

## Position description

Title of the role:	Support Coordinator- Older Persons
Classification:	SCHADS Award Level 4, Schedule B
Program Area:	Aftercare
Location:	Wagga Wagga
Reports to:	Team Leader
Last Revised:	May 2025

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## About Wellways

Wellways Australia is a leading not-for-profit organisation dedicated to ensuring all Australians lead active and fulfilling lives in their community. We work with individuals, families and the community to help them imagine and achieve better lives. We advocate for change to make sure people can access the best possible care and information when they need it. We provide a wide range of services and assistance for people of all ages with mental health issues, disabilities, and those requiring community care.

Wellways is an equal opportunity employer that offers generous salary packaging and opportunities to undertake professional training and development. People with lived experience, Aboriginal and Torres Strait Islander people, and people from culturally and linguistically diverse backgrounds bring highly valued skills to our workforce.

## Our Values

### Honesty:

- We are open and sincere in all interaction
- We show care and consideration to all our stakeholders
- We take responsibility for our actions

### Acceptance

- We champion and respect all voices and choices
- We accept people no matter how complex their needs
- We see the person, the family and the community

### Fairness:

- We believe everyone has the right to equal opportunities
- We challenge social injustice and advocate for change
- We collaborate to solve problems

### Commitment:

- We are committed to our work and we won't give up
- We have the courage to make decisions and are accountable for our actions
- We dare to go down new roads and challenge accepted wisdom

## Participation:

We promote participation and transform lives and communities We value the expertise and contribution of everyone we work with We build knowledge and lead conversations

## Our approach to service delivery

Our services are guided by our values and informed by our Well Together Model. This approach means we work at 3 levels, with the individual, with their families and friends and with the community. Well Together recognises that developing skills, building confidence and strengthening relationships will help people to build their wellbeing and to live independently. The model provides an evidence-based approach to create individually tailored, effective support packages. Wellways assists individuals to develop the capacity to manage their own wellbeing, equip family and friends with information and skills, and engage community members in support networks.



## Advocacy Services

We have a strong advocacy program, informed by the lived experience of people with mental health issues or disability, their families and friends. Members of Wellways play a vital role in developing our advocacy platform. We advocate for systemic change that will create better conditions and improved opportunities for people with a mental health and / or disabilities and carers.

All our recovery services and advocacy programs:

- Support and create opportunities for recovery
- Value cultural diversity
- Value peer participation and leadership (participant and carer)
- Are underpinned by evidence-based best practice

## Position Summary

The Aftercare service is a non-clinical support service focused on providing practical psychosocial support to people experiencing a suicidal crisis or who have attempted suicide.

Support is provided for at least three months and targets those at the highest risk through referrals following hospital presentations or through specialist mental health services.

Older people are a priority group for suicide prevention as they experience higher suicide rates than any other age group, with men aged 85 and over at greatest risk. Key risks include bereavement, social isolation, loneliness, loss of independence, declining health, chronic pain, financial stress, and difficulties transitioning into retirement or aged care. Suicide attempts among older people are far more likely to result in death than in younger age groups and yet they are less likely to engage with mental health services.

The primary purpose for the Aftercare Service – Support Coordinator is to provide non-clinical care and practical supports to individuals following a suicide attempt and/or suicidal crisis.

In particular, the Older Persons Support Coordinators will:

- Work collaboratively with participants with a recovery or strengths-based approach to formulate, implement and review support plans, needs assessment and safety plans.
- Build appropriate referral pathways for older people to connect with Aftercare Services, including with Community Mental Health Specialist Mental Health Services for Older People and Older Persons Mental Health Unit
- Work in partnership with Residential Aged Care Homes and over 55's lifestyle villages to raise awareness of suicide risk factors and strengthen staff capacity to recognise warning signs and make timely referrals.
- Works collaboratively with participants to monitor progress through completion and review of outcome measures.
- Implements practices to maximise engagement of people referred to the service, specifically focusing on older people.
- Ensures interactions with diverse clients are culturally appropriate.
- Assists participants to connect with health, clinical and community-based support services as outlined in the hospital discharge and wellbeing plans.
- Ensures participants rights, confidentiality and self-determination within a context of safety planning and risk mitigation.
- Effectively manages information sharing with other service providers, where relevant and/or required.
- Keeps electronic client information records updated and ensure an accurate record of activities are maintained.
- Undertakes monitoring, reporting and evaluation activities.

