



<b>Position Description</b>	<b>Employee</b>
<b>Attachments</b>	<b>Addendum A</b> *Outlines the specifics of the allocated Directorate/Portfolio

## About EACH

EACH provides an integrated range of health, disability, housing, counselling, and community mental health services across Australia. We offer a wide range of supports to assist members of our community to lead happier, healthier lives. Our staff are a collective workforce of over 1,700 paid employees and over 250 volunteers.

**More information is available at:** <http://www.each.com.au>

<b>Our vision</b>	Everyone has the power to live well.
<b>Our purpose</b>	Health and support services that improve lives and strengthen communities.
<b>Our values and behaviours</b>	<p><b>We care.</b></p> <p>We welcome you with empathy and hope.</p> <p>We believe making change is possible for everyone.</p> <p><b>We listen.</b></p> <p>We take time to understand you, your experiences, and your culture.</p> <p>We work with you and the people important to you, to build the right supports.</p> <p><b>We learn.</b></p> <p>We evaluate our actions and always seek to improve.</p> <p><b>We deliver.</b></p> <p>We have a 'can do' attitude and find ways to say 'yes'.</p> <p>We do what we say we're going to do.</p>



## Position Summary

A key focus of this position is to work collaboratively with their team members, their Directorate and across other Directorates.

They are responsible for leading delivery and/or community through their own contribution.

It is expected that all employees consistently model EACH's values and behaviors and ensure EACH's culture is inclusive, safe, and engaging.

## Key Deliverables

Employees are responsible for:

- Assessing for quality, safety and risk and taking actions that keep myself, customers, community and staff safe
- Partnering with my team, others at EACH, our customers and community to achieve great outcomes
- Creating a safe, respectful and culturally appropriate space to foster growth, learning, belonging, health and wellbeing
- Contribute to tracking progress and outcomes to ensure alignment with EACH's goals and to reliably deliver on performance targets
- Working within the program/role guidelines and professional boundaries of my role
- Demonstrating behaviours at all times that align to EACH's leadership standards and recognises that you are an ambassador of EACH.

## Quality:

EACH staff are required to participate in continuous monitoring and improvement and comply with legislation, professional standards and accreditation standards and any other governing laws that apply from time to time.

EACH staff must have and maintain the appropriate skills and knowledge required to fulfil their role and responsibilities. In addition, they must practice within the specifications of this position description, and where applicable within the agreed scope of practice.

## Safety & Wellbeing:

EACH is committed to providing and maintaining a working environment for all staff that is safe and minimises risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by their acts or omissions at the workplace.

As an Employee you understand your responsibilities and accountabilities to yourself and others in accordance with OH&S legislation across the various jurisdictions and EACH's policies.



## **EACH Child Safe Commitment Statement:**

EACH is committed to promoting and protecting the best interests of children and supporting a child safe culture. EACH has zero tolerance for child abuse. Everyone working at EACH is responsible for the care and protection of children and reporting information about suspected child abuse.

All children who come to EACH have a right to feel and be safe. EACH is committed to the safety and well-being of all children whether they are direct service recipients or indirectly linked to our services such as children of customers. The welfare of children and young people is our first priority. We create a child safe and child friendly environment where all children are valued and heard, are safe and protected."

## **Key Selection Criteria**

### Skills and Behaviours

- Acts in accordance with EACH's Behavioural and Performance Standards.
- Highly developed communication and interpersonal skills to competently establish and maintain effective working relationships with clients, staff and visitors.
- Demonstrated ability to work collaboratively and enthusiastically within a team to help foster a positive and progressive work environment.

### Desirable Experience, Knowledge, and Qualifications

- Tertiary qualifications in a relevant discipline.
- Demonstrated ability in working collaboratively as part of a Team
- Appreciation and understanding of the Not-For-Profit sector and Health services is well-regarded.

### Mandatory Competencies and/or Licences

- Completion of an acceptable Criminal History Check and Employee Working with Children Check (or State equivalent) prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.
- A cleared National Worker Screening Check prior to commencement of employment (if required for the role – not applicable to all roles)

### Expected behaviours for all EACH Staff

- Acts in accordance with EACH's Code of Conduct, policies and procedures and is demonstrably committed to EACH's vision, mission, values, and service principles.
- Responds to family violence risk in line with their role and responsibilities and in accordance with the Multi-Agency Risk Assessment and Management (MARAM) Framework and related Frameworks.



