Social Worker – Dementia Support Program

About the company.
We are a leading independent not for profit community organization. We embrace innovative service approaches and have over 40 years’ combined experience in providing services to local people. We build community capacity and resilience. Our team consists of 140 staff and almost 300 passionate volunteers.

3Bridges Community is a growing, vibrant, not for profit community organisation providing a variety of government funded services to the communities of South Eastern Sydney.

About the position
3Bridges Community is currently recruiting for an experienced Social Worker to join our pilot program that has been designed to support people living with mild to moderate dementia.

Your role will involve providing practical, social and emotional support including one to one counselling and provide assistance running the Meeting Centre Support Program in consultation with the Program Leader.

The position is fixed term part time role of approximately 24 hours a week and position based at Sydney Inner West.

Essential experience or skills
- Tertiary education in Health, Social Work or Counselling;
- Knowledge and experience in Dementia Care
- Continuous quality improvement and evaluation
- Experience in team and group work

Desirable criteria
- Carer support experience
- Group work experience

Mandatory
- Current driving license
- Access to a comprehensively insured vehicle.

What we offer
- Career development and training.
- Excellent employment conditions.
- Competitive hourly rate, loadings and salary packaging benefits.

The successful candidate must undergo a National Police Clearance prior to commencement.

As an EEO employer we welcome applications from people of NESB and ATSI backgrounds.

To obtain an information pack visit http://3bridges.org.au/about-us/people/careers/

For further details please contact Dragana Bozinovski 1300 327 434. Please forward applications to amalia.betihavas@3bridges.org.au.

Applicants must address the selection criteria above. Applicants who forward resume without addressing the criteria will not be considered.

Applications Close: Wednesday 16th June, 2018
# JOB DESCRIPTION

## SOCIAL WORKER – MCSP

### POSITION DETAILS

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<th><strong>Responsible to:</strong></th>
<th>MCSP Program Leader</th>
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| **Responsible for:** | Providing practical, social and emotional support including one to one counselling for people living with mild to moderate dementia and their family carers.  
Assisting in the running of the Meeting Centre Support Program in consultation with the Program Leader. |
| **Objective:** | To enhance the health and wellbeing of people living with mild to moderate dementia and their family carers;  
To assist in the smooth running of the Dutch-based Meeting Centre Support Program |
| **Direct reports:** | Support workers / Volunteers |
| **Indirect reports:** | Nil |
| **Location:** | Summer Hill Community Centre / Carss Park |
| **Level** | SCHCADS Level 5  
One year fixed term contract |
| **Hours per week:** | 24 hours per week  
Mon, Thurs and Fri and one other day that can be optional |

### PURPOSE OF POSITION

This pilot program is designed to support people living with mild to moderate dementia and their families. You will be integral to the delivery of this European model of care that will be trialled in 2 community settings over a 2 year period. You will work closely with a team of specialist Social Workers, Exercise Physiologist and Volunteers in the delivery of this program.

### SELECTION CRITERIA

**Mandatory Requirements**

- Criminal history clearance with access to a comprehensively insured vehicle.
- Current Drivers Licence
**Essential experience or skills**
- Tertiary education in Health, Social Work or Counselling;
- Knowledge and experience in Dementia Care
- Continuous quality improvement and evaluation
- Experience in team and group work

**Desirable criteria**
- Carer support experience
- Group work experience

**PERSONAL ATTRIBUTES**
- Problem solver
- Social perceptiveness
- Exceptional communicator
- Values continuous improvement and innovation

**KEY RESPONSIBILITIES**
As a Social Worker, under the guidance of the Program Leader, you will be responsible of:
- Organising psychosocial and psychomotor group therapies and other therapies to enhance the health and wellbeing of people living with mild to moderate dementia and their family carers;
- Developing individual support plans for people with dementia and their carers;
- Facilitating Carer Discussion groups;
- Organising monthly information sessions and/or events for carers;
- Providing weekly consultation hours for people with dementia and their carers;
- Providing guidance and enabling effective communication between the person with dementia and/or their carers and make appropriate referrals when necessary;
- Organising and chairing bi-monthly meetings for all participants of the meeting centre including staff and volunteers;
- Providing Case Management when required;
- Monitoring and reviewing the support provided and the participants’ progress towards desired outcomes;
- Managing the financial requirements of the activities undertaken at the centre.
- Overseeing all administrative and office support for the relevant Meeting Centre.

