

POSITION	Assertive Outreach Case Manager 1.0 FTE/5 days per week, temporary to January 2022
LOCATION	Northcote
CLASSIFICATION	Social and community services employee Level 5.1, plus above award conditions, Fair Work Australia equal remuneration decision, National Employment Standards
AWARD	Social, Community, Home Care and Disability Services Industry Award 2010, Social and community services employee Level 5 Merri Outreach Support Service ENTERPRISE AGREEMENT 2018
REMUNERATION	Generous over award entitlements including paid lunch break and option of vehicle to full-time employee. Immediate access to salary sacrifice
FUNDING	Department of Health and Human Services (DHHS)
UNION	Australian Services Union (ASU)
REPORTS TO	Crisis Program Manager, General Manager and CEO
APPROVED BY	Rita Lawrence, General Manager
DATE APPROVED	7 September 2020
SIGNED	_____

1. Organisational Context

Merri Outreach Support Service (MOSS) was established in 1989 with the aim of providing better access to support, housing and social options for people who experience homelessness or at risk of becoming homeless. The Agency also seeks to address the underlying social and structural causes of homelessness. This is the context from within which all decisions, policies and office procedures are developed.

MOSS provides a range of services to homeless and marginalised, men, women, and children in the North and West Metropolitan Region of Melbourne. The Agency is committed to providing the delivery of holistic team case management to a high needs cross target group.

Merri Outreach Support Service has a strong commitment to research and community development and all staff are expected to participate in these activities. Consumer participation is highly valued in the planning and management of the Agency. MOSS currently offers a number of services to homeless people and people experiencing housing vulnerability through a range of programs:

- Darebin Assertive Community Outreach (DACO)
- Crisis Response Program (CRP)
- Youth and Family
- Catchment Youth Refuge
- Transitional Outreach Support Team (TOST)
- Banyule Housing Support
- Intensive Case Management Initiative (ICMI)
- North and West Regional Children’s Resource Program
- Bright Futures – Homeless Children’s Specialist Support Service
- Connections Program (CP)
- Hume Program – transitional support
- Brunswick Older Persons’ High Rise Support Program
- Brunswick High Rise Volunteer Program
- Housing Support for the Aged (HSAP)
- Shrivings Social Support Group (SSG)
- Banyule Social Support Group (SSG)
- Northcote Social Support Group (SSG)
- Northcote Older Persons’ High Rise Support Programs

Position summary:

The position is part of a project to assist people sleeping rough or at risk of sleeping rough, in the City of Darebin. In June 2019, Darebin Council committed to funding and establishing a two-year assertive outreach program to bridge the gap between rough sleepers and the service system. The funding is for two full-time workers who will work as part of the larger Crisis Program based at the Northcote

office. The Assertive Outreach program will be delivered in partnership and have direct reporting requirements to the Darebin Council.

The Assertive Outreach program will include:

- Actively seek out and engage rough sleepers using assertive outreach
- Provide street level service delivery, short to medium term case management and linkages to other support services
- Referrals to various housing and accommodation options
- Referrals to general and specialist services

Case management is delivered using a team case management model. Typically, the role requires that the majority of contact with consumers occurs in an outreach capacity.

Support programs at MOSS utilise a team case management approach, as opposed to a key worker model. In team case management all team members have input into the case plan and ongoing work with the consumer. The aim is to achieve better outcomes for consumers through additional support work, building upon the responses already provided by Access Points as part of the Opening Doors Framework.

The Outreach Case Manager role includes reporting requirements using a computer data base reporting and case management tool, Specialist Homelessness Information Platform (SHIP) for Specialist Homelessness Services (SHS). Consumer file keeping, including electronic case notes is an important task. Workers are expected to participate in and contribute to community development and agency development as part of their role.

The Outreach Case Manager is required at all times to work within the policies and philosophical framework of Merri Outreach Support Service, the guidelines and standards of the funding body and to adhere to the highest professional and ethical standards in performing their duties and responsibilities associated with the position.

2. Key Responsibility Areas

2.1 Consumer Services

- Find, identify and engage with people who are sleeping rough.
- Assertive and persistent outreach to provide purposeful assistance to clients with complex needs and challenging behaviors.
- Sensitively engage people who are sleeping rough providing program intelligence for effective resource allocation.
- Ensure that services are relevant, flexible and accessible to people sleeping rough.
- Undertake proactive Assertive Outreach activities in collaboration with key stakeholders in the Darebin catchment area.

- Actively work with Darebin Council to respond to appropriate referrals within an acceptable time frame.
- Provide support to and advocacy for consumers including information, referral into mainstream and specialist services.
- In consultation with the team and the consumer, undertake assessment tasks and the development and monitoring of case plans.
- Manage and maintain case load, case files and case notes.
- Actively participate in team case meetings.
- Provide practical assistance to consumers as is appropriate for them to access resources.
- Prepare housing applications including supporting documents and information.
- Work in conjunction with consumers to assist them to achieve their case plan goals.
- Ensure clients are exited to appropriate supports
- Work towards the achievement of the maximum level of self-reliance for each person assisted.

2.2 Community Liaison and Networking

- Actively and positively promote Merri Outreach Support Service and its programs to consumers and amongst the homelessness service system.
- Maintain a broad and current knowledge of resources and support services that can be accessed to meet consumers' needs.
- Follow established protocols between Merri Outreach Support Service and Darebin Council.
- Provide assistance and appropriate information to services we refer consumers.
- Provide assistance and appropriate information to services we refer consumers to.
- Provide assistance and appropriate information to services about referral pathways for consumers they wish to refer.
- Attend network meetings and forums and promote the program at local, regional and state level as directed.
- Participate in local task force meetings.

