

# POSITION DESCRIPTION

<b>Position Title</b>	Peer Health Education and Support Worker		
<b>Program Division</b>	Strengthening Communities		
<b>Team Area</b>	Resourcing Health & Education in the Sex Industry (RhED)		
<b>Position number</b>	VAC0562		
<b>Classification Grade &amp; Level</b>	Community Development Worker Class 2b (The Equivalent Classification under the <i>Social, Community, Home Care and Disability Services Industry Award 2010</i> is Social and Community Services <b>Level 5</b> )		
<b>Enterprise Agreement or Award applicable</b>	<a href="#">COMMUNITY HEALTH CENTRE (STAND ALONE SERVICES) SOCIAL AND COMMUNITY SERVICE EMPLOYEES MULTI ENTERPRISE AGREEMENT 2017</a>		
<b>Employment details</b>	<input checked="" type="checkbox"/> <b>Full-time</b> <b>1.0 FTE</b>	<input type="checkbox"/> Part-time FTE _____ [e.g. 0.4]	<input type="checkbox"/> Casual
	AND		
	<input checked="" type="checkbox"/> <b>Permanent on-going</b>	<input type="checkbox"/> Fixed Term From: __ / __ / ____ [date] To: __ / __ / ____ [date]	
		Fixed term reason: <input type="checkbox"/> Parental Leave Replacement <input type="checkbox"/> Specific Project or Purpose	
<b>Position reports to</b>	Support & Advocacy Coordinator RhED		
<b>Ordinary location(s)</b>	This position will be based at Star Health's St Kilda sites. From time to time the incumbent may be requested to work from or be based at other Star Health centres.		
<b>Closing Date</b>	Friday 22 <sup>nd</sup> March 2019 at 5pm		
<b>Recruitment contact</b>	Email: <a href="mailto:recruit@starhealth.org.au">recruit@starhealth.org.au</a>		

## Star Health

Star Health is a provider of health and support services in Victoria. Encompassing six main and five satellite locations, over 300 staff work in multi-disciplinary teams to deliver health outcomes. It is a responsive and agile community health service, providing a wide range of healthcare and welfare services for all members of the community.

Star Health provides services spanning all periods of life including specialist childhood, youth and aged care services. In achieving its vision of **health and wellbeing for all**, Star Health is guided by our distinct service principles which include working with people and communities to achieve their health goals, understanding the context in which people live their lives, providing friendly, affordable, joined up services with a no wrong door approach.

**Website Information:** <http://www.starhealth.org.au/>

Star Health offers a comprehensive and industry leading suite of Employee Benefits

See <https://www.starhealth.org.au/careers/employee-benefits/> for information.

### Purpose of Position

This position sits within the RhED (Resourcing health and Education in the sex industry) program, which is part of the Strengthening Communities unit at Star Health. Resourcing health & Education (RhED) is a specialist service for the sex industry in Victoria. RhED is comprised of a number of programs with diverse multi-disciplinary services. The program provides the following key outreach and centre-based services:

- **Health education and support**
- **Hustling to Health (H2H) program**
- Arrest Referral Program
- Pathways Program
- Young Women's Support Program

RhED health educators assist via telephone, face to face, and online to inquiries from current and previous sex industry workers from a variety of workplace settings. RhED also provides support and information services to licensed sex industry operators (brothel and escort), approved managers, clients of sex workers, and extended families of sex workers, related services and the broader community.

This position is one of four health education and support workers, funded by the Department of Health and Human Services that sit within the RhED team.

### Key Responsibilities

Each health education and support worker shares the responsibility of information provision, education, training and referral, as well as outreach support. In addition, all health educators have dedicated portfolios which they control, manage and coordinate including:

- Migrant portfolio
- **RED magazine**
- Ugly mugs
- Communication Portfolio

The advertised position includes the specific portfolio of the RED magazine which is the biannual publication RhED produces for the Victorian sex industry.

#### Primary service activities include:

- Provide education, information, advocacy and support to the identified target group that reflects the diversity of the sex industry.
- To maintain a portfolio and be responsible for resourcing the team and the sector in relation to this portfolio area.
- Outreach – street, brothel and escort on request, operating under limited supervision and independently (this includes 'Late Night Outreach' performed at night)
- "netreach" – outreach services via the internet for sex workers using the internet as a mechanism for advertising services and as a point of engagement
- The provision of industry specific legal, health, business and OH&S information
- Support for clients (through the provision of rights-based information) to advocate for themselves
- Confidential informal telephone and face to face support via outreach visits and site-based consultation requiring an application of a high level of discipline knowledge and lived experience.
- Assessment of client needs/requests and referral to other services
- Provide a consultancy service to a wide range of clients and agencies and participate in relevant industry forums and external bodies

<https://starhealthau.sharepoint.com/Shared Documents/HR/Position Description & PD Library/SC/Peer Health Ed PD VAC0562 CD-22-3-19.docx>

