

Older Persons High Rise Worker

position number	P3650
status	Part Time, Fixed term (TP)
FTE	0.8
network	Services
agreement	Victorian Stand-Alone Community Health Services (Health and Allied Services, Managers and Administrative Officers) Multiple Enterprise Agreement 2022 - 2026
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.
what we do	Our work aims to improve the health and wellbeing of our communities and address health and social inequality.
our organisation	cohealth is a community health organisation with an ambitious strategic plan. Our mission is to improve health and wellbeing for all and tackle inequality, in partnership with people and the communities they live in.
our people	People who work at cohealth are committed to designing and 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

The Services Network is responsible for delivering a wide range of health and social support services in Melbourne's CBD, northern and western suburbs, and the East Coast of Tasmania.

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	<ul style="list-style-type: none"> • Working within a team-based model of service delivery to locate and assertively engage marginalized 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. • Develop goal directed care plans for clients of the program when appropriate, as per AROT program 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	<ul style="list-style-type: none"> • Participate in organisational Quality Improvement activities. • Assist in evaluation and planning of Aged residential and Outreach programs as required.
Administrative Responsibilities	<ul style="list-style-type: none"> • Maintain and complete client files, including keeping case notes, and statistical/program records according to organisational policy and funding requirements.
Team and Policy Development	<ul style="list-style-type: none"> • 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.

position requirements	
	<ul style="list-style-type: none"> • Social Work degree or equivalent relevant qualification • Working with Children's Check (WWCC) • Participation in the NDIS worker screening checks where applicable • Victoria Police Check Current • Victorian Driver's License • Immunisation Category C and proof of COVID vaccination to be produced for sighting upon request
culture and teamwork	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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
others	

key selection criteria
<ul style="list-style-type: none"> • 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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