



## YOUTH SERVICES -AOD YOUTH OUTREACH WORKER

<b>Department:</b>	Youth Services Team- Health Equity Unit	
<b>Salary:</b>	\$74,172-\$79,808 (pro-rata part-time)	<b>Classification Code:</b> Welfare Wrkr Class 2 SACS 4
<b>Award/Agreement:</b>	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2017	
<b>Position created:</b>	April 2019	<b>Date Reviewed:</b> June 2022

<b>PRIMARY OBJECTIVES</b>	<p><b>THE ORGANISATION</b></p> <p>Sunraysia Community Health Services (SCHS) is a service providing primary and preventive care for our community members who are most at risk of poor health outcomes, and experience health disparities. SCHS understands the influence of the Social Determinants of Health (SDoH) upon health inequities experienced by community members. The centrepiece of care at SCHS is providing a client relationship based care coordination approach, that identifies and attempts to address the SDoH for clients, work with consumers and community members, to structure their care around the context in which they live and work.</p> <p><b>THE PROGRAM</b></p> <p>HomeBase Integrated Youth Health Services program has been designed to deliver holistic and engaging services to young people and their families that consider the social determinants of health, in a relationship and trauma informed model of care. Homebase began in 2018 as a co-design program where young people could access a safe place, free from violence, drugs and alcohol with trusted adults who are working in a trauma informed care and relationship based model. HomeBase Integrated Youth Health Services program had grown to include AOD Youth Outreach Workers, HomeBase Health Clinicians, HomeBase Youth Workers, HomeBase Activities, HomeBase Hoops and HomeBase Social Enterprises, allowing young people to develop trusted relationships with clinical youth services staff to facilitate equitable access to broader health and well-being services.</p> <p>HomeBase Activities is an out of hours program for young people aged 10 to 17 years and provides opportunities for young people to improve physical and mental well being through social connections and meaningful activities.</p> <p>As part of the HomeBase Integrated Youth Health Services team the AOD Youth Outreach Worker will support the broader programs including:</p> <ul style="list-style-type: none"> <li>• Home Base Activities</li> <li>• Home Base Hoops</li> <li>• Home Base Social Enterprise</li> </ul> <p><b>POSITION PURPOSE</b></p> <p>The AOD Youth Outreach program aims to reduce substance use and the harm associated with substance use, for young people aged between 12-25 years and to support the young person to make sustainable changes. AOD Youth Outreach workers will support</p> <ul style="list-style-type: none"> <li>• Youth AOD Recovery and Support program that considers relapse prevention, early intervention and harm reduction strategies.</li> <li>• Youth (AOD) Accommodation and Support Program</li> <li>• Youth AOD Outreach program.</li> </ul> <p>The AOD Youth Outreach worker will work in HomeBase Activities and Hoops which are provided in the afternoon and early evening.</p>
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<b>KEY SELECTION CRITERIA</b>	<p>Education:</p> <ul style="list-style-type: none"><li>• Have completed or commitment to complete the AOD Competencies Alcohol and Other Drugs Skill Set CHCSS00093.</li><li>• Tertiary qualification(s) in a health or youth related discipline.</li><li>• Current Drivers Licence.</li></ul> <p>Experience:</p> <ul style="list-style-type: none"><li>• Experience in working with complex and vulnerable young people in a trauma informed and Relationship-based model of care.</li><li>• Demonstrated understanding of the principals and practice of harm minimisation orientated treatment and prevention interventions, as well as knowledge of contemporary approaches to youth drug treatment.</li><li>• Knowledge and understanding of adolescent development and ability to practice a range of interventions including assessment, case work, care planning, advocacy, group work, crisis intervention and collaborative outreach based service delivery.</li><li>• Highly developed engagement and communication skills with young people from a diverse range of backgrounds and age groups.</li><li>• Committed to investing in supporting youth to achieve positive health and wellbeing outcomes.</li><li>• An understanding of the social determinants of health.</li><li>• An understanding of the issue of confidentiality.</li></ul>
<b>SPECIFIC ACCOUNTABILITIES</b>	<p>1. Service Provision.</p> <ul style="list-style-type: none"><li>• Complete AOD assessments taking into account the physical, psychological and social wellbeing of the young person in line with program requirements.</li><li>• Provide youth and family focused interventions.</li><li>• Provide an enhanced support model to assist young people to make sustainable changes in their substance use by supporting them as well as their families and significant others.</li><li>• Provide the young person and their family access to family centred counselling and facilitate the young person and their family to reconnect and strengthen the relationship.</li><li>• Provide treatment support by ensuring appropriate linkages and referrals (internal and external to the organisation) are made, integrating the young person into education, training, employment or other meaningful activities.</li><li>• Be rostered on to support HomeBase youth programs in the community that operate out of hours, between 3.30pm and no later than 10.00pm potentially over a 7 day period.</li><li>• Foster trauma informed care and relationship-based approaches to interactions between young people and team members with an emphasis on the quality and sustainability of the relationship.</li><li>• Maintain electronic client records as per SCHS policy, record episodes of service, complete comprehensive case notes, and other administrative tasks related to client care and funding requirements. Maintain high levels of client confidentiality within SCHS and externally.</li><li>• Invest in the young people SCHS works with.</li></ul> <p>2. Teamwork</p> <ul style="list-style-type: none"><li>• Work with the HomeBase Youth Workers, Youth Services AOD Workers, HomeBase Health Clinicians, Youth Services team leader, HomeBase Social Enterprise, HomeBase Peer Worker, volunteers and young people to provide programs with and for young people.</li><li>• Create and foster a positive environment in Youth Services and HomeBase programs through excellent interpersonal and communication skills.</li><li>• Participate in team meetings, reflective practice, clinical and operational supervision activities to optimize team work and service provision.</li></ul>

