

Employment

Position Description

Position:	Social/Welfare Worker – Allied Health Services
Award:	Lyndoch Living Health Professionals Enterprise Agreement 2018-2022
Classification:	As per Enterprise Agreement
Status:	As per Contract of Employment
Qualifications:	Formal qualifications in in Welfare, Social Work, Community Development or equivalent (essential) Current membership with the Australian Association of Social Workers (Applicable to tertiary qualified Social Workers) Previous industry experience highly desirable Current Drivers Licence essential

Position Objective(s)

The position requires a Social / Welfare Worker to:

- Utilise specialist knowledge to assess and generate referrals for specialised allied health therapy input, and wide community services supports
- Utilise specialist knowledge to assess, develop, implement and review goal directed therapy programs; specifically addressing the impacts of aging, disability and/or health issues on quality of life
- Provide therapy in a holistic, goal focused and person centred manner, with a strong emphasis on self-management and reablement
- Deliver individual and group interventions and/or therapy programs within a variety of different settings
- Work closely with the multidisciplinary allied health team to provide a flexible and responsive service that works to meet each consumer's identified goals

Lyndoch Living Vision

By recognising each person for the individual they are, we will strive to provide them with the specific services, care and support they need to enjoy a lifestyle that is their own – dignified, engaging, fulfilling and rewarding.

The Lyndoch Way

To support a positive work environment and culture that we believe will best fit the future we are strategically planning for, "nine pillars" have been identified.

One Team

We value and recognise individuality as a vital part of developing a unified voice.

Pride

We support pride and passion in our work and in doing so, we attract others who share our values.

Welcoming Workplace

We encourage warm, friendly and respectful interactions across all aspects of our service.

Yes Culture

We always start with 'yes' in every deliberation.

Customer Service

We ensure that customers feel engaged and valued in every interaction.

Innovation

We will enhance our services and exceed customers' expectations, by embracing innovation and fresh ideas.

Fun and Enjoyment

We recognise that fun and enjoyment are critical to success.

Social Purpose

Through the social conscience of the staff and consumers we actively engage with causes that impact the local community.

Safety

We actively promote safety and wellbeing through the provision of innovative and high quality training, monitoring of risk, and compliance, with OHS regulations.

Key Responsibilities and Duties

- Provide psychosocial intervention for both consumers and participants including
 - assessment, program design, implementation and review processes in accordance with best evidence based practice and competency standards required by profession
 - flexible in both provision of care, adjusting to consumer / participant need; and adjusting to service needs.
 - holistic goal setting with consumer / participant with measurable outcomes and timeframes
 - flexible delivery within the consumer / participant's home, the Community Rehabilitation Centre and/or the community
 - delivery in one to one, and group environments
 - individualised and generic programs
 - transiting consumer/participant to an alternative appropriate service when clinical indicated or goals achieved
- Provide screening of new referrals and complete admission processes

- Act as an individual consumer / participant' s key contact person for service, managing both a discipline specific and generic caseload
- Ensure a positive consumer focused experience, ensuring all consumers/participants and their key stakeholders are provided with regular updates regarding consumer / participant progress towards goals.
- Capacity to work autonomously and collaboratively within scope of practice; demonstrating sound decision making and problem solving skills.
- To maintain clinical documentation to a medico-legal standard within involved internal and external key stakeholders.
- Provide timely supervision and guidance to allied health assistants, and students undertaking student placement.
- Demonstrate a commitment to ongoing professional development, in accordance with requirements to maintain Lyndoch Living Support and Growth plan, and relevant professional body (where applicable).
- Participate in quality improvement activities with goal of delivering an ongoing quality service focused on best practice.
- Actively participate as a key member of the Allied Health Services Team to provide services that demonstrates a level of professional conduct that reflects the Lyndoch Vision, Mission and Values.
- To ensure compliance to all Work, Health and Safety policies and procedures.
- Demonstrates knowledge of and adheres to the Australian Community Workers Association or Australian Association of Social Workers Professional Standards, and ensures integration with organisational polices and guidelines.
- Analysis and maintain processes to identify and/or mitigate actual or potential risk and implement strategies to minimise risk as required, including initiation, follow up and completion of incident entries (via RISKMAN).
- There is an expectation the role will include direction to perform other duties that must be reasonable in relation to the employee's skills and abilities.
- As relevant imbed the principles of the:
 - Aged Care Standards
 - National Disability Insurance Scheme
 - National Safety and Quality Health Service Standards