Status: Internal; Confidential

Review Date: 28/2/2019

Review by: Coordinator RHED

- The development and dissemination of educational resources
- To assist in the prevention of the spread of blood borne viruses (including the range of STIs, Hepatitis, and HIV) to sex industry workers and their clients and partners.
- To maintain comprehensive knowledge of, and contribute to, strategic direction of regulations and legislation governing the sex industry.
- Promote and support peer involvement in the program. Contribute to the development, implementation and management of an effective volunteer and peer based support program.
- Provide mentoring, education and secondary consultations to Star Health staff and external stakeholders.
- In consultation with the Coordinator, establish and maintain effective formal networks with sex industry worker organisations in Australia and internationally.
- Develop and maintain familiarity with the portfolios of other Health Education and Support Workers and provide cover when required.
- Provide safer sex supplies, harm reduction information, specialised health education and promotional material and workshops to identified target groups.
- Ability to work effectively under limited supervision and as part of an outreach team
- This position will require the incumbent to be available some Friday nights to help staff the Hustling to Health (H2H) program for street-based sex workers.

### Key Capabilities

- Conflict resolution knowledge and ability to assess conflict confidently and apply sound judgement within organisational policies
- Influence and negotiation – Able to utilise skills to effectively build rapport with staff, clients and external partnerships

### Qualifications [Post-Secondary/Vocational; Undergraduate or Postgraduate degree(s)]

Essential

- Lived sex work experience
- A professional qualification in health, welfare and/or community development. This qualification must be relevant to the needs of people in the sex industry

### Experience [Industry sector, field of practice]

Essential

**Victorian Drivers Licence**

### Key selection criteria – Essential

#### Knowledge and skills

- Theoretical and practical experience in health promotion, welfare and/or community development. Professional knowledge and experience must be relevant to the needs of people in the sex industry
- Demonstrated experience and skill in the provision of client risk management
- Understanding of harm minimisation including harm reduction
- Well-developed interpersonal and communication skills including written and oral skills
- Sound organisational, analytical and time management skills
- Understanding of and commitment to the Social Model of Health
- Experience in working with, and sensitivity to a variety of cultures, including the use of interpreters.

#### Desirable

- A broad knowledge of community, government legislation and resources available

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	<p>for the sex industry in Victoria, nationally and globally</p> <ul style="list-style-type: none"> <li>• Proficiency in a community language (i.e. Thai, Cantonese/Mandarin, Korean).</li> </ul>
<b>Protecting babies, children and young people from child abuse and neglect is integral to the work at STAR</b>	
<b>Protecting Children Policy Information</b>	<ul style="list-style-type: none"> <li>• Star Health has zero tolerance of child abuse. Protecting babies, children and young people from child abuse and neglect is integral to the provision of health services to this group and their families, and is a core responsibility for all Star Health staff.</li> </ul>
<b>Organisational Responsibilities</b>	
<b>Personal qualities</b>	<ul style="list-style-type: none"> <li>• <b>Resilience</b> - Demonstrates perseverance in achieving objectives and copes effectively with setbacks and problems.</li> <li>• <b>Initiative &amp; Accountability</b> - Takes responsibility for actions and proactively implements work plan and addresses issues.</li> <li>• <b>Empathy and Cultural Awareness</b> - Demonstrates an interest in and an appreciation of a range of different cultures and actively seeks to understand and effectively address the issues and views of others.</li> <li>• <b>Continuous Quality Improvement</b> - Identify continuous quality improvement opportunities and act upon when/where relevant</li> </ul>
<b>Other Licence(s)</b>	Unrestricted Victorian Driver Licence (or equivalent)

### Important information

- Star Health is committed to providing and maintaining a working environment which is safe and without risk to the health of its employees. The organisation is a smoke-free workplace.
- Star Health's usual hours of operation are from 8:00am to 8:00pm Monday to Friday, specific hours of work will be determined in accordance with operational requirements and contained in the Contract of Employment.
- Your Letter of Offer may state you will be based at a particular Star Health site, however it is expected that you will be required to work at different locations in the greater metropolitan area of Melbourne
- Offers of employment are contingent upon:
  - A successful reference check (all positions);
  - Non-adverse Criminal Record check (all positions);
  - Fitness for Work medical examination (specific positions);
  - Holding and maintaining a valid 'Working with Children Check' (all positions)
  - Undertake a DHHS Disability Exclusion Worker Check (specific positions)

***Star Health is an equal opportunity employer and encourages people with disabilities and individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and LGBTI+ community to apply.***

*Some roles may require candidates to undertake psychometric testing prior to appointment.*

### Salary Packaging Information

- Star Health currently has two types of Salary Packaging:
  - General salary packaging of \$15,900 per FBT year
  - Meal Entertainment/Facility leasing of \$2,550 per FBT year

*Salary Packaging is optional and may have considerable tax benefits depending upon personal circumstances.*

**AUTHORISATION**

<b>Person who completed and authorises this Position Description</b>	<b>Position Title:</b>	<b>Support &amp; Advocacy Coordinator</b>
	<b>Program / Division:</b>	<b>RhED/Strengthening Communities</b>