

KAIYU ENTERPRISES Inc
POSITION DESCRIPTION

Program: Kaiyu Psychosocial Rehabilitation Programs
Position: Community Inclusion / Support Worker

The Community Inclusion / Support Worker position within Kaiyu Psychosocial Rehabilitation Programs (KPR) requires a person with diversity and flexibility in skills, experience and focus. Your task is to assist people with a mental illness / psychiatric disability to:

- Develop a sense of community belonging;
- Contribute to the creation, maintenance and flourishing of a community of belonging;
- Access their chosen community;
- Connect and be accepted within the wider community;
- Develop a range of skills which help them maintain their place within these communities.

Two KPR programs work closely together under the KPR Coordinator to meet these goals, utilising unified practice delivery frameworks and staffing. However both programs are mostly delivered separately with the assistance of funding from two separate service partners. The Kaiyu Community Based Activities (CBA) program is funded by the Department of Ageing, Disability and Home Care. Kaiyu Konnect is funded by the NSW Department of Health in close collaboration with Hunter New England Mental Health.

Practice Framework

Kaiyu KPR Programs utilise psychosocial rehabilitation principles which were generally articulated by Cnaan, *et al* in 1988. Essentially these principles identify a way of working which is:

- Socially-focussed
- Environmentally contextualised
 - Strengths-based
 - Client-centred
- Relationship based
- Voluntary, and which
 - Fosters hope.

Community Inclusion Workers are the central relationship around which Kaiyu Konnect and CBA participants are assisted. The Community Inclusion Worker works with participants to develop individualised service plans (ISP) to develop goals and plans which can help them:

- To improve their ability to live in, and live as an integral part of, the community
- Support and assist people to develop the emotional and practical skills to manage and maintain a sustainable community life
- To ensure that needs, interests and dreams of individuals are acknowledged and acted upon.

Various individual and group activities are employed to achieve these goals and to help in the development of skills and relationships, with both peers and the broader community.

Kaiyu staff work on strategies that help improve community inclusion opportunities for participants. Within our centre-based programs, participants and staff work together to develop individualised service plans (ISP) to ensure that the pathways back into mainstream community life are identified and that needs, interests and dreams of individuals are acknowledged and acted upon. Working from the ISP the worker identifies, develops, supports and connects various community resources (including various health and other services, individual community members and voluntary associations such as sporting clubs or churches) to which the participant can be connected. Once connected the relationships are supported and the goal of genuine community inclusion is nurtured.

Kaiyu engages participants in activities that aim to:

- Increase self confidence
- Seek out affordable and interesting recreational activities
- Increase participants' connection with community members, facilities and services
- Improve participants' social and communication skills
- Increase participants' living and prevocational skills
- Increase participants' readiness for further rehabilitation services, training programs, employment services
- Increase participants' social support networks beyond those people with whom they live
- Increase participants' sense of purpose, confidence and self-esteem
- Provide early intervention by teaching young people about mental illness and how to maintain good mental health
- Provide crisis intervention and conflict resolution skills.

Kaiyu Konnect & CBA

Kaiyu Konnect operates in the Lake Macquarie area and is open to a wide range of referrals for people recovering from mental health issues. The CBA program currently based at Hamilton, provides these services to a specific population of approximately 30 adults with a mental illness/psychiatric disability.

The programs provided are both community and centre based, with support workers assisting participants to identify, access and maintain social, recreational and skill development activities. Staff may be required to use their personal motor vehicle to transport participants to community activities. Meaningful participation in activities is the medium for rehabilitation.

Community Inclusion Workers are required to have the ability to work unsupervised and at other times to work jointly with other Kaiyu staff. Workers deliver a service that complies with the Disability Service Standards (NSW), the National Mental Health Standards and with organisational policies which seek to provide best practice in psychiatric disability services. Workers actively work

with other staff to further develop Kaiyu's reputation for individually tailored programs, high levels of community integration and assisting people in their recovery from mental illness.

Selection Criteria

Essential

1. Experience working with people with a mental illness/psychiatric disability
2. Relevant tertiary qualifications, in the process of obtaining, or equivalent experience
3. Ability to utilise problem solving skills and creative thinking to maximise outcomes for individuals and community
4. High degree of empathy, and ability to establish rapport easily
5. Demonstrated knowledge of community development/inclusion strategies and how they relate to people experiencing mental illness/psychiatric disability.
6. Proven ability to work as a team member
7. Group facilitation skills
8. Current drivers licence

Desirable

1. Current first aid certificate (or willingness to obtain)
2. Knowledge of Disability Services Act (NSW 1993) and National Mental Health Standards (1996)

Responsible to: Co-ordinator: Kaiyu Psychosocial Rehabilitation Programs

Hours: Part time 27-30 hours per week

Conditions of employment:

Conditions of employment are covered by the Social & Community Services Award Grade 3 (*Year level dependent on experience and qualifications*). There is an option to have a significant portion of salary paid as a tax-free fringe benefit. Where use of private vehicle is required a motor vehicle allowance in accordance with the SACS Award will be paid for a comprehensively insured vehicle. Upon completion of a First Aid Certificate the required allowance will be paid per day. Final appointment will be confirmed after satisfactory completion of a criminal record check and a three-month probationary period.

Key duties:

Empowerment

- a) Support participants and staff to work together regarding the goals and future development of Kaiyu programs
- b) Assist and encourage participants to participate in the decision making processes
- c) Work closely with participants, other staff and other agencies to access or develop community services and facilities that are responsive to the needs of participants

- d) Support participants to attend meetings and liaise with other agencies
- e) Assist members to set realistic goals and formulate various personal plans. These may include Individual Service Plans (ISP), Relapse Prevention Plans, Behaviour Assistance Management Plans

Community Inclusion

- f) To provide support to consumers, their families and the community by way of education, motivation, and encouragement
- g) To assist people to identify their gifts, talents and contributions, whilst also identifying the best community inclusion opportunities
- h) To be aware of community events and resources that could benefit participants
- i) To set goals for participants that are in line with their defined community of interest
- j) To network and liaise with other relevant parties, for example family participants and other support agencies, to ensure maximum participation and support
- k) To advocate and promote community inclusion for people with mental illness
- l) To disseminate information to other services and the community relating to mental illness/psychiatric disability issues and inclusion strategies

Support

- m) Assist participants to communicate pertinent information about their issues and needs to other staff and to the relevant outside agencies
- n) Respond flexibly to the daily needs of individuals. The staff will be expected to concurrently meet individual needs and those of the collective KPR community
- o) Assist participants to support and encourage each other particularly those who are new to KPR or not well known to others
- p) Assist participants with phone/post and physical outreach to other members including those in hospital
- q) Assist participants access mental health and mainstream services as required
- r) Assess and respond appropriately to participants who pose a risk to themselves or others

Social and recreation

- s) Work with members in preparing and participating in social and recreation activities

General

- t) Ensure self and participants are aware of and adhering to Kaiyu Enterprises Inc Policies and Procedures
- u) Be aware of and promote Occupational Health and Safety practices
- v) Participate in continuous professional development, training and staff supervision
- w) Work with Co-ordinator and other staff to recruit, support and train volunteers and students on placement
- x) Other duties as directed by Co-ordinator/senior staff

