

Inspire At Home Program

Therapeutic Residential Care - Youth Worker



Program:	Inspire At Home Program
Location:	State-wide
Reports To:	Placement Lead
Approved by:	Executive Manager, Child and Youth Services
Version:	September 2024
Level:	Social, Community, Home Care and Disability Services Industry Award (SCHADS) 2010
Classification	Level 3
Full Time Equivalent:	Full time/Part time/Casual
Clearances Required	Working with Vulnerable People registration (Tasmania) National Police Criminal History Check Therapeutic Crisis Intervention – Provided by CCT during induction Valid and current Tasmanian driver's license First Aid Certificate, or ability to attain one within 3 months of commencement

Our Mission

CatholicCare engages to further the healing and saving mission of Jesus Christ in the world by conducting works that enable healing of the whole human person. We seek to enhance the human life of people by offering the full Christian vision for human life. CatholicCare seeks to foster a love for the poor and the vulnerable, a spirit of humble service, of mercy and compassion for all.

Our Values

Our values are informed by Catholic Social Teaching which provides a rich treasure of wisdom about building a just society and living our lives amidst the challenges of modern society:

- Respect for the life and dignity of every human person as created by God.
- Promotion of the family as the fundamental cell of society.
- Compassion and service.
- Mercy, the love of self and love of neighbour.
- Solidarity and fraternity in pursuit of the Common Good.
- Preference for the poor and the vulnerable.
- The dignity of work and the rights of the worker.
- Stewardship and care for God's Creation.
- Honesty, integrity and faithfulness.

Organisational Environment

CatholicCare is the primary social services agency of the Catholic Church across Tasmania. We have 60 years' experience delivering a wide range of services and support to improve individual, family and community wellbeing. Our services are available open to all with a particular focus on families, young people and children.

We are accredited by the Australian Childhood Foundation as a Safeguarding Children organisation. CatholicCare is committed to safeguarding children, young persons and vulnerable adults in all programs, activities and recruitment. In its delivery of services to vulnerable persons, CatholicCare requires the highest level of ethical and moral practice. This needs to be exemplary in the delivery of services to children, who constitute arguably, the most vulnerable group of all. Developing an organisational culture of respect and integrity will generate improvements in CatholicCare's workers' ability to safeguard children in their care.

CatholicCare has an absolute commitment to the protection of children and young persons from all forms of abuse and neglect. CatholicCare expects all workers, regardless of their organisational role or responsibility, to act to safeguard children from such harm by:

- Adopting the practices in the Behaviour Guidelines that are the standard when carrying out their duties; and
- Reporting any instances of abuse or neglect of which they become aware to management and/or external authorities responsible for child protection or to the police, regardless of whether that abuse is being perpetrated by workers/personnel within the CCT organisation, or by persons external to the organisation including those from the child's family, extended family, family networks or strangers.

Adherence to CatholicCare's Safeguarding Children Principles and Children's Policy are mandatory for each worker and are issued to each worker at commencement. All workers must be committed to upholding the guidelines and policy to ensure that unsafe practices in these areas are minimised if not eliminated.

Position Context

CatholicCare Tasmania's Inspire at Home Program supports young people aged 12 to 18 referred by Child Protection Services who need residential placement. The program provides a healing environment to help young people overcome life challenges and is part of CCT's Child and Youth Services who provide programs to improve the wellbeing of families and children in Tasmania.

As a Youth Worker, you will be part of a team providing 24/7 support in Therapeutic Residential Care settings. Your primary role is to support young people and the house by:

- Assisting in creating and maintaining a trauma-informed therapeutic environment tailored to each young person's needs.
- Promoting a learning community that minimizes challenging behaviours through role modelling, anger management, and conflict resolution strategies.
- Facilitating 'living-learning' experiences that encourage young people to develop and enhance their independent living skills at every opportunity.

Objectives and Accountabilities

Interpersonal and communication style

- Represent Catholic Care Tasmania (CCT) professionally, embodying the organization's vision, purpose, and values.
- Foster a harmonious and productive work environment by upholding high standards of integrity and performance.
- Build positive, collaborative relationships with all stakeholders, showing respect, concern, and consideration for others.
- Work collaboratively within the workplace, responding appropriately to senior leadership guidance.
- Deliver person-focused, culturally responsive services with confidentiality and discretion.
- Demonstrate critical thinking and a solution-focused approach, providing well-researched advice and recommendations to leadership.
- Communicate clearly, accurately, and effectively in both written and verbal forms to internal and external audiences.
- Participate actively in team meetings, conferences, training, and events.
- Ensure Key Workers and Placement Leads are informed on matters related to the care of young people and the operations of the residential house.
- Exercise sensitivity, sound judgment, and discretion, especially when handling confidential information.

