

BENDIGO COMMUNITY HEALTH SERVICES

POSITION TITLE: WELFARE WORKER – NEEDLE SYRINGE PROGRAM

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| Award: | Community Health Centre (Stand-Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022 |
| Classification: | Social and Community Services Employee – Level 2 |
| Site: | This position is primarily based at our Kangaroo Flat site, however is an outreach role and requires local travel. |
| Hours per fortnight: | As required |
| Tenure: | Casual |
| Position description developed: | April 2023 |
| Responsible to: | Needle Syringe Program Coordinator |

We want (Vision)

Better health and wellbeing across generations.

We exist (Mission)

To work hand in hand with our community to achieve healthier lives.

We strive for (Values)

- Integrity**
 We are authentic and accountable, and we honour our obligations.
- Respect**
 We build respectful relationships through trust, empathy and collaboration.
- Inclusive**
 We recognise and promote accessible, safe and holistic supports and services as a basic human right.
- Innovation**
 Through continuous learning, we ensure an agile, responsive and sustainable service.
- Togetherness**
 We create a sense of connectedness, pride and support through enjoying our work and being passionate about making a difference.

| Our pillars | Consumer and Community | Influence | Visible | Sustainable |
|---------------------------|--|---|--|---|
| The change we want to see | People in our community, especially those most in need, have improved health and wellbeing | We use evidence, data and the voice of our community to shape our supports and services | Our service is identified as a quality provider and our people are recognised as leaders | Our sustainability is based on a healthy culture, improved systems, outcomes and growth |

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The Role of the Team

The Alcohol and Drug Services Team is a multi-disciplinary team, supporting clients requiring a range of treatment, support and education related to their use of alcohol and other drugs (AOD). The team supports clients along the continuum of AOD use from active using to seeking access to stop their use. The focus of the team is to provide seamless treatment and support pathways, coordinated service and a range of information and education interventions relating to harm reduction.

Position Role

The Needle Syringe Program (NSP) team provides sterile injecting equipment and disposal services within a harm minimisation and health promotion framework to the City of Greater Bendigo. The program delivers information and education covering a range of public health and harm reduction issues including safer using practices, identifying and responding to high risk injecting practices, appropriate disposal of injecting equipment, safe sex practice and prevention of blood borne virus (BBV) and sexually transmitted infections (STI). The team operates an outreach model Tuesday to Saturday evenings from 7.30 to 11.00 pm.

Position Responsibilities

The responsibilities of the position are:

- Provide a comprehensive range of NSP equipment, information, education and outreach services to people who inject drugs.
- Initiate, develop and deliver targeted harm reduction information and education regarding safe injecting equipment and techniques, appropriate disposal, BBV, opiate overdose awareness, prevention and response as well as promoting safe and positive sexual health including STI prevention.
- Contribute to program development initiatives, service integration and referral pathways, team development and organisational goals.
- Contribute to the ongoing development and sustainability of the mobile Needle Syringe Program through promotion and advocacy in the community.

Key Selection Criteria

Essential

1. A qualification in Welfare Work, Community Development, Youth Work, Social Work, Counselling or other health science related field, which meets the registration requirements of the specific discipline in Victoria or demonstrated experience working in a related field.
2. Demonstrated understanding of a range of related areas including; harm reduction, illicit and legal drugs, blood-borne virus prevention, overdose prevention, overdose response and management.
3. A willingness and capacity to work with marginalised and stigmatised communities such as people who use drugs without judgement or discrimination.
4. Show evidence of well-developed written and verbal communication skills.
5. Sound administration and data entry skills.
6. Demonstrated ability to develop consumer and community focused materials for health education or health promotion activities.
7. Demonstrated ability to provide sensitive practice in response to consumer diversity.
8. Demonstrated ability to work as a member of a multidisciplinary team.
9. Current First Aid and CPR Certification.
10. Ability to demonstrate the values of Bendigo Community Health Services.
11. Ability to provide vaccination status information or exemption that meets the requirements for healthcare workers.
12. Ability to work after hours.
13. Current driver's licence.