- Promotes a 'safety first' culture and acts in accordance with EACH Health, Safety and Wellbeing Policy and management system.
- Ensures EACH Great Care is put through its PACES (Person-Centred, Accessible, Connected, Effective and Safe).
- Promotes and supports a zero-tolerance culture that recognises all people have the right to live their lives free from abuse, neglect, violence, discrimination and exploitation and acts upon EACH's commitment to recognise, raise and respond to any deviation from a person's human rights.
- Fosters and promotes an inclusive and collaborative work environment where all employees, volunteers and customers feel welcomed, respected, valued and enabled and proud to fully participate, irrespective of their individual differences in background, experience and perspectives. Demonstrates a customer focus by prioritising the needs and outcomes of internal and external customers.
- Demonstrates teamwork and collaboration and positively contributes to group activities.
- Contributes to innovation and continuous improvement and openly shares information and knowledge to enable optimal outcomes for customers.
- Be curious, reflective, and open to continuous learning and new ways of working.
- Successfully completes all mandatory training in a timely manner, to support the delivery of high quality, safe and effective service delivery.



## Part 2 - Addendum Older Adults Home Care/Support Worker

This document explains the work of the Home Care/Support and the outputs they will need to deliver.

<b>Position:</b>	<b>Home Care Worker/Support Worker</b>
<b>Directorate / Service / Program:</b>	<b>Older Adults Program- ACT, NSW, QLD, VIC</b>
<b>Industrial Instrument Name:</b>	<b>Social, Community, Home Care and Disability Services Industry Award (SCHADS)</b>
<b>Instrument Classification:</b>	<b>Level 2</b>
<b>Reports to:</b>	<b>NSW- Coordinator Support Workers</b> <b>VIC- Team Lead Home Care Packages</b>
<b>Effective Date:</b>	<b>November 2023</b>

### Key Deliverables

- Provision of care and services in line with customer care plan
- Providing personal care - helping with showering, dressing, grooming
- Helping around the home - meal preparation and light house cleaning
- Providing transportation to appointments and assisting with shopping
- Reminding/prompting a customer to take their medication.
- Reporting concerns/changes in customers health, welfare to the line manager
- Ensure services are of a high quality; promote wellness and reablement and comply with relevant legislative and compliance requirements.
- Proactively identify and report service hazards and risks
- Participation in meetings, audits, performance review, and training
- Actively promote customer feedback
- Support the team to achieve quality outcomes and business continuity.
- Maintain accurate record keeping including information regarding services to customers, feedback from customers and feedback on service improvement.

### Qualifications

- Certificate 3 in Aged Care/Individual Support/Home and Community (Aged)
- Level 2 First Aid certification
- Infection Prevention and Control Training
- Manual Handling Training
- Food Handling Certificate
- Current state-based Driver's Licence
- Registered and roadworthy vehicle with minimum third-party car insurance
- Current National Criminal History Check
- Current "Employee" Working with Children Check
- Current National Disability Insurance Scheme Check (as required)
- Not on the Aged Care Quality and Safety Commission Banning Order Register



## **Skills**

- Basic literacy, numeracy, computer skills
- Highly developed interpersonal skills, with the ability to develop and nurture positive and on-going relationships with customers and team members.
- High level of sensitivity and understanding of issues that impact older adults.
- A strong commitment to advocacy and the rights of older adults
- Ability to work unsupervised, manage set tasks within people's home in the time allocated and navigate between different geographic locations.
- Experience in cleaning and supporting Older Adults in a community setting.
- Strong understanding of service risks in the home care environment
- Strong understanding of the Aged Care Quality Standards; Open Disclosure; The Aged Care Code of Conduct and The Aged Care Serious Incident Response Scheme (SIRS).

## **Physical Requirements:**

- Able to walk upstairs.
- Ability to travel between EACH location.
- Ability to lift 3 kgs.