

Kinship Care Worker

Department for Child Protection

OFFICIAL

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

CLASSIFICATION:

CPW4

DIRECTORATE:

Carer Services

REPORTS TO:

Supervisor

FTE:

1.0

ROLES REPORTING TO THIS ROLE:

Nil

ABOUT THIS ROLE:

The Kinship Care Worker is a role within the Department for Child Protection (DCP) and is accountable to the Supervisor for supporting, training and educating Kinship Carers in practical day to day care. This includes, monitoring and supervising placements, facilitating links with community and other professionals including social workers and assisting with complex family negotiations. The role is responsible for providing information to the case manager regarding the needs of the child/young person and the carer.

YOU WILL BE ADDING VALUE BY:

1. Establish interpersonal relationships that will enable effective communication.
2. Provide brief interventions as required.
3. Evaluate effectiveness of services provided.
4. Identify constraints/barriers to family effectiveness.
5. Identify particular needs and interests in relation to health, well-being and parenting.
6. Identify resources to assist the family.
7. Provide practical skills education and monitoring agreed actions.
8. Respond appropriately to those who are vulnerable and at significant risk.
9. Manage and resolve conflict.
10. Contribute to the annual review of carers as well as the child/young person in care.
11. Conduct exit interviews of carers.
12. Work with ambiguous information and draw on previous experience to develop innovative solutions to problems.
13. Identify and maintain links with relevant services.
14. Develop and implement solutions based on research to improve organisational performance.
15. Identify potential risks and implement action plans to manage and minimise the risk.
16. Support the case manager to identify and recruit relatives/kin of children and young people to undertake a carer role.
17. Work collaboratively in developing productive working relationships with peers, staff and stakeholders.
18. Maintain sound communications and effective liaison and coordination with Department for Child Protection, operational staff, DCP leadership, and all internal and external stakeholders.
19. 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.
20. 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.



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Department for Child Protection

WHO YOU WILL WORK WITH:

Internal

- Supervisor (direct line manager)
- Manager, Kinship Care
- Management and staff within the office and across DCP

External

- Community representatives, particularly of Aboriginal Communities
- Other government and non-government organisations, including schools, providing services to the children and young people requiring care and protection

QUALIFICATIONS

Essential: Nil

Desirable: Nil

YOUR CAPABILITIES:

- Demonstrated knowledge and understanding of Aboriginal culture and kinship systems and issues that impact on policy development and service delivery.
- Ability to understand the needs of a diverse range of clients and cultures and deliver services that meet these needs using initiative, creativity, negotiation, consultation and conflict resolution skills.
- Demonstrated ability to communicate effectively verbally and in writing at all levels.
- Experience in dealing with young people with difficult or challenging behaviours and parenting education programs and methodologies.
- Knowledge and understanding of parenting models and family dynamics and an understanding of young people who have experienced trauma and/or abuse and neglect and the impact on their development.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment.



OUR COLLECTIVE RESPONSIBILITIES

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

SPECIAL CONDITIONS

- 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.
- 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.
- The incumbent must possess a current Australian Class C Drivers Licence and will be required to drive in the course of their duties.
- Some intra/interstate travel (including in a small aircraft) including overnight stay may be required.
- Some out of hours work may be required, including weekends.



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.

CERTIFIED CORRECT



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