

Position description



Title:	Placement Support Worker – Sibling Support and Placement Service
Business Unit:	Children, Youth & Families – Home Based Services
Location:	Dandenong & Ringwood
Employment type:	Full time, part time & casual
Reports to:	Team Leader

About Uniting

Uniting works alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

Uniting is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We are 7000 skilled, passionate and creative people providing over 770 programs and services. We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we celebrate our diversity and welcome all people regardless of ethnicity, faith, age, disability, culture, language, gender identity or sexual orientation. We acknowledge Aboriginal and Torres Strait Islanders as Australia's First Peoples and as the traditional owners and custodians of the land on which we work. We welcome lesbian, gay, trans, gender diverse and intersex (LGBTIQ) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

Position purpose

The role of the Placement Support Worker in the Sibling Support and Placement Service is to provide high quality support to on average nine children/ young people and their carers (foster or kinship) on any given day.

The Sibling Support and Placement Service is a South Division initiative that has been developed to provide greater and more flexible support to sibling groups in out of home care, particularly foster and kinship care. Uniting, the Victorian Aboriginal Child Care Agency (VACCA) and Alfred Health Child and Youth Mental Health Service (CYMHS) are in partnership to deliver this service, which has the following components:

1. New Sibling Foster Care placements;
 2. Development of Therapeutic Treatment/ Support Plans and provision of tailored support to new sibling groups entering out of home care;
 3. Development of contact plans for all existing sibling groups in out of home care who are not placed together;
 4. Training in developing, reviewing and embedding sibling contact plans in practice;
 5. Consultation role around existing placements and contact arrangements for sibling groups;
 6. Flexible funding to support new sibling placements and sibling contact plans.
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Scope

Budget: nil

People: nil

Relationships

Internal:

- Children, youth & families staff, support & foundation staff

Approval: EO Eastern & Southern VIC	Page 1 of 3	Position Description: Placement Support Worker
Date Approved: July 2019		Next Review Date: July 2020

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External • Clients, carers, families, advocates, government funding bodies

Key responsibility areas

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- Service Delivery**
- Provide effective assessment, support and case management services to children and young people to achieve the desired outcomes
 - Have a child focused approach which takes into account individual client needs and outcomes.
 - Identify needs and assist in the design and implementation of plans for each child and young person
 - Ensure the duty of care is undertaken in a professional manner with due regard to relevant Uniting and DHHS policies and procedures
 - Maintain a high standard of supportive and therapeutic care to meet the physical, emotional and social needs of the young people, ensuring their safety and wellbeing

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- Communication**
- Actively listen and ask appropriate questions when working with children, young people, their families, carers and other professionals
 - Speak politely and explain issues clearly to children, young people, their families, carers and other professionals
 - Communicate appropriately and professionally

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- Teamwork**
- Maintain and understand own role in achieving organisational mission
 - Follow work plans and prioritise key tasks
 - Openly share information, participate and contribute to team discussions
 - Value diversity in teams and support team members

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- Personal accountability**
- Compliance with Uniting’s values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
 - Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
 - Ensure appropriate use of resources.
 - Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting’s values and professional standards of behaviour.
 - Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
 - Identify opportunities to integrate and work collaboratively across teams.
 - Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
 - Promote a positive safety culture by contributing to health and safety consultation and communication.
 - Promptly respond to and report health and safety hazards, incidents and near misses to line management
 - Attend mandatory training sessions (i.e. equal employment opportunity, health and safety) and mandatory training specific to position.

Performance indicators

- Abiding by and working to Uniting policies and procedures
- Abiding by and working to the Children, Youth and Families Act 2006
- Keeping the best interests of children and young people as paramount
- Working in partnership with other organisations

Person specification

Qualifications

- Essential: Diploma in Youth Work or equivalent
- Essential: Current valid driver's license
- Desirable: Tertiary qualifications in Social Work or equivalent
- Desirable: Current first aid level 2 (including CPR)

Experience

- Essential: Experience in the community services field supporting children and young people in out of home care, particularly sibling groups
- Essential: Experience and demonstrated ability to work with children and young people who have experienced past trauma and abuse, particularly sibling groups

Core selection criteria

- **Values alignment:** Ability to demonstrate and authentically promote Uniting's values
- **Teamwork:** Willingness to be proactive and help others, contribution to the continuous improvement of a positive, collaborative and effective work environment
- **Achieves results:** Focused on optimal outcomes for clients
- **Professionalism:** Execute day-to-day activities in a positive, professional and enthusiastic manner.
- **Culturally Aware:** Value diversity
- **Client Focused:** Prioritise needs of clients
- **Communication:** Excellent verbal and written communication skills

We are a child safe organisation

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and Working With Children Check (in Victoria) and/or Working With Vulnerable People Check (in Tasmania) *prior* to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting's operational, service and consumer requirements.

Employee

Name:

Signature:

Date:

Manager

Name:

Signature:

Date: