



Position Description

Therapeutic Specialist

ITC - SD

Wesley Home and Residential Care
August 2021

Agreement

Signed – Manager

Signed – Employee

Date

Date



Therapeutic Specialist ITC-SD

Wesley Home and Residential Care

1 Overview of Wesley Mission

Wesley Community Services Limited, a company limited by guarantee pursuant to the Corporations Act 2001, is a Public Benevolent Institution operating as Wesley Mission to deliver services and programs to provide direct relief of poverty, sickness, suffering, distress, adversity, disability, destitution, and helplessness in New South Wales and other parts of Australia as inspired by the work of Jesus Christ in word and deed. Our vision is to:

“Do all the good you can, by all the means you can, in all the ways you can, in all the places you can, at all the times you can, to all the people you can, as long as ever you can”.

Out of Christian love and compassion we are driven by Christlike servant hood, unfailing integrity and courageous commitment.

The organisational plan is based on four key result areas, namely:

- our clients
- our people
- our operations
- our financials.

Our position descriptions and performance plans are aligned with these four key result areas.

2 Overview of Wesley Home and Residential Care and ITC-SD

Wesley Home and Residential Care believes in providing every opportunity for people to live happy and fulfilled lives. We are committed to finding innovative and flexible ways to provide quality services for people while providing them with ways to learn, develop and achieve their goals.

The Wesley Home and Residential Care team delivers services in the following areas:

- Residential Aged Care
- Home Care
- Disability Services
- Intensive Therapeutic Care – Significant Disability

The Intensive Therapeutic Care – Significant Disability (ITC-SD) service operates as part of Wesley Home and Residential care and provides therapeutic care to children and young people who have been diagnosed with a significant disability and within the statutory Out of Home Care system. This program has a strong focus on facilitating and supporting children and young people, their families and key



stakeholders with the children and young person's individual journey to recovery from trauma with a multi-disciplinary team-based approach to providing individualised, person-centred care. The children and young people within this program have multiple health, medical, emotional, behavioural and social needs, and the ITC-SD team will be pivotal for increasing the day to day feeling of fulfillment in an individual's life. Practice is underpinned by Wesley Mission's philosophy of care – everybody contributes, an ordinary life in community and you can choose.

Service locations include Carlingford, Marsden Park, Hoxton Park and Malabar but there is growth within the areas as new referrals are accepted.

Wesley Mission's ITC-SD service model aims to provide intensive support for 24 months, with an emphasis on:

- Skill-development to improve independence and quality of life and enable a smooth transition to adult disability services
- A reduction in support levels and intensity over time
- Achieving consistent Health, emotional, behavioural and psycho-social outcomes
- Achieving permanency outcomes

3 Overview of role

The primary function of the Therapeutic Specialist role is to provide clinical consultation and therapeutic services for children and young people within the ITC-SD program. This is achieved through:

- Provision of therapeutic and support that meets the needs of the children and young people within the ITC-SD program.
- Intake and assessment of referrals including client matching
- Improving placement outcomes through providing consultation, assessment and therapeutic services in a timely manner.
- Ensuring that children and young people within the ITC-SD program are provided with evidence based therapeutic services that meet their needs and make positive changes to their and their carers lives.
- Planning and working toward therapeutic goals in a way so that social, emotional, educational, behavioural and health domains of children and young people are addressed.
- Empower therapeutic practice within the ITC-SD program by ensuring application of the Ten Essential Elements of Therapeutic Care.
- Responsible for facilitating Care Team Meetings, co-ordinating the formulation and progression of the therapeutic aspects of Case Plans.
- Collaborative work with external stakeholders on NDIS Plans

4 Relationships

Reports to: Operations / Program Manager ITC-SD

Key support: Therapeutic Specialists ITC-SD



Key relationships: Service and House Managers in the ITC-SD program
OOHC Team Leaders and Case Managers
Learning & Development (L&D) Specialist HRC and Dalmar
Working in partnership with government and non-government representatives

