

# High Risk Infant Worker

## Department for Child Protection

*Nurturing happy, healthy kids so they can grow up safe and reach their full potential.*

<b>CLASSIFICATION:</b>	<b>AHP2 / PO2</b>	<b>DIRECTORATE:</b>	<b>Multiple</b>
<b>REPORTS TO:</b>	<b>Supervisor</b>	<b>FTE:</b>	<b>1.0</b>
<b>ROLES REPORTING TO THIS ROLE:</b>	<b>Nil</b>		

### ABOUT THIS ROLE:

The High Risk Infant Worker is a role within the Department for Child Protection (DCP) and is accountable to the Supervisor for leading case management services in regards to the holistic assessment of high risk infants and their families, and the provision of specialist intervention, support, services or referrals for high risk infants and their families. The role involves consultation regarding casework of a more complex and contentious nature and building the capacity of DCP and other government and non-government services to respond to the needs of High Risk Infants and their families. The role also requires working effectively within a multidisciplinary team and providing professional leadership, training and support to DCP staff.

### YOU WILL BE ADDING VALUE BY:

1. Undertake specialist assessment of complex high risk infant child protection cases and preliminary assessment and initial assessment of unborn child concerns in the context of DCP Infant at Risk Policy, Procedures and Practice Standards.
2. Provide a specialist opinion or recommendation to support Youth Court processes and act as a witness in court proceedings in a child-centred manner using a critical enquiry and solution based case management approach, and infant specific models to inform practice and support interventions.
3. Support sustained intervention utilising a multidisciplinary team work approach within government, non-government and community based services.
4. Support Social Workers/Case Managers to engage with and build effective partnerships with families and carers, pre and post-natal, so the safety and well-being of high risk infants and their siblings.
5. Provide and support comprehensive assessment and provision of appropriate services or referrals for the needs and circumstances of high risk and unborn infants and their families and carers; utilising a case management model to build upon family strengths and reduce adversity.
6. Support the interests, rights and needs of clients within the legislative framework and duty of care requirements.
9. Co-ordinate the service response in partnership with relevant government and non government services working with pregnant women, High Risk and Unborn Infants and their families.
10. Support Quality Practice Development to enhance communication and liaison with professionals external to DCP in relation to Unborn and High Risk Infants across the case management spectrum.
11. Promote and advocate for service delivery improvements for High Risk Infant cases and expectant parents under guardianship of the Chief Executive.
12. Foster good working relationships and provide consultation, advice and training to DCP staff and professionals in relevant external organisations.
13. Reflect and improve upon own professional practice and contribute to Departmental Practice and service provision for High Risk and Unborn Infants for consistent standards and service response.
14. Engage and build effective partnerships with key partners to maintain the safety of High Risk and Unborn Infants through community responses, consultation, program development and training.
15. Provide a leadership role to facilitate multi-disciplinary and inter-sectoral response to High Risk and Unborn Infants.



7. Where appropriate, collaborate with and provide support to High Risk Infant Family Support Workers to enhance the service provision to high risk infants and their families.
8. Provide specialist advice and professional case consultation to DCP Workers on practical issues regarding casework and case management of High Risk and Unborn Infants and their families
16. Any other responsibilities in line with the classification level of the role as assigned by Line Manager and/or the Department. The responsibilities as specified above may be altered in accordance with the changing requirements of the role.
17. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards, and injuries in accordance with DCP policy & procedure and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.

**WHO YOU WILL WORK WITH:**

**Internal**

- Supervisor (line manager)
- Directors and managers across the agency
- DCP staff

**External**

- Other government and non-government agencies providing services to the infants, children and young people requiring care and protection.

**QUALIFICATIONS**

**Essential:**

- AHP - A degree level qualification in Social Work, which gives eligibility for full membership of the Australian Association of Social Workers
- PO - Appropriate degree qualification in Community Services, Social Sciences, Human Services, Health or related field

*Persons of Australian Aboriginal or Torres Strait Islander descent, who have the appropriate background and skills but do not have the essential qualification, may apply for and be engaged/assigned to the role of Social Worker and will be entitled to apply for any Allied Health Professional roles requiring a qualification in Social Work within the Department for Child Protection (DCP).*

**YOUR CAPABILITIES:**

- Demonstrated knowledge and understanding of infant physical, social and emotional development; children and young people development and the Child Protection Act.
- Demonstrate knowledge and understanding of the social, cultural and environmental influences on family well-being, family development, and positive parenting.
- Ability to carry out brief interventions including counselling, behavioural change practice and family interventions, to empower clients to make change to improved wellbeing.
- Experience in the provision of support and advice to less experienced case workers.
- Be aware of Aboriginal cultural practices and/or differences and seek cultural consultation to promote inclusive practice.
- Demonstrate knowledge and commitment to promoting and creating a safe and inclusive work environment.

**OUR COLLECTIVE RESPONSIBILITIES**

**SPECIAL CONDITIONS**

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- You must be an Australian resident or provide evidence that you have a current work permit.



- Understand and follow the requirements of confidentiality within the *Children and Young People (Safety) Act 2017*, and whole of government and DCP policies, procedures and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.
  - Actively participate in performance development processes.
  - Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures and practice guidance.
  - Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
  - Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
  - Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
  - Maintain the Program Standards of White Ribbon Reaccreditation.
  - Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.
  - Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
  - The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the Supervisor.
  - You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.
  - Some intra/interstate travel (including in a small aircraft) including overnight stay may be required.
  - Some out of hours and weekend work may be required.
  - A current Australian driver's licence (P2 or above) and a willingness to drive is essential.
  - Will be required to undertake physical aspects of child management including lifting and carrying babies or small children.
  - The incumbent will be required to be located within a SA hospital.
- Remote Far North locations:**
- The incumbent will be located in the Far North (Coober Pedy and APY Lands).
  - Require to undertake 4 wheel-drive training and be confident to travel dirt roads/long distances in terrain that is very remote.
  - Required to fly on a rotational roster, 8 days on and 6 days off, to APY Lands – Umuwa Base.
  - Supervisor and team required to live in shared accommodation.
  - A current remote first aid certificate is essential.
  - Interstate travel in a small aircraft on a regular basis will be required.



YOU WILL CONTRIBUTE TO



**OUR VISION** is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



**OUR PURPOSE:** The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



**Leaders in practice excellence**

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



**Closing the Gap**

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



**A child protection system that meets the needs of children and young people**

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



**A thriving workforce**

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



**Active and collaborative partnerships**

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



**Working alongside carers**

We respect and value carers as vital partners in keeping children and young people safe and well.



**Quality services and safeguarding**

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

