

# JOB DESCRIPTION

<b>Job Title:</b>	Locum Worker	<b>Post Holder:</b>	Vacant
<b>Reports To:</b>	NOVAS Project Managers	<b>Location:</b>	National
<b>Salary:</b>	The Locum rate of pay is €17.03 (€15.48 per hour + 10% annual leave allowance)		

## Purpose of the Job

The role of Locum Worker is vital to the successful delivery of quality programmes and services in NOVAS for our clients and tenants. Locum Workers will support the clients of NOVAS across the various projects in the Limerick Region.

The Locum Worker will report directly to the relevant project management team and will be assigned a supervisor to provide regular support and supervision. The Locum Worker will be a member of, and work collaboratively with the wider NOVAS staff teams, wider NOVAS services, external service providers and local authorities in the region. The Locum Worker is responsible for supporting clients and Project Workers in sourcing appropriate housing options for clients, supporting clients to move into and sustain their accommodation for a period of time. The Locum Worker will ensure effective day to day running of the project, all aspects of health and safety, hygiene and physical environment is kept to a high standard at times.

NOVAS projects are situated in various locations in the Limerick Region. This role includes day and evening work (7.5/8 hour shifts), Night work (10 hour shifts) and weekend work (7.5/8/15 hour shifts). All shifts allocated and accepted will be in line with the Working Time Act, 1977.

The Locum Worker will have a background in Social Care or a related field, with training or experience in the areas of Homeless Services and will be expected to work within the relevant frameworks of quality standards or legislation.

This job description is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review.

## Environment of the Job

NOVAS is a not for profit organisation and Approved Housing Body, we work with single adults, couples and families who are homeless or at risk of being homeless. We provide a range of services and accommodation. We also provide a service for unaccompanied minors seeking asylum. Our first service was established in Limerick in 2002 which was a temporary low-threshold emergency homeless accommodation and we have grown from there. We now have over 300 staff, and more than 30 services in Limerick, Dublin, Clare, Kerry, Cork and Tipperary including emergency homeless accommodation, transitional homeless accommodation, social housing and community based services for tenancy sustainment, homelessness prevention, mental health and recovery.

NOVAS is a Trauma Informed Practice Organisation and the principles of collaboration, diversity, respect and trust are embedded in our way of working together.

Our services are provided through support of our partners in local government through the Local Authorities, HSE, and other donors and funders.

## Delegation and Reporting

The Locum Worker has decision making remit for the areas of identifying appropriate housing and support needs in collaboration with clients and colleagues within NOVAS services. In the absence of the Manager, or at other times, the Project

Worker may be required to consult with, Service Manager, the Head of Operation or another member of the Senior Management Team.

Oversight for the work in this role is provided by the Quality Clients Sub Committee of the NOVAS Board of Directors.

The Locum Worker will at all times operate in a professional and respectful manner, maintaining high quality standards of work in accordance with the values and mission of NOVAS. Their decision making will at all times be informed by the best interests of the clients and tenants and ensuring cost effective value for money, use of donations and public money.

## Challenges

The nature of our work involves supporting the most vulnerable people who often have complex needs and may be survivors of trauma. As a result, during the course of your work you may engage with sensitive and confidential matters that require empathy, compassion and pragmatism. You may also encounter clients or tenants who are in distress, displaying challenging behaviours or struggling to moderate their behaviour. Patience, respect and an ability to remain professional and focused on deescalating is essential. Further training will be provided in Trauma Informed Practice or Crisis Prevention.

As an organisation that is largely funded by public money, effective use of resources is a continuous focus and challenge.

## Key Accountabilities

Accountability	Achieved by
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## **Client Care and Support**

- To assess individual clients needs and develop and deliver appropriate support and care management programmes in conjunction with NOVAS Project Workers and other voluntary and statutory services.
- To approach clients at all times with dignity and respect and ensure they are provided with choices around the services they receive.
- To support clients in line with Trauma Informed Practice and harm reduction principles.
- To support the client in identifying and sourcing appropriate housing options.
- Provide practical services to the client, including welfare, benefits and housing advice, budget, debt management and life skills.
- Assist clients with health, hygiene, safety, general welfare, including personal assistance where required.
- Maintain the service to a high standard including cleaning and preparing client rooms, communal areas and work stations.
- To assist clients in gaining access to a range of community resources to enable them to increase confidence, socialisation, independent living and problem solving skills.
- To assist clients in maximising their tenancy sustainment skills, through the use of specialist programmes and self-development skills.
- To be aware of child protection issues and correct reporting procedures.
- To adhere to all policies and procedures, particularly in relation to child protection, safeguarding vulnerable adults, confidentiality, finance, personal safety and customer care.
- To promote client participation by providing information, advice and choices to enable individuals to participate fully in daily decisions relating to them.

