

POSITION DESCRIPTION

Position Title:	Residential Care Worker
Department/Location:	Please refer to letter of employment
Employment Status:	Please refer to letter of employment
Reports To:	Residential Team Leader or Coordinator
Direct Reports:	Nil
Key Relationships/Interactions:	Internal: Team Leaders, other Residential Care Workers, Coordinators and other members of the TRACC team.
	External: Children and young people in care, Department of Communities (Child Safety Services), external Service Providers.

Position Statement / Overall Purpose:

This role's overall purpose within Anglicare Southern Queensland (ASQ) is to provide therapeutic care for children and young people who are on Child Protection Orders and for various reasons are not able to live with their own family.

The Residential Care Worker will work in accordance with the values of ASQ and support core business by providing service, guidance and advice within this position's specialty area.

The Residential Care Worker will provide direct care of children and/or young people in placement with a wide range of responsibility for program activities, supervision and safety skills. Because of the life experiences and trauma histories that our children and young people bring to their placement here, staff must not only provide adequate safety and supervision, but must be actively engaged in the process of building relationships, understanding and solving problems as part of a team, and must offer energy, safety and commitment in their work with our children and/or young people through genuine, caring and empathetic engagement.

The programs support family involvement through the facilitation, supervision, and support for visits and family connections with parents, relatives and other significant people in the lives of our children and young people.

Position Specific Requirements & Qualifications:

1. Diploma or Certificate IV in Child, Youth and Family Intervention (Residential and out of home care) or Certificate IV in Youth Work or equivalent life experience.
2. Current Positive Notice (Blue Card) for Child Related Employment issued by The Commission for Children and Young People and Child Guardian, or eligibility to gain.
3. Eligibility to gain a successful suitability check through the Department of Communities (Child Safety Services) (LCS-2).
4. Possession of current provisional or open Australian Driver's Licence.
5. Ability and willingness to work shift work, including work on weekends and public holidays.

Key Selection Criteria:

1. An understanding of the needs of children, particularly those in care;
 - Understanding of child development and behaviour, including the impact of trauma, attachment, grief and loss
 - Ability to create an environment which nurtures, stimulates, and encourages the development of children.
2. Excellent oral and written communication skills with the ability to work within a team environment;

- Ability to operate with autonomy but to seek advice and authority when required.
 - Insight into personal needs framework and limitations as these relate to working with children in care.
 - Ability to self regulate when responding to crisis situations.
3. Commitment to enabling children and young people to have positive relationships with their families.
 4. An ability to actively engage in building and sustaining positive relationships with children and young people
 5. Ability to engage children and young people in interactions and activities that are purposeful and goal orientated with the aim of building their competencies and life skills.
 6. Ability to adhere to Anglicare Southern Queensland/TRACC philosophies, values, ethics, framework and policies, and procedures.
 7. Knowledge of the Child Protection Act 1999 (desired).

Key Accountabilities and Responsibilities:

1. **Accountability: Developmentally focused: Ensure children and young people are understood and responded to from a developmental framework**

Responsibilities:

- Understand how to respond to differences in chronological and developmental levels of children and young people
- Promote development and adjust expectations in response to your understanding of individual child or young person's developmental level

2. **Accountability: Family involved: Support children and young people to have positive relationships with their family**

Responsibilities:

- Demonstrates an understanding of the importance of family/kinship connections to children and young people our homes
- Supports connections with family/kinship by welcoming parents, relatives, and caregivers on visits and facilitating planned contacts with families in the program, the community, and the family/relative home according to the Department of Communities (Child Safety Services) case plan and the interest of the child

3. **Accountability: Relationship based: Form and maintain positive, nurturing relationships with children and young people**

Responsibilities:

- Build relationships that are based on trust and respect and through sensitivity, availability, acceptance and investment.
- Maintain open, honest and respectful lines of communication with the children/young people and co-workers.