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<b>CONDITIONS OF EMPLOYMENT</b>	<ol style="list-style-type: none"><li>3. Stakeholder Engagement<ul style="list-style-type: none"><li>• Demonstrate respectful and non-judgmental interactions with young people and their carers/families and other important people in their lives.</li><li>• Develop and maintain effective communication networks and working relationships both internally and externally to SCHS with youth service providers.</li><li>• Support volunteers in Youth Services and HomeBase to build their capacity to work in the Youth Services and HomeBase program.</li></ul></li><li>4. Service Improvement<ul style="list-style-type: none"><li>• Provide feedback through the approved communication channels that will enhance and expand future programs.</li><li>• Participate in co-design activities with a particular focus on the youth.</li><li>• Review/devise alternative models/activities which align with addressing Social Determinants of Health.</li><li>• Identify and appropriately manage or escalate any risks or concerns within Youth Services program.</li></ul></li><li>5. Service Promotion<ul style="list-style-type: none"><li>• Positively promote Youth Services to local community.</li></ul></li><li>6. Program Evaluation<ul style="list-style-type: none"><li>• Achievement of program targets as determined through program funding</li><li>• Embed youth focused outcome measures into service delivery.</li><li>• Ensure all programs are recorded and reported on in the appropriate way.</li><li>• Participate in evaluation activities.</li></ul></li><li>7. Organisational<ul style="list-style-type: none"><li>• Lead and exemplify a healthy and safe working environment, modelling and promoting ethical behaviour and practices.</li><li>• Operate, adhere to and demonstrate organisational Mission, Vision and Values.</li><li>• Other reasonable duties as directed.</li></ul></li></ol>
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<b>CONDITIONS OF EMPLOYMENT</b>	<ol style="list-style-type: none"><li>1. New employee Probation<p>New employee appointments are subject to a probationary period of six months. Ongoing employment will be subject to successful performance during this time.</p></li><li>2. Organisational Behaviour<p>All employees are required to abide by organisational policies and procedures, SCHS Code of Conduct and Values, relevant standards including Child Safe Standards, codes of practice as well as various legislation both state and federal including but not limited to OH&amp;S act, Drugs, Poisons and Controlled Substances Act, Public Health and Wellbeing Act, Privacy Act and Health Records Act.</p></li><li>3. Professional Standards<p>All qualified and Nationally Registered professionals are to respect and act in accordance with the laws of the jurisdictions in which they practise. Any professional bodies Codes of Conduct / Ethics / Standards should be interpreted with reference to these laws. The code is not a substitute for requirements outlined in the National Law, other relevant legislation, or case law. Where there is any actual or perceived conflict between the code and any law, the law takes precedence. The Codes / Standards should also be interpreted with reference to, but not necessarily in deference to, any organisational rules and procedures to which health professionals may be subject.</p></li><li>4. Continuous Improvement &amp; Safety<p>All employees are required to contribute effectively to SCHS quality management and safety systems by assisting with monitoring and evaluating activities and mechanisms, identifying opportunities for improvement and correcting problems to improve customer care services and experience.</p></li></ol>
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