5 Major role responsibilities

5.1 Our clients

- To review referrals from the Central Access Unit (CAU), in consultation with management and other team members
- Encourage innovative multidisciplinary responses to the individual needs of the children and young people
- Coordinate and maintain an active clinical case load, including undertaking behavioural analysis, functional assessment, and other assessments in consultation with line management
- Develop, implement, monitor and review therapeutic and individual plans (such as Behaviour Support Plans, Emotional Support Plans, Case Management Plans, Transition and Exit Plans, Health Plans, etc.) to guide the practice of the staff teams
- Support the child/young person to meet the goals identified in their case plan
- Consistently respond to the identified needs of child/young people and provide guidance to the ITC-SD teams in this regard
- Attend case reviews and assist in ensuring a planned and coordinated approach to case management which encourages the participation of all stakeholders especially that of the child or young person involved.
- Co-ordination of Care team meeting including internal and external stakeholder's
- Collect ongoing qualitative and quantitative data for continuous evaluation of clinical outcomes, collation and reporting systems to both monitor the daily care and wellbeing of children and young people and to support the formulation of the therapeutic elements of the case plan.
- Provide informal and formal child/young person counseling and debriefing
- Proactively work with staff/children/young people to effectively manage behaviour in a positive way
- Ensure all young people's transition plans are dependent on trauma-informed principles of safety and stability, identify work required to modify the home to meet individual needs, and a staged approach that enables all children/young people to participate in the process
- Analyse NDIS plans against the young people's identified goals and needs, and conduct advocacy if support needs are not adequately met, where relevant
- To create and support a trauma informed therapeutic framework to achieve positive outcomes for young people and their families



- Develop proficient professional reports as per program requirements
- Conduct and coordinate assessments for young people to ensure their needs are identified and inform Case Planning and review processes
- Ensure that all practice is “Child Safe” within a therapeutic framework, responsive to individual needs and reflecting Wesley Missions values, policies and procedures

5.1.1 Performance Measures

- 100% development, implementation, monitor and review of child/young person’s therapeutic plans
- Attendance at relevant ITC-SD conferences/ forums
- Client level data is collected through Carelink and distributed
- Coordinate and encourage innovative multidisciplinary specialist responses to the individual needs
- Attendance at each ITC – SD service on a weekly / fortnightly basis

5.2 Our people

- Deliver skill development programs for staff as per plan
- Work collaboratively with other team members and be willing to co-operate with both government and non-government agencies in the best interests of the child/young person.
- Drive therapeutic practice within and across the services by ensuring application of the Ten Essential Elements of Therapeutic Care
- Mentor and support the Care Team and facilitate reflective practice
- Contribution to the review of the composition of Care Teams where appropriate
- Regularly report to your manager on team issues such as resourcing needs, performance, training/development, disciplinary action, leave, Work, Health & Safety issues etc
- Identify and recommend opportunities to increase team satisfaction and engagement
- Be a strong ambassador for the Wesley Home and Residential Care team
- Participate in learning and development activities
- Report regularly through clinical and operational supervision;
- Accept and perform other duties as may from time to time be determined by the house manager

5.2.1 Performance Measures

- Deliver skill development programs and training for staff as required
- Facilitate and participate in care team meetings
- Provide expertise and guidance during the formulation of Case Plans
- Provide clinical oversight and facilitate specific wrap around services or supports, ensuring that they are in alignment with the therapeutic direction of the case plan.



5.3 Our operations

- Collaborate with the Department of Communities and Justice's (DCJ) Central Access Unit (CAU) to support decision making on client matching and transition
- Coordinate preventative strategies to mitigate placement breakdown
- Liaise with appropriate internal and external stakeholders relative to the needs of the individual child/ young person
- Contribute to the review of the composition of care teams where appropriate
- Communicate the Wesley Mission brand and key messaging strategy to stakeholders to build effective relationships. Be an advocate of the Wesley Mission brand, ensuring brand compliance and use of correct templates;
- Work collaboratively with the Therapeutic House Manager and QRC Specialist to monitor performance against the NDIS Quality and Safeguarding Framework and NSW Child Safe Standards for Permanent Care
- Maintain an understanding of the principles of Child Protection and work collaboratively with other government and non-government agencies to ensure the protection of children and young people
- Ensure a strong quality and continuous improvement focus within the disability services team in Wesley Home and Residential Care
- Attend case reviews and assist in ensuring a planned and coordinated approach to case management which encourages the participation of all stakeholders especially that of the child or young person involved, liaising with other agencies for consultation and referral as appropriate.
- Perform duties according to the Wesley Mission vision and values statement and other relevant policy documents;
- Maintain a knowledge of and follow mandatory reporting requirements
- Comply with Wesley Mission, Dalmar, Out of Home Care and Wesley Home and Residential Care and ITC-SD policies and procedures
- Attend and participate in monthly clinical and operational supervision

