



WESTERN REGION HEALTH CENTRE LTD

POSITION DESCRIPTION

Position:	Community Health Worker (Health Care Team)
Location:	Nicholson St Footscray 3011
Job Status:	Part Time – Fixed Term
Conditions of employment:	SACS award, Community Health Worker level 2B, year 2 commensurate with experience.
Authority re Appointment:	Health Works Program Manager
Reports To:	Team Leader – Health Care Team

WESTERN REGION HEALTH CENTRE LTD.

The Western Region Health Centre Ltd. is committed to improving the health and well being of the people who live and work in the Western Region by providing an accessible range of comprehensive, high quality and integrated health and welfare services.

The Centre is an organisation providing a range of health services to the community, predominantly in the City of Maribyrnong with some programs extending to neighbouring municipalities and state-wide. Services include:

- general practice
- community health
- allied health services
- refugee health
- dentistry
- services for people who inject drugs
- general, family violence and victims of violent crime counselling and support
- mental health, homelessness and outreach services
- services for people with complex needs

HEALTH WORKS

Health Works, a program of the Western Region Health Centre, aims to improve the health and wellbeing of people who inject drugs in the western suburbs of Melbourne. The service provides a range of programs including:

- a needle and syringe program which provides users with clean injecting equipment
- a drug safety worker who provides education and health promotion activities for the injecting community,

- a Cambodian, Lao, Vietnamese worker who works with these communities to foster a greater understanding of harm reduction,
- a community education worker who raises harm reduction issues with the broader community
- a health care team, who provide holistic health services to people who inject drugs.

All Health Works staff adheres to Health Works' values as indicated below:

Health Works offers a holistic, social model of health care with the aim of addressing health inequities experienced by people who inject drugs. The service is confidential, innovative, responsive and based on a harm reduction framework encompassing community development principles to empower and educate people who inject drugs, in order for them to make informed decisions about their health.

Health Works is a multidisciplinary team that values personal, professional and academic experience. Staff work together, support each other, engage in reflective practice and are accountable to service users.

POSITION OBJECTIVE

The Community Health Worker role involves the delivery of clinical and non-clinical primary health care services to people who inject drugs. Staff work as a team to address the needs of clients.

POSITION REQUIREMENTS

Service Delivery/ Non Clinical Care

The Community Health Worker is responsible for working collaboratively with the team on elements of day-to-day service delivery to ensure the provision of high quality services to people who inject drugs by:

- Delivering quality primary health care services to people who inject drugs. This may include non-clinical services (referrals to housing, legal and welfare services, crisis counselling, psychosocial support);
- Providing health services onsite.
- Working in conjunction with specialist medical pharmacotherapy general practitioners and reception and administrative staff at the Braybrook site.
- Working collaboratively with other WRHC staff at other WRHC sites;
- Provide support to clients accessing pharmacotherapy (methadone and buprenorphine etc);
- Ensuring ethical, responsible and professional goal directed, client focused services are provided.

Referrals/Linkages

The Community Health Worker will:

- Arrange/implement referral to specialist health, dental and other relevant services to people who inject drugs to such services where required/appropriate;
- Establish and maintain active network links to connect people who inject drugs with welfare, support and other community services;
- Provide information and referral on substitution therapies, drug treatment and support services and, when requested by people who inject drugs, facilitate/assist access to such services.

The role of the Community Health Worker is not to case manage but to facilitate continuity in the delivery of health care services for people who inject drugs and actively link service users into other agencies many of whose staff do case manage.

Community Development

The Community Health Worker is responsible for the development and ongoing maintenance of effective networks and consultative processes including:

- In conjunction with all staff and people who inject drugs, develop, facilitate and deliver health education activities in relation to health and drug use.
- Support/participate in program evaluation to produce successful outcomes for people who inject drugs;
- Liaise with relevant service providers to promote Health Works, establish productive working relationships and effective referral linkages and to avoid service duplication;

General Organisational Requirements

The Community Health Worker ensures service delivery and accountability according to organizational guidelines by:

- Report on all areas of responsibility against performance targets as required;
- Undertake specific projects or tasks as directed by the Team Leader – Health Care Team or Health Works Program Manager;
- Maintain information systems on relevant resources and implement relevant administrative procedures and systems;
- Participate in regular supervision meetings with the Team Leader – Health Care Team;
- Contribute as a team member, attend team meetings and participate in planning and other relevant activities;
- Promote and represent the Centre as a caring, professional, and client-focused organisation, and its range of primary health and social support services;
- Adhere to OH&S standards within the organisation;
- Adhere to all Centre policies and procedures.

Other Duties

The Community Health Worker will:

- Participate in other aspects of Health Works' service delivery as requested by management.

KEY SELECTION REQUIREMENTS

Applications are invited from suitably qualified and experienced people addressing the following areas:

Essential

- Tertiary qualification in a relevant discipline (i.e.: Social Work, Psychology, Alcohol and other Drug studies, community development), or other relevant professional or personal experience;
- Experience working with people who inject drugs and have complex needs;
- Knowledge of and commitment to community health principles and practices and a sound understanding of harm reduction. In particular, issues relating to injecting drug use, blood borne viruses, health care access and other health care risks;

- A sensitivity to and understanding of the issues and needs of people from culturally and linguistically diverse (CALD) communities who inject drugs;
- Commitment to teamwork and a collaborative approach to service delivery;
- Excellent interpersonal and written communication skills;
- High level computer literacy, including word processing and database skills;
- A current driver's licence.

Highly Desired

- Completion in an accredited training course in pathology collection, a Level 3 First Aid certificate and successful completion of training in Pre and Post Test counselling for HIV and Hepatitis C;
- Experience in managing challenging behaviours.

OTHER RELEVANT INFORMATION

- WRHC is an equal opportunity employer
- **Pre-Existing Injury**
Prior to any person being appointed to this position it will be required that they disclose full details of any pre-existing injuries or disease that might be affected by employment in this position
- A pre-employment police check is mandatory for all new employees
- Probation period of three (3) months
- Recipients of VDP are ineligible to apply
- Employees are requested to comply with the Centre's policy on staff immunisation
- Applicants must address the key selection criteria

Employee signature: _____

Employee name: _____ Date: _____

Manager signature: _____

Manager name: _____ Date: _____