

Older Persons High Rise Worker

position number	P4762
status	Part Time, Fixed term (TP)
FTE	0.6 FTE
network	Services
agreement	Community Health Centre (Stand Alone Services) Social and Community Service Employees Multi Enterprise Agreement 2022
classification	SACS Employee Level 4 PP1
reports to	Program Facilitator Aged Residential and Outreach

about us	cohealth is a not-for-profit community health organisation. We provide health and support services in Melbourne's CBD, northern and western suburbs, and on the East Coast of Tasmania. Our work is guided by our Strategy 2025–2035, a bold pathway toward our vision of healthy communities, healthy people.
what we do	We partner with communities to improve health and wellbeing and address health and social inequality. Our aspiration is for healthier communities where everyone – regardless of background or geography – can access quality care and experience better health and social outcomes.
our organisation	cohealth is driven by a 10-year strategy shaped by over 900 coworkers, clients, community members, and partners. We aim to be the exemplar of place-based, integrated, person-centred care that empowers individuals and communities across Australia. To achieve this, we are focused on three strategic objectives: • Demonstrating the value of the cohealth model • Enhancing the sustainability and resilience of our organisation • Scaling our impact Our work is underpinned by five key enablers: people and culture, community connection, partnerships, ways of working, and infrastructure
our people	People who work at cohealth are passionate about social justice and committed to delivering high quality health care and promoting and protecting human rights.

diversity and inclusion

We want people of all ages, gender identities, sexualities, cultural backgrounds, and abilities to feel safe to bring their whole selves to cohealth. We are a Rainbow Tick Accredited organisation with over 20% of our staff from the LGBTQIA+ community. To find out more about us click [here](#)

network overview

Services Network

Our vision is for healthy communities and healthy people. We do this by providing care for individuals, community, and society, improving the health and wellbeing of the communities we serve, and addressing inequality in society.

We champion universal health care and human rights and strive for health and social equity. This is what we mean when we say care for all. Care for all is achieved when all people have access to the full range of health services they need, when and where they need them, and without financial hardship.

cohealth's services network delivers strong, people-centred primary and community health care that prioritises individuals and communities experiencing inequality. Our services focus not only on preventing and treating disease and illness, but also on helping to improve wellbeing and quality of life.

position overview and purpose

The Older Persons High Rise (OPHR) program is based in high rise accommodation, within the Public Housing estates of the inner north and west, which are allocated to older people. The program aims at improving the health and wellbeing of tenants living in this specific locale. The OPHR team provides one-to-one assistance to residents as well as facilitating community development activities and groups.

The OPHR program ensures that isolated and vulnerable high-rise residents have access to support and services. The program aims at increasing residents' sense of safety, independence and security while enhancing their social and community involvement. The service provides an on-site presence, low level monitoring of the whole high-rise population, one to one support work and on-site health and social activities.

The program operates using a team approach and a rotation system to support workers and provide residents with a sense of variety and exposure to different sets of skills. There is an expectation that this position will be rotated through at least two public housing estates and have capacity to assist, where possible, at any of the cohealth OPHR programs.

key accountabilities

direct care work	- Working within a team-based model of service delivery to locate and assertively engage marginalised clients living within the Older Persons High Rise buildings - Monitoring the health and wellbeing of vulnerable clients living in high rise accommodation, especially those who do not have case managers or support workers - Work with health professionals in the community to maximise residents' health and wellbeing - Provide residents with practical assistance, information, referral, advice, and advocacy as required - Identify and assess residents' unmet support needs and link to appropriate health professionals, care providers and services - Link clients to existing activities on site or within their local community - Develop new activities, where possible in partnership with other agencies - Assess and administer flexible care funds in consultation with AROT Program Facilitator and established guidelines - Assist to create an environment in the high rise that contributes to safety, increases linkages to the broader local community, promotes neighbourliness and inclusion. - Meet designated performance KPIs
quality improvement	- Participate in organisational Quality Improvement activities - Assist in evaluation and planning of Aged residential and Outreach programs as required
administrative responsibilities	Maintain and complete client files, including keeping case notes, and statistical/program records according to organisational policy and funding requirements
team development	- Be an active participant in Aged Residential and Outreach team meetings and program fortnightly meetings - Develop and deliver appropriate health and community development strategies and information for clients in line with portfolio areas - Engage in regular supervision with AROT program facilitator
culture and teamwork	Champion cohealth's culture to promote teamwork, employee development and empowerment in order to foster a culture of high

	performance and a workforce which demonstrates behaviours consistent with cohealth's values
quality and continuous improvement	• Contribute to the principles of continuous improvement as contained in cohealth's quality system and ensure compliance with cohealth policies/procedures • Contribute to the implementation and improvement of the quality systems within cohealth, in particular the Services Network, and ensure compliance with documented procedures and processes
health & safety compliance	• Provide and maintain a working environment that, as far as reasonably practicable, is safe and without risks to the health, safety and wellbeing of all (employees, contractors, volunteers) • Maintain awareness of and compliance with health and safety policies and procedures to maintain a safe working environment • Take corrective action to remedy safety hazards or risks and restore a safe working environment

position requirements

- Social Work degree or equivalent relevant qualifications
- Working with Children's Check (WWCC)
- Nationally Coordinated Criminal History Check (NCCHC)
- Victorian Driver's License
- Immunisation Category C to be produced for sighting upon request

key selection criteria

- Social Work degree or equivalent relevant qualification
- Demonstrate ability to engage respectfully and appropriately with people from culturally and socially diverse backgrounds, and from marginalised groups within the community
- Experience working in the health/community sector including advanced skills in community development, care facilitation and assertive outreach
- Demonstrate ability to work in a team, as well as an ability to work independently.
- Demonstrated competency in delivery of group programs
- Knowledge of the social determinants of health and the barriers marginalised people experience in achieving health lifestyles.
- Strong belief and personal alignment in cohealth Values and Mission

cohealth is a child safe and equal opportunity employer that offers generous salary packaging and opportunity to undertake professional training and development opportunities. Aboriginal and Torres Strait Islander people, and those who speak languages other than English are encouraged to apply.

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