5.3.1 Performance Measures

- Full compliance with all policies and procedures
- Preventative strategies implemented to mitigate placement breakdown are current and implemented and evaluated
- Documenting the application of the Ten Essential Elements of Therapeutic Care
- On a weekly basis, provide exchange data on the movement of young people within ITC service types and the capacity of individual ITC-SD homes
- Keep abreast of the latest evidence-informed practice through sector information, training, interagency meetings, and conferences



5.4 Our financials

- Ensure all projects are delivered to budget and seek opportunities to minimise expense wherever possible.
- Comply with Wesley Mission's administrative and financial management procedures

Performance Measures:

- Deliver services to the children/young people in a way that is financially sustainable
- Evidence of proactive program planning and reduced over/underspend

6 Professional responsibilities

- Any other activities to support the delivery of the Wesley Home and Residential Care Business Plan and Wesley Mission Strategic Plan, as requested by your manager
- As a worker, be responsible under the Work Health & Safety Act for the health and safety of all persons they come into contact with, during employment. All hazards and injuries must be reported through the normal process as set out in Wesley Mission's Work Health, Safety and Rehabilitation Quality Management System and site procedures
- In relation to Wesley Mission and the Uniting Church in Australia, attend such worship services, functions, meetings, seminars, training courses as directed by your supervisor
- Participate in Wesley Mission's Orientation and ongoing learning and development program, so as to gain an understanding of, and promote, the application of the EEO, Affirmative Action, Privacy Act, Work Health & Safety Act and other relevant legislation
- Administer Wesley Mission's philosophy of care and other relevant policy documents as appropriate
- Ensure the reputation and integrity of Wesley Mission is maintained at all times
- Maintain confidentiality.

7 Selection criteria

To be successful in this position, candidates must possess the following:

Demonstrated behaviours

- Willingness to affirm Wesley Mission's vision, mission and values and enthusiastically advocate our Word and deed ministry
- Demonstrated ability to work unsupervised as well as an effective team player with a positive can-do attitude
- Ability to relate well to a range of people with sound listening and problem-solving skills
- Confident professional with strong initiative and business acumen displays emotional maturity and resilience



Essential skills/knowledge

- A Tertiary Degree qualification in Psychology, Allied Health or relevant equivalent and current registration
- Knowledge of the issues, trends and evidence-based principles underpinning the provision of services to vulnerable children/ young people (i.e. those who live within Out of Home Care (OOHC)) and who have complex and/ or challenging behaviours
Experience in the disability sector for children/ young people
- Demonstrated ability to conduct comprehensive clinical assessments and formulate intervention plans including behaviour support plans
- Knowledge and experience in the provision of assessment, consultation and therapeutic interventions for a broad range of vulnerable children or Young People
- Demonstrated knowledge in the development and implementation of behavioural intervention strategies, risk management strategies and skills development plans.
- Excellent communication and interpersonal skills for consulting and collaborating both within and external to the agency including health professionals, other agencies and departments
- Comprehensive understanding of key risk factors and the effect of trauma on childhood development
- Working collaboratively with other internal services and external stakeholders to achieve child/young person needs and therapeutic and developmental goals
- Demonstrated ability to conduct comprehensive clinical assessments and formulate intervention plans
- Demonstrate a commitment to meeting the needs of the child/young person and upholding their rights regardless of personal values and attitudes.
- Understanding of the impact of grief and loss in children and young people
- Have a working knowledge of the service pathways, networks and initiatives, such as the NDIS
- Proficient computer skills
- Current NSW Driver's Licence and a willingness to travel as required
- A current Working with Children Check and a satisfactory criminal history record check

Desirable skills/knowledge

- Experience in working with children and young people in a residential setting
- Experience in providing secondary consultation, training and advice to teams, other professionals and staff
- An understanding of the NDIS framework