	<ul style="list-style-type: none"> <li>• To assist clients in providing feedback on services through meetings, the complaints procedures, suggestions and use of questionnaires.</li> <li>• To be accessible and responsive at all times to clients' questions, concerns and requests for information.</li> <li>• To keep accurate, up to date and factual client records via the NOVAS and funders recording platforms. (Salesforce &amp; PASS)</li> <li>• To assist clients in gaining access to their personal files in accordance with procedures.</li> <li>• To promote and implement the principles of customer care.</li> </ul>
<p><b>Financial Responsibilities</b></p>	<ul style="list-style-type: none"> <li>• To be aware of and adhere to all relevant financial procedures and regulations of the organisation and to report any discrepancies either on the part of the post-holder or others to your manager immediately.</li> </ul>
<p><b>Liaison</b></p>	<ul style="list-style-type: none"> <li>• To establish responsive liaison arrangements both within the association and externally with, Estate Agents, Private Rented Sector, Approved Housing Bodies, Long Term Supported Accommodation Providers, Local Authorities, the DRHE, and other partners.</li> <li>• To promote the work of NOVAS to other organisations.</li> <li>• To attend internal and external meetings where appropriate and as requested.</li> <li>• To be accountable for your workload and movements to both your line manager and the appropriate senior managers.</li> </ul>
<p><b>Supervision, Support &amp; Development</b></p>	<ul style="list-style-type: none"> <li>▪ Engaging in regular supervision or one-to-one sessions with your line manager.</li> <li>▪ Working under the direction of your line manager and the wider management team.</li> <li>▪ Working to help the organisation achieve the aims and objectives of the strategic plan in line with our values and mission.</li> <li>▪ Participating in team meetings.</li> <li>▪ Familiarity and compliance with all relevant policies and standards.</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Participation in relevant and required training events.</li> </ul>
<p><b>Health &amp; Safety</b></p>	<ul style="list-style-type: none"> <li>▪ Attention to your own Health &amp; Safety in the workplace.</li> <li>▪ Vigilance of health &amp; safety hazards and timely reporting of same to your line manager.</li> <li>▪ Maintain and monitor Health and Safety standards with the relevant Health and Safety Representatives reporting any concerns to the relevant Project Manager.</li> <li>▪ Adherence to all infection prevention control measures and compliance to all guidance in relation to IPC.</li> <li>▪ Managing incidents and accidents in accordance with policies and procedures.</li> <li>▪ Ensuring all Fire Safety Checks are carried out in line with policies, procedures and daily tasks. Reporting any issues immediately to the Project Manager and the Fire Officer.</li> <li>▪ Carrying out Health and Wellbeing checks on clients where required and follow up on any support needs.</li> <li>▪ Ability to recognise and administer basic First Aid to clients as required. This includes CPR and Naloxone administration. The required training will be provided.</li> <li>▪ Adhere to all the principals of manual handling.</li> <li>▪ Ensuring that the service is safe, reporting any security issues to the Project Manager/Gardaí as required.</li> </ul>
<p><b>Information Management</b></p>	<ul style="list-style-type: none"> <li>▪ Ensure data and personal information relating to clients, tenants, staff and other members of the organisation is kept safe and secure using the correct systems and procedures, is collected for legitimate purposes and is safely destroyed when appropriate.</li> </ul>

## Person Specification

### Essential Criteria

*Documentary evidence of qualifications and eligibility will be confirmed at the end of any recruitment process, candidates who do not possess the essential requirements, on the date of application will not be offered a position. It is the responsibility of the applicant to ensure they meet the essential criteria of the person specification.*

The appropriate candidate will have:

- Professional Qualification in Social Care or another allied health profession at a minimum of level 5.
- Experience in working with people who are homeless or other social care groups.
- Administration skills for record keeping and report writing and computer literacy.
- Ability to provide services that foster and enhance the dignity, development and independence of the individual.
- Ability to communicate effectively with a wide variety of people.
- Understanding of the needs of vulnerable people who are homeless, with focus on the specific needs of women.
- Knowledge of and a commitment to equal opportunities.
- Garda Vetting will be sought for this role.

### Desirable Criteria

It would be an advantage for the candidate to have:

- Experience working on own initiative, lone working, managing one's own caseload and time management.

- Full clean drivers licence.
- Experience and knowledge of working in two or more of the following areas: Family Support, Tenancy Sustainment, Residential Care, Mental Health, Challenging Behaviour or Substance Misuse.
- Knowledge of statutory and voluntary social care services and systems.
- Experience and knowledge in the area of child protection and associated legislation and guidelines.
- Experience of working in, or a strong interest in the charity or not-for-profit.

## NOVAS Employment Benefits

NOVAS is committed to attracting and retaining the best talent in service of our clients and tenants and values the hard work and commitment of our staff.

Detailed below are a range of benefits you receive as a NOVAS employee.

<p><b>Support &amp; Supervision</b></p>	<p>Every employee will have regular planned one-to-one meetings with their line manager as well as Team Meetings and Monthly All Staff Town Hall meetings in order to ensure you are connected to, and supported by your colleagues and the organisation.</p>
<p><b>Learning &amp; Development</b></p>	<p>NOVAS will fully fund a wide range of training programmes required which are role specific including First Aid, Fire Safety, Manual Handling and Trauma Informed Practice.</p>
<p><b>Career Progression</b></p>	<p>NOVAS believes in supporting the development and career path for our staff and to develop skills for role changes, Leadership Preparation and Management Development.</p>



<b>Salary Scales</b>	Locums are paid an hourly rate.
<b>Annual Leave</b>	10% included in hourly rate.
<b>Employee Assistance Programme</b>	Our Employee Assistance Programme provided by Inspire