**Quality management**
- Acting in accordance with and contributing to the organisations quality management system.

**Work health and safety**
- Ensuring compliance with Work Health and Safety legislation, regulations and organisational policies and procedures across all services.
Ensuring emergency management plans and WHS processes are implemented and reviewed at the relevant Meeting Centre.

**ORGANISATIONAL RESPONSIBILITIES**

- Maintain an understanding of community/client needs and engage in planning, strategic direction setting and implementation of new directions.
- Decision-making, reporting and other responsibilities within agreed delegations, in relation to services and programs.
- Operate within the Quality Management System, Procedures and Manual.
- Contribute suggestions to policy development.
- Adhere to the administrative process of the organisation.
- Adhere and respect the values, policies and procedures of the organisation.
- Operate within the Delegation & Decision-Making Matrix.
- Perform your duties in line with the expected team member conduct to be welcoming, caring, warm, helpful and friendly.
- Operate within the Quality Management System, Procedures and Manual.

**ORGANISATIONAL VALUES**

The following corporate values and behaviours underpin the working environment at 3Bridges Community and assist us in delivering our vision:

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<tr>
<th>Values</th>
<th>Behaviours</th>
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| **VIBRANT** by being energetic and engaging. | • Seeking opportunities to do better.  
• Building inclusive relationships.  
• Learning and growing with our community. |
| **OPENNESS** by being welcoming, honest and transparent. | • Open in sharing knowledge and information.  
• Open to new ideas and ways of working.  
• Integrity in all we do. |
| **INNOVATION** in driving new ideas, opportunities to build a better community. | • Advocating for the community.  
• Leading change.  
• Continually improving |
| **COLLABORATION** by embracing new ideas, teamwork and partnerships. | • Working as a team.  
• Delivering valued services for our community.  
• Respecting differences. |
Values | Behaviours
--- | ---
**EXCELLENCE** through being recognised as leaders in the community. | • Striving to be the best we can.  
• Quality is a part of everything we do.  
• Professional performance.

**BACKGROUND CHECKS**
- Working With Children Check – No
- Police Criminal History Check – Yes

**ORGANISATIONAL STANDARDS AND EXPECTATIONS**
- Behaviour and Code of Conduct.
- Privacy and Confidentiality Agreement.
- Organisational policies and procedures.
- Decision making and delegation matrix.
- Aspire to and support the organisational values and vision.
- 3Bridges Community strategic plan.

**RELATED DOCUMENTS**
- Contract of employment.
- Behaviour and Code of Conduct.
- Privacy and Confidential Agreement.
- Key performance indicators.
- Strategic and Business Plans.

**Approved:** May 2018
About 3Bridges Community

We are a new community organisation drawing upon 40 years experience in supporting the communities of South Eastern Sydney. We aim to increase opportunities for people to work, care and grow in our community. We exist to:

- serve as a focal point for the provision of services targeting the most disadvantaged people in the community to relieve suffering, distress, misfortune, destitution or helplessness;
- assist and support families and individuals in our community to manage the challenges in their lives through the provision of services including case management, crisis intervention, counselling, childcare and a broad range of ongoing support services;
- stimulate community development.

Our scope of operations include:

- Early intervention and prevention programs for young isolated mothers and youth aged 12 to 18 and their families.
- Before and After School and Vacation Care services for school aged children located at 4 sites within schools and a community centre.
- Training services to increase capacity in the sector and community.
- Pathways to employment and social enterprises such as our home building service which helps people stay at home through home modifications.
- Social cohesion programs aimed to reduce isolation and enhance the quality of life for young adults with a disability and volunteer options
- Positive and Healthy Ageing centres, respite care, carers support, home care for the elderly and people with a disability.

We are a not for profit organisation. Our team consists of 140 staff and almost 300 volunteers. Our organisation is supported through $5.9m in funding from a range of local, state and commonwealth programs as well as, the generous support of our many supporters. We received total income of over $14m per year.

Our Vision
People living in connected and enriched communities.

Our aspiration
To be an innovative leader and trusted partner working with community, business and government to deliver sustainable services that enhance community capacity.

Our purpose
To give the community VOICE by:

1. Enriching lives (community relationships & purpose).
2. Making connections (no one needs to be alone).
3. Walking alongside (life changes and transitions).

Our front line service delivery will be within this region with our community services focusing on:

- Aged and Frail
- Family and Carers
- Children and Youth

3Bridges Community is a registered charity with the Australian Charities and Not-for-Profit Commission
ABN 96039601269
Our focus

Why more people would like to work with us

As an employer, we offer a wide range of flexible and "family friendly" appropriate working arrangements, aimed at creating an inclusive working environment in which all employees are able to achieve a healthy work/life balance. We also offer a competitive salary packaging program aimed at increasing the take home pay for permanent employees.