4. **Accountability: Trauma informed: Respond to children and young people with an understanding of complex trauma**

Responsibilities:

- Ensure emotional and safety standards and requirements are met (as outlined in the Child Protection Act 1999).
- Demonstrates an empathic understanding of complex trauma and its effects including abuse, loss, and neglect that youth bring to placement. Incorporating that understanding in interactions with youth and responses to pain based behaviour.
- Promote pro-social behaviour and employ strategies, responses and techniques that are respectful to the child or young person's dignity and rights to manage challenging or extreme behaviours.

5. Accountability: Competence centred: Ability to actively engage children and young people in interactions and activities that are goal orientated

Responsibilities:

- Provide children with opportunities to learn resilience and living skills appropriate to their age and ability.
- Assist children with the routines and expectations associated with school, communal living etc.
- Demonstrate, teach and support learning of a broad range of skills including those related to emotional regulation, living in a home-like setting, participating in recreational activities and community engagement.
- Plan and actively participate in activities to support and increase skills and competencies.
- Contribute to the individual assessment of each child, utilising their professional training and observation.
- Participate in goal setting with the children/young people to identify their wants and needs and how they can be reached.

6. Accountability: Ecological orientated: Actively contribute to an environment that enables children and young people to grow and develop

Responsibilities:

- Demonstrates an awareness of the physical and emotional environment by contributing to the home being a place that is emotionally and physically safe, nurturing, appropriately engaging and stimulating, which fosters growth and resilience.
- Support the child/young person in the transition to and from TRACC residential programs, relevant to the program model and living situation
- Support routines of children and young people through assisting and supervising wake-up, bedtime, personal care routines, completion of chores and laundry, meals, meal preparation, recreational activities, homework supervision and assistance.
- Maintain appropriate dress standards and social standards for working with children.
- Work cooperatively with other agencies and where necessary advocate for each child, e.g. school, Department of Communities (Child Safety Services).
- Care for program facilities and equipment: to promote a clean, safe, and comfortable environment.

7. Accountability: Promote an effective, supportive, caring and accountable team environment.

Responsibilities:

- Attend and actively contribute to team meetings as required.
- Plan, implement and evaluate strategies, as a team member, in relation to the young people's needs.
- Communicate openly and effectively with other team members.
- Work in collaboration with team members.
- Willing to engage in supervision as per the Anglicare supervision process.
- Adhere to the Anglicare Code of Conduct.
- Attend and actively participate in children/young people care plan meetings and goal setting within the team.
- Attend case plan meetings with Department of Communities (Child Safety Services) and other service providers, as requested.
- Attend and actively participate stakeholder meetings, if required.
- Have a commitment to gaining self-awareness of how personal values impact the children being cared for and individual responses to specific behaviours.

8. Accountability: Ensure domestic, financial, transport and administrative responsibilities for the residence are fulfilled.

Responsibilities:

- Maintain records with accuracy.
- Ensure shift reports, Monthly Review Reports and other mandatory reports are completed within expected timeframes.

- Undertake domestic duties, e.g. washing, cooking, cleaning and shopping and engage children in these activities as appropriate.
- Maintain a healthy and safe living environment for the children/young people.
- Adhere to the Anglicare TRACC petty cash procedure, including accountability for the use of petty cash and obtain receipts for petty cash purposes.
- Maintain cleanliness of the TRACC vehicles.
- Report maintenance pertaining to the TRACC vehicles to line supervisor and follow further direction given.
- Provide transport to children/young people in a safe manner.

9. Other Duties and Requirements

- Undertake own work practices in a safe manner and comply with the instructions given for workplace health and safety within Anglicare Southern Queensland Policies and Procedures;
- Do not, during or after employment, disclose information relating to residents, clients and staff of Anglicare or damage the reputation, viability or profitability of Anglicare services;
- Your responsibilities also extend to any tasks outlined on a duties list, or any other tasks delegated to you by your manager/supervisor, provided that those new job requirements are safe, efficient, relevant, legal and within your abilities.

Delegation of Authority:

- In accordance with the Anglicare Delegations of Authority Policy.