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Probationary Period:

Employment with BCHS is conditional on satisfactorily completing a probationary period of six (6) months from date of commencement. During this period your performance will be reviewed with your manager and, assuming this is mutually satisfactory, your employment will be confirmed at the end of this period.

Staff Review & Development (SRD)

Each BCHS staff member is required to participate in the annual SRD process. The SRD will be based on the Position Role and Responsibilities and Key Selection Criteria in addition to the relevant Branch and Team Plans and the following Performance Indicators.

Position Performance:

Demonstrate achievement of negotiated performance indicators specific to your position.

- Demonstrate contemporary knowledge and skills in the provision of information and education in relation to safe injecting, appropriate disposal, safe sex and BBV/STI prevention.
- Demonstrate the provision of information and education for a range of alcohol and other drug issues, including contemporary AOD knowledge, overdose prevention and referral pathways.
- Demonstrate ability to provide sensitive practice in response to consumer diversity.
- Demonstrate well developed communication skills with the capacity to provide timely reports.

Self-Management:

Demonstrated experience and understanding of the need for ongoing personal and professional development that contribute to self-satisfaction and professional growth.

- Continually develop personally and professionally to meet the changing needs of your position, career and industry.
- Demonstrate behaviours that lead you to achieving your goals.
- Demonstrate understanding and behaviour to reflect that BCHS aims to treat all people with respect, values diverse perspectives and participates in diversity training opportunities.

Communication and Team Work:

High level communication and interpersonal engagement that contributes to productive and collegial relationships between staff and with consumers

- Display your capacity for self-awareness through reflection, planning and communication.
- Show evidence of your ability to work co-operatively within a team to achieve team goals.
- Establish and develop as key functions of relationship management, regular and professional communication with all your relevant colleagues.
- Demonstrate alignment and integration of practice according to BCHS' Vision, Values, and Strategic Directions.

Administration and Documentation:

Through the use of BCHS processes ensure that all administration and documentation requirements are initiated and completed in a professional and timely manner.

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- Show evidence that the administrative tasks of your position are completed in an orderly, timely and accessible manner.
- Demonstrate that your documentation is completed in an accurate, legally and ethically compliant standard, and is produced to an appropriate professional standard.

Learning:

Demonstrated knowledge and application of the capabilities required for this position including knowledge and understanding of appropriate equipment, legislation, policies and procedures.

- Show evidence of knowledge and understanding of BCHS Strategic Directions and the ability to link key strategic directions to individual and teamwork plans and individual self-development.
- Demonstrate initiative and enterprise skills that contribute to innovative outcomes.
- Display an appropriate level of awareness of the implications for BCHS of decisions and situations that involve you and others.

Diversity and Culture:

BCHS treats all people with respect; values diverse perspectives; participates in diversity training opportunities; and provides a supportive work environment. BCHS is committed to employing people from diverse backgrounds and providing a workplace free from discrimination and harassment.

Child Safety

BCHS values children from all backgrounds and is committed to making our community a safe, nurturing and welcoming place for children to grow and develop. We are committed to making sure **ALL** children to reach their individual potential.

Other Essential Requirements

Staff will:

- Complete a satisfactory Police Check BEFORE employment is confirmed, the Police Check will be initiated and paid for by BCHS.
- Sign the pre-existing Injury/Disease Declaration.
- Present a copy of your original professional qualifications document or registration (if required).
- Receive and comply with the BCHS Code of Conduct.
- Comply with BCHS' policies and procedures.
- Actively contribute to continuous quality and service delivery improvement through the organisation.
- Be proactive in risk identification, notification and management.

BCHS believes that *“Quality is everyone’s business; safety is my responsibility”*

Co-operate with and contribute to BCHS Occupational Health & Safety procedures and participate in appropriate safety information and education activities as required.

Other Information

- BCHS is an Equal Opportunity Employer.
- All BCHS sites are smoke free workplaces.
- BCHS has a commitment to environmental sustainability.