonstrated understanding and commitment to the mission and values of St. Luke's.
2. An understanding of recovery and/or housing issues for people with psychiatric disabilities and the impact of mental health conditions on individuals, families and carers.
3. Capacity to develop, implement and monitor plans in consultation with clients.
4. Sound knowledge of the Mental Health system or broader Community Services system supporting people with complex needs.
5. The ability to develop and sustain partnerships and relationships with clients, families, and with professionals in other organisations, with a range of age, gender and cultural groups.
6. Excellent written and verbal communication and high level interpersonal skills.
7. The ability to advocate on behalf of consumers.
8. Ability to work independently and as part of a team.

QUALIFICATIONS AND EXPERIENCE

Tertiary qualifications in social work, welfare, occupational therapy, education, psychology or other relevant tertiary studies are required for this position. Applicants who can demonstrate a high level of skills developed through practical experience in community support work will also be considered.

INHERENT REQUIREMENTS OF THE POSITION

1. Appointment to this position will be subject to a police check and Working With Children Check
2. Resilience to work with and support clients who have been exposed to trauma, violence or neglect.
3. A commitment to and understanding of, the principles and practice of cultural competence.
4. Participation in the supervision process.
5. A basic working knowledge of computers and Microsoft office programs
6. Current Drivers Licence
7. Use of a computer with screen is required.
8. Reasonable amount of motor vehicle travel required of this position including city, country and night driving.
9. The position requires sitting for prolonged periods of time, working on computer.
10. Some out of hours and weekend work may be required.

PERSONAL VALUES

All employees must commit to and respect the values of St Lukes – Respect, Hope, Fairness Quality, Commitment, Community and Openness, uphold confidentiality, be trustworthy, and adhere to St Luke's Code of Conduct Policy. All employees need to have a belief in and understanding of the principles of strengths based practice (refer to St Luke's Employment Information Guide for further information).

PERFORMANCE REVIEW

There is a 6-month probationary period with negotiated expectations for all positions within St Luke's. A performance review is conducted annually with all staff.

PROFESSIONAL DEVELOPMENT

All employees are provided with the opportunity to attend, and expected to attend, agreed training courses as identified through self evaluation, discussion with position supervisor, annual reviews or other appropriate methods.

DOCUMENTATION

All employees must complete and maintain all documentation in accordance with organisational policies and procedures, and relevant quality standard requirements to contribute to continuous improvement in the agency.
It is an expectation that all employee's familiarise themselves with, and abide by all organisational policies and procedures, which may change from time to time.

OCCUPATIONAL HEALTH & SAFETY

As an employee of St Luke's you are required to take reasonable care of your own health and safety, and the health and safety of anyone else who may be affected by your acts or omissions at the workplace. All employees must co-operate with management, the OH&S Officer and OH&S Reps with respect to action taken to comply with OH&S requirements. All employees are responsible for contributing to the OH&S management system by the active identification and reporting of hazards and environmental risks.

To submit your application please click on the following email address HR@stlukes.org.au

APPROVAL OF POSITION DESCRIPTION

To be signed by line manager

Manager

Name: _____ Signature: _____ Date: _____

Next Up Manager

Name: _____ Signature: _____ Date: _____

ACCEPTANCE OF POSITION DESCRIPTION REQUIREMENTS

To be signed upon appointment

Employee

Name: _____ Signature: _____ Date: _____