Under the support and direction of the Team Leader, the role forms part of the Murrumbidgee team and works with the team and other key stakeholders in the ongoing development and effective implementation of the Murrumbidgee regional and program plans.

Refer to Attachment 1 for a reference to the overall Wellways organisation structure and for the relationship lines in context of the role.

## Responsibilities

Key Functions	Key Performance Indicators
<p><b>Rehabilitation Services</b></p> <p>Providing direct support to participants within the framework of the organisations policy and procedures, all applicable legislative standards and any relevant accreditation standards.</p>	<p>Working in the context of the individual, family and community, the Aftercare Support Coordinator, will be expected to:</p> <ul style="list-style-type: none"> <li>• Provide individualised practical support to individuals and their carers/families following a suicide attempt and/or suicidal crisis</li> <li>• Engage participants and develop professional and trusting relationships</li> <li>• Participate in intake and assessment processes as required</li> <li>• Work collaboratively with participants to formulate, implement and review support/wellbeing plans including a comprehensive assessment of need and safety planning, using key assessment and outcomes measurement tools</li> <li>• Implement individualised participant plans - through the monitoring of strategies to meet stated goals with each participant focusing on skill and knowledge development while working towards recovery</li> <li>• Work actively with participants to support their exit from the program and assist in building longer term support networks in the community</li> <li>• Implement practices to maximise engagement of people who have attempted suicide, in particular older people</li> <li>• Assist participants to connect with health, clinical and community-based support services</li> <li>• Ensure that all operational and administrative requirements are met including regular reporting requirements and records maintenance</li> <li>• Maintain safe work practices and a safe and healthy environment in accordance with occupational health and safety policies and legislation</li> </ul>

<p><b>Team Effectiveness</b> Working as an active member of the program team to ensure the achievement of program goals and the application of best practice frameworks.</p>	<p>This will include:</p> <ul style="list-style-type: none"> <li>• Working as part of the team based on an ethos of collaboration, co-operation and mutual support</li> <li>• Support for, and on-going development of, an environment based on shared accountability and effective knowledge sharing</li> <li>• Co-operating with all team members to ensure continuity of care and the provision of an exceptional service</li> <li>• Actively participating in team meetings, service planning sessions, PDR supervision and staff development activities</li> <li>• Actively participate in regular clinical supervision</li> <li>• Working with all consortium members (MPHN and MLHD) to deliver high quality service and achieve program objectives.</li> </ul>
<p><b>Organisational Alignment</b> Contributing to the effective operation and on-going development of the program offer to ensure that the program reflects Wellways values, best evidence-based practice and demonstrates innovation</p>	<p>This will be achieved through on-going contribution and awareness ensuring that:</p> <ul style="list-style-type: none"> <li>• The programs provided reflect the core values of Wellways</li> <li>• Consumer needs are reviewed to ensure an effective service delivery.</li> <li>• Quality systems and standards are subject to on-going development to support enhanced program delivery</li> <li>• Effective relationships are established and maintained with other organisations</li> </ul>
<p><b>Stakeholder Engagement</b> Working with the wider community and key stakeholders to support value adding participant outcomes</p>	<ul style="list-style-type: none"> <li>• Partner with Residential Aged Care facilities, over 55's lifestyle villages, Older Persons Inpatient Units, and Specialist Mental Health Services for Older People to increase awareness of available services and strengthen referral pathways.</li> <li>• Participating in program promotion and maintaining appropriate linkages with other community agencies, clinical services and other Wellways programs</li> <li>• Participating in the delivery of community education in relation to mental health</li> <li>• Representing Wellways in a variety of settings, including other agencies, members, participants, carers and families to raise awareness of mental illness issues at the local level and to 'market' the organisation regionally</li> <li>• Assisting in the support of volunteers and students</li> <li>• Delivery of training and education to service providers around risk factors for older people and suicidality and referral pathways to support</li> </ul>