2.3 Policy, Planning and Community Development

- To contribute to the development, implementation and review of the Darebin Assertive Outreach program planning and operational processes.
- Through direct service provision to identify areas of common need or themes affecting homeless people and possible responses within the region.
- Maximise opportunities to increase the understanding of mainstream and specialist services as to the needs of people experiencing homelessness and identify practices which will facilitate improved access for this target group ideally without need for program intervention.
- Assist in regular reviews of program operations and ongoing development of the service including participation in planning days.
- Undertake implementation of improvements/changes in program operations as directed by management
- Maintain a broad understanding of government policies which have a direct impact on people experiencing, or at risk of experiencing homelessness.

- Contribute to the development of responses to government policy, and systemic issues which may affect consumers, as directed by management.
- Participate in forums which contribute to the broader development of policies/practices relevant to homelessness.
- Participate in Merri Outreach Support Service's Quality Improvement initiatives.
- Contribute to Agency development including participation in working groups and internal committees.

2.4 Reporting and Administration

- Maintain program and consumer records, including case files and other data as required.
- Maintain filing systems as required for effective function of the program.
- Timely recording of consumer information using SHIP to facilitate monthly SHS data reports for the Australian Institute of Health and Welfare (AIHW)
- Assist management in the preparation of reports as directed.
- Submit for approval by management all formal outgoing correspondence.
- Adhere to agency financial recording practices.

2.5 Accountability

- Work in accordance to Merri Outreach Support Service's Policy and Procedures Manual.
- Meet prevailing Accreditation Standards, currently the Human Services Standards and ISO 9001:2015 and Continuous Quality Improvement requirements.
- Be responsible to the Team, Team Leader, Operations Managers and CEO.
- Actively participate in team case planning meetings.
- Attend monthly Agency meetings.
- Adhere the MOSS Delegation of Financial Authority amounts
- Actively participate in scheduled supervision with the Program Leader.
- Submit timesheets and leave application forms within required timeframes.

3. Key Selection Criteria

- 3.1 A tertiary qualification in community development, community services, social work, youth work or relevant field or extensive equivalent experience.
- 3.2 Demonstrated understanding of the Assertive Outreach Model in addition to experience providing assertive outreach to people who are sleeping rough in various environmental settings.
- 3.3 Demonstrated understanding of the impact of homelessness on individuals, children and families.
- 3.4 An understanding and commitment to supporting diverse communities, for example, Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse, LGBTIQ and people with disabilities.

- 3.5 Highly developed team work skills and the demonstrated ability to work independently
- 3.6 Demonstrated knowledge of the Specialist Homelessness Services (SHS), the homelessness service system and current frameworks such as the Opening Doors Framework.
- 3.7 An understanding of accreditation processes and commitment to continuous quality improvement.
- 3.8 Experience and commitment to community development and consumer participation.
- 3.9 Excellent organisational, interpersonal and communication skills:
 - Interviewing and assessment skills
 - Writing skills – reports, correspondence, case notes, records entry
 - Oral skills – liaison, consultation, negotiation, telephone
 - Advocacy skills
 - Networking skills
 - IT competency
- 3.10 Experience and knowledge of working in the community sector would be advantageous.

4. Additional Information

- Office** This position is based at 279 High Street, Northcote.
- Hours of work** Full Time: 7.6 hours per day Monday to Friday to be worked between the hours of 7am to 7pm.
- Website** www.merri.org.au

Occupational Health and Safety

All employees are required to carry out their duties in a manner that does not adversely affect their own health and safety and that of others by reporting all incidents and injuries as well as co-operating with any measures introduced in the workplace to improve OH&S.

Equal Opportunity

Merri Outreach Support Service is an Equal Opportunity Employer. All staff members have a responsibility to be familiar with MOSS's Workplace Bullying and Harassment Policy.

Diversity

Merri Outreach Support Service is welcoming of applicants from diverse backgrounds and communities including Aboriginal and Torres Strait Islander people, people from Culturally and Linguistically Diverse (CALD) backgrounds, people who identify as LGBTIQ and people with disabilities.

Child Safe Organisation

Merri Outreach Support Service promotes the safety, wellbeing and inclusion of all children and is committed to practices which instill a child safe culture.

Employment is subject to

- A current Working with Children Check
- A current Police Records Check
- A current Victorian Driver's Licence
- Verification of qualifications

Privacy Notification

We are collecting your personal information for the purposes of processing and considering your application for employment. We will use and disclose the information we collect from you only for these purposes. Unsuccessful job applications are retained for six (6) months and then securely destroyed.

Your personal information is kept secure and confidential and managed in accordance with Merri Outreach Support Service's Privacy Policy and Confidentiality Policy.

5. Application process and contact information:

For more information about the position please contact: **Nannette Wilkinson** 0402 024068 Additional information about Merri Outreach Support Service can be found on the website: www.merri.org.au Please address the **Key selection criteria** in your application and include 3 referees, at least one of whom is a current/recent supervisor.

The closing date for applications is: 9.00am Monday, 21 September 2020

Please forward applications to:

Rita Lawrence
General Manager
Merri Outreach Support Service
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Northcote VIC 3070

E: rita@merri.org.au