



POSITION DESCRIPTION

POSITION TITLE:	Home Care Worker
PROGRAM:	Community Support
STATUS:	Casual
REPORTING TO:	Team Leader, Community Support
LOCATION:	Positive Living Centre
CLASSIFICATION:	VAC-GMHC Employment Agreement April 2014 (Social, Community, Home Care and Disability Services Industry Award 2010, Home Care Employee Level 3, Paypoint 1).

1. ORGANISATIONAL ENVIRONMENT

Thorne Harbour Health is a community-controlled LGBTI organisation, governed by our members, and working for our sex, sexuality and gender diverse communities.

For the past 35 years as the Victorian AIDS Council (VAC), the organisation led the Victorian community's response to HIV and AIDS. Our work has now moved beyond Victoria and Thorne Harbour Health is responding to a broad range of issues. Thorne Harbour Health aims to improve the health, social and emotional well-being of LGBTI communities and those living with or affected by HIV, with a particular emphasis on bringing the HIV and AIDS epidemic to an end.

Our Vision

We envision a healthy future for our sex, sexuality and gender diverse communities, a future without HIV, where all people live with dignity and wellbeing.

Our Mission

We devise and deliver effective community-driven health and wellbeing programs. We advocate to reduce stigma and discrimination.

For more information on our organisation please visit our website www.thorneharbour.org

2. PROGRAM CONTEXT, ROLE AND FOCUS

The Home Care program is a key aspect of Thorne Harbour Health Community Support, based at the Positive Living Centre in South Yarra. The PLC provides a range of health and wellbeing related programs for people living with HIV.

The Home Care Worker delivers home-based support services for people living with HIV who need assistance to continue living independently in the community. The focus is on engaging clients and enabling them to develop their own skills and capacity.

The Home Care Worker also supports members of the LGBTI community who are aging or living with a disability. This includes working with people who have government-funded Home Support Packages and participants in the National Disability Insurance Scheme. Our NDIS support includes home help and community participation.

3. POSITION ROLE AND RESPONSIBILITIES

1. Attend client's home at pre-arranged times to complete home care shifts, usually of two to three hours.
2. Complete activities specified in the client's support plan. These activities will include, but are not limited to, assistance with shopping, cooking, cleaning and community engagement.
3. Report any concerns to Community Support staff immediately after each shift.
4. Notify Community Support staff immediately if you are unable to attend a scheduled shift.
5. Attend regular meetings of the Home Care team at the Positive Living Centre.
6. Attend training sessions as required, including Thorne Harbour Health induction and first aid training.

4. KEY SELECTION CRITERIA

Qualifications

1. Certificate III qualification in home and attendant care, individual support, aged care, or other related field.

Skills and experience

Essential

1. Strong interpersonal skills, including verbal and listening skills.
2. Understanding of professional boundaries and ability to maintain the boundaries of the role.
3. Ability to work independently and efficiently.
4. Ability to take direction and also to contribute positively as a team member.
5. Ability to develop rapport with a wide range of clients of varying backgrounds and with varying physical and mental health issues.
6. An interest and willingness to work with people from LGBTI communities and people living with HIV in a non-judgmental and respectful manner
7. Car and current driver licence.

Desirable

1. Experience in attendant care work.
2. Knowledge of the HIV sector and related community services.

5. CONDITIONS OF EMPLOYMENT

- Salary is paid in accordance with the VAC-GMHC Employment Agreement 2014. The classification for the position is Social, Community, Home Care and Disability Services Industry Award 2010, Home Care Employee Level 3, Paypoint 1.
- Employer's contribution to superannuation (9.5%) will also be paid.
- Conditions of employment are as stated in the VAC-GMHC Employment Agreement 2014.
- The position involves casual shifts, usually over two to three days a week.
- Completion by Thorne Harbour Health of a satisfactory police check.
- Evidence of a valid Working With Children Check
- A willingness and ability to work flexible hours is required, including some early morning, evening and weekend meetings and other work-related commitments.
- A Confidentiality Agreement must be signed.
- Thorne Harbour Health is an equal opportunity employer. All staff members are required to contribute to creating a non-discriminatory workplace.
- Thorne Harbour Health provides a non-smoking workplace.
- Membership of the appropriate union is strongly encouraged.
- Applicants must be either Australian citizens, or have permanent resident status.

6. PROFESSIONAL SUPERVISION

Thorne Harbour Health has a commitment to ensuring that staff members receive high quality supervision on a regular basis. This role is required to attend this supervision.

7. WORKPLACE HEALTH & SAFETY

As an employee of Thorne Harbour Health, staff need to strive to ensure a safe and healthy workplace by complying with the provisions of Section 25 of the Occupational Health and Safety Act 2004 (Duties of Employees).

8. APPLICATION PROCESS

Written applications addressing the selection criteria and including a resume and the names and contact details of two professional referees should be sent to recruitment@thorneharbour.org

For further enquiries please contact: Campbell Smith, Team Leader, Thorne Harbour Health Community Support on 9863 0421 or email campbell.smith@thorneharbour.org

Applications close: Sunday, January 24, 2021.

Important: it is essential that applicants specifically address the selection criteria. Where selection criteria have not been addressed, applications will not be considered.