What our employees say about us

Our most recent confidential staff culture survey found:
- 84% of our employees are looking forward to continuing to work with us
- 85% believe the quality of our work is high
- 85% agree our working conditions are flexible
- 96% believe there is an open acceptance of cultural difference
- 81% like working with us

Salary packaging

General packaging

3Bridges Community utilises its fringe benefit tax exempt status to provide remuneration packaging for eligible team members (permanent or fixed term employees). The premise of Salary Packaging is simple: reduce an employee’s annual tax liabilities so that their disposable income is increased. This includes up to the maximum limit allowable under current fringe benefits tax legislation (currently set at $30,000 grossed up) may be packaged as fringe (non-cash) benefits.

Dining out expenses

In addition, staff can access a Meal Entertainment Card which allows employees to set aside money from each pay to put exclusively towards dining out. This money is transferred to your card before it’s subjected to income tax, so it effectively grants you tax free dining. Best of all, this benefit is available over and above the $16,050 Salary Packaging threshold for 3Bridges Community permanent or fixed term employees. You can use your Meal Entertainment Card to pay at any restaurant, café, hotel, take away outlet with a dine-in facility or for meals provided by a caterer (such as wedding receptions or parties) where Visa is accepted.

Venue hire

3Bridges Community employees are also able to salary package accommodation and venue hire expenses in addition to general salary packaging. Employees can salary package the cost of holiday accommodation. It can be anything from an overnight stay to accommodation during a three month European holiday that you can package Tax Free without affecting what you normally Salary Package. It doesn’t matter whether you stay in a caravan, cabin, motel, bed &
breakfast or hotel. More details can be found at racvsalarysolutions.com.au.

**Family Friendly Policies**

Achieving Balance through Flexible Working Arrangements.

3Bridges Community is committed to providing fair and flexible conditions to staff, understanding that we all need to balance a range of activities and roles in our lives. We offer family friendly policies for individuals that need increased flexibility, through leave and working conditions. These provide a basis for discussion and negotiation when family situations need more flexible work arrangements such as fractional and part-time employment, rostered days office, time in lieu and more.

The following policies and procedures recognise that the provision of flexible work options is linked to enhanced organisational capabilities.

*Rostered Days Off (RDO)*

As part of 3Bridges Community’s flexible approach to working conditions permanent full time employees have access to rostered days off. Full-time 38 hour a week permanent workers are offered the opportunity to work an eight hour day in order to accumulate one rostered day off per four week cycle.

*Time in lieu*

By mutual agreement, an employee may be compensated by way of time off instead of payment of overtime (time for time) within three (3) months of it being accrued. This allows employees to attend personal commitments during traditional working hours.

*Study Leave*

Ongoing education of employees is valued by 3Bridges Community to support continuous improvement of service provision and career development. Employees can access up to 5 days per annum for approved training and development programs.

*Maternity & parental leave*

Our maternity leave provisions allow our employees to access parental leave when a child is born or adopted. Parental leave entitlements include maternity leave, paternity and partner leave, adoption leave, special maternity leave, a safe job and no safe job leave and a right to return to old job.

*Variation to traditional office hours*

Variation to traditional working hours will depend on the nature of the role and service commitments. An employee may be able to vary start and finish times by negotiating flexible working hours with their Manager.

*Working from home*

Our Working From Home Policy and procedures provides for casual / adhoc working from home arrangements where work traditionally performed in the workplace may be carried out at home.

*Part time options*

A large percentage of our work force are employed on part time basis. This allows employees to manage their caring or parenting obligations more effectively.

*Child Care*

3Bridges Community operate both before and after school care as well as, vacation care across 5 sites in the St George and Inner West Region. Staff are able to access these services and bookings (subject to availability) can be made on a full-time or part-time basis.

*Employees with disabilities and carer’s responsibilities*

3Bridges Community is a strong advocate for and supporter of job applicants or employees who have a disability, an illness or responsibility for the care of a family member. We assist employees to fulfil their carer’s responsibilities by making reasonable adjustments to their working arrangements.
Leave Purchase Scheme

Full time employees are able to participate in a purchase leave program to achieve a work / life balance. Employees may apply purchase either 10 days (2 weeks) or 20 days (4 weeks) additional annual leave in a 12 month period.

NAIDOC Week

All Aboriginal or Torres Strait Islander employees are entitled to one day off during NAIDOC Week to celebrate.