Organisational Relationships

Reports to:	Allied Health & Reablement Manager
Supervises:	Nil
Internal Contacts:	All Lyndoch staff, consumers, clients, families, volunteers
External Contacts:	Members of the Public, Contractors, Suppliers

Specialist Knowledge and Skills

The following knowledge and skills are required to be utilised:

- Demonstrated understanding of the needs and requirements of older people, and the aging process
- Demonstrated understanding of the needs and requirements of young adults with a disability and best approach to support participant to achieve goals.
- Ability to understand common medical conditions that relate to consumers' experience for example chronic disease, to ensure the safe implementation of exercise physiology services.
- Ability to assess, implement and continuously evaluate discipline specific treatment programs
- Demonstrated ability to consult with other allied health clinicians in the multidisciplinary team to maximise consumer / participant's capacity to achieve goal/s
- Demonstrated experience identify, prescribing and assisting in funding and supply of appropriate aids, equipment and modification requirements to maximise consumers / participants' abilities and function.
- Demonstrated experience providing education to consumers / participants and key stakeholders to ensure safe and effective provision of care; and foster increased understanding of health promotion principles and practice, to support self-management and facilitate goal attainment
- Demonstrated experience providing regular feedback to consumer / participant and their respect key stakeholders utilising previously completed baseline assessments, therapeutic goals and consumers / participants goal directed care plan.
- Demonstrated ability to accept accountability and responsibility for own decisions, actions, behaviours and the delegation of any clinical intervention
- As relevant imbed the principles of the:
 - Aged Care Quality Standards
 - National Disability Insurance Scheme
 - National Safety and Quality Health Service Standards

Management Skills

The following management skills are required to be utilised:

- Ability to provide guidance and intervention when implementing therapeutic strategies that are respectful of consumer / participant choice
- Demonstrated ability to support and direct staff, carers, family, students and volunteers who are required to assist with delivery of services
- Ability to ensure clinical documentation standards are met, and consumer / participant statistics are recorded in a timely manner
- Ability to independently manage discipline specific caseload, including completing initial discipline specific assessments and ongoing therapy within a timely manner, and manage delivery of group programs
- Demonstrated computer literacy and working knowledge of software applications
- Genuine interest in being involved in organisational continuous improvement processes that promote best practice and quality driven outcomes for consumers/ participants

- Willingness to embrace a learning environment and supervise students as required

Interpersonal Skills

The following interpersonal skills are required to be demonstrated:

- Participate in a team focused work environment that encourages input from team members with a focus on enhancing job satisfaction and team performance
- Demonstrated capacity to communicate in an efficient and effective manner implemented sound clinical judgment and reasoning
- Able to adjust communication to meet needs of all consumers/participants and their key stakeholder
- Proven ability to work with and relate to a diverse range of people and adults of all ages, their carers, family and relevant others
- Ability to problem solve and resolve conflict to bring about a measureable outcome

General

- Conduct work in line with all relevant OH&S legislation, and in accordance with organisational policies and procedures and ensure a safe clean work environment is maintained at all times
- Participate in relevant training to ensure continued professional development for the betterment of the organisation
- Complete all required mandatory training
- Participate in continuous improvement activities in accordance with good work practice and accreditation guidelines
- Respect diversity in values, customs and beliefs
- Develop and deliver training to staff, students, volunteers and clients on topics relevant to clinical role and experience
- There is an expectation that the role will include direction to perform other duties that must be reasonable in relation to the employee's skills and abilities

Agreement

I accept and agree to the duties in this Position Description. I understand that this Position Description is to be read in conjunction with the General Terms and Conditions of Employment and I agreed to abide by terms and conditions stipulated therein.

Name (Please print)	
Signature	Date

Authorised by: Director of Innovation & Organisational Development

Date: August 2022