- Show resourcefulness and adaptability in maintaining high performance standards and agency development.
- Exhibit warmth, tolerance, and discretion in all interactions.

Position Specific

- Understand the impact of trauma on the behaviours of young people in residential care and apply therapeutic interventions addressing trauma and attachment-based issues.
- Encourage young people's active participation in their Action Plans, house operations, education, and living skills programs.
- Promote positive interactions among young people residing in the house.
- Contribute to developing and reviewing individual Action Plans, Outcome STAR, Behaviour Response Plans, Safety Plans, and Therapeutic support.
- Support Key Workers by ensuring all elements of young people's Action Plans are implemented.
- Engage in transition planning for young people moving in and out of residential houses.
- Identify opportunities for young people to develop skills necessary for independent living.
- Encourage and support young people in maintaining positive family and peer connections.
- Maintain accurate records, files, and documents in line with agency policies, procedures, and legislation.
- Respond effectively to crises, ensuring the safety and well-being of all, in accordance with CatholicCare policies.
- Participate in general household tasks, including shopping, cooking, and cleaning, with some physical activity required.
- Demonstrate competency in business technologies, including Microsoft Office, mobile phones, and client/service databases.
- Maintain accurate petty cash financial records.
- Foster healthy relationships with young people in the house.
- Participate in shifts across a 24/7 roster across all houses with the Inspire Program.

Teamwork and Supervision

- Actively engage and participate in both line management and clinical supervision on an individual and group basis.
- Actively participate in team meetings, staff general conferences, annual performance appraisals and professional development opportunities.
- Flexibility to respond and adapt to a demanding workplace and team environment.
- Provide positive role modelling to young people through interactions with colleagues and within the team.
- Be able and willing to support work across the Youth and Child Service Programs for Catholic Care Tasmania.

Organisational accountability

- Promote and uphold the Identity and Mission of the Archdiocese of Hobart and the Vision, Mission and Values of CatholicCare Tasmania.
- Effectively model CatholicCare Tasmania values to staff, clients and others.
- Uphold the Archdiocese of Hobart Workplace Behaviour Policy and professional standards in accordance with Integrity in the Service of the Church.
- The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications, and experience normally expected from persons occupying jobs at this classification level.

Compliance requirements of quality control activities

- Participate in on-going programme evaluation and action research as appropriate.
- Maintain CatholicCare Tasmania's Quality Assurance processes and participate in any audits, either internal or external.
- Participate in partnership and feedback processes with other stakeholders as appropriate.
- Participate in and contribute to sharing business information and appropriate client service delivery outcomes.
- Provide ad hoc reports as requested to analyse or improve service delivery.
- Have a good understanding and knowledge of the Agency and programme's mission, objectives and core values.
- Demonstrate an understanding and knowledge of all relevant external legislation and internal policies and procedures that relate to the position and CatholicCare Tasmania.
- Participate in and contribute to Quality Improvement processes and other activities to meet Service and Out National Out of Home Care Standards.

Risk and Work Health & Safety

The Archdiocese is committed to ensuring that our operations at all Agencies are conducted with proper regard for health, safety and wellbeing of all. Maintain a safe working environment by:

- Promoting and adhering to workplace health and safety policy, procedures and guidelines;
- Working in a responsible manner to ensure the safety of oneself, other staff, customers, and visitors to the service;
- Reporting and when appropriate actioning risks/hazards to mitigate risks; and
- Ensuring workplace inspections occur and resulting actions are completed in a timely manner.

Key Communications Linkages

- Key Worker
- Placement Lead
- Therapeutic Specialist
- Regional Manager
- Executive Manager, Child and Youth services
- Community service providers and community groups
- Government Agencies including Child Safety Services
- Family and support people for young people
- Archdiocese of Hobart

Selection Criteria

1. Experience of working with young people who present with challenging behaviours, and the ability to implement non-punitive strategies when responding to these behaviours.
2. Demonstrated understanding of trauma informed practice and provision of a therapeutic environment for young people.
3. Well-developed interpersonal and communication skills which include the ability to negotiate, liaise and consult with young people, colleagues and other service providers.
4. Demonstrated flexibility to work according to young people's needs and the ability to participate in a 24/7 roster within all houses across the Inspire at Home Program.
5. Possess a sound knowledge of relevant statutory requirements, including Mandatory Reporting, Workplace Health and Safety, Duty of Care, Privacy and Confidentiality, Children, Young People and their Families Act and Anti-discrimination legislation.