## Essential Requirements, Knowledge, Experience and Skills

<b>Qualifications &amp; Essential Requirements</b>	<ul style="list-style-type: none"> <li>• Relevant qualifications or commensurate experience in working in the mental health or community services sector, generally a Diploma level qualification</li> <li>• Current valid Driver's License and the ability to undertake some travel and be away from home overnight</li> <li>• Appropriate IT skills</li> <li>• Satisfactory National Police Records Check within last 12 months</li> <li>• Current NSW Working with Children Check</li> <li>• Right to Work within Australia</li> <li>• Proof of identity</li> <li>• NDIS Worker Screening Check</li> <li>• NDIS Workers Orientation Module Certificate – Quality Safety and You</li> </ul>
<b>Technical Knowledge and Experience</b>	<ul style="list-style-type: none"> <li>• Demonstrated experience and or transferable skills/ knowledge in working with older people living with mental health conditions</li> <li>• Experience in working with people who have experienced suicidal crisis/ behaviours or experience in dealing with severe personal trauma</li> <li>• An understanding of the biopsychosocial model of mental health and how social inclusion principles are applied to service delivery</li> <li>• Demonstrated ability to operate in a way that ensures maximum participation of participants and their families/carers</li> <li>• An ability to participate in effective partnerships including liaison, mediation, negotiation and consultation</li> <li>• An ability to work with culturally and linguistically diverse communities and individuals</li> <li>• Commitment to best practice</li> </ul> <p>Desirable:</p> <ul style="list-style-type: none"> <li>• Lived experience of mental health condition and or suicidal crisis</li> <li>• Prior experience of case management of older people under stress</li> <li>• Prior experience in the delivery of community education and capacity building initiatives</li> <li>• Fluency in other languages</li> </ul>

<b>Skills</b>	<p><b>Communication</b></p> <ul style="list-style-type: none"> <li>• Effective communication skills, verbal and written</li> </ul> <p><b>Interpersonal</b></p> <ul style="list-style-type: none"> <li>• Strong skills in developing and maintaining relationships with staff and other key stakeholders.</li> <li>• Able to see things from others point of view and confirm understanding of that point of view.</li> <li>• Able to express personal views in a constructive and diplomatic manner.</li> <li>• Able to reflect on how one's own emotions impact on others.</li> </ul> <p><b>Organising and Planning</b></p> <ul style="list-style-type: none"> <li>• Able to identify more and less critical activities and operate accordingly, reviewing and adjusting as required.</li> <li>• Able to develop and implement systems and procedures to guide work and track progress.</li> <li>• Able to recognise barriers and find effective ways to deal with them.</li> <li>• Able to identify processes, tasks and resources required to achieve a goal</li> </ul> <p><b>Self-Management</b></p> <ul style="list-style-type: none"> <li>• Able to plan and prioritise work to ensure outcomes are achieved.</li> <li>• Takes the time to think things through.</li> <li>• Able to anticipate one's own reactions to situations and prepare accordingly.</li> </ul> <p><b>Information Technology</b></p> <ul style="list-style-type: none"> <li>• Good understanding of Microsoft Office Suite</li> <li>• Comfortable with learning/using Client Management Systems</li> </ul>
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## Additional Information

This position description may be modified from time to time to reflect organisational changes. Any changes will be discussed and agreed with the incumbent.

Financial Delegation: As per delegation schedule

People – Number of Directs: n/a

Travel Percentage: As Required

On Call: n/a

Special Requirements: n/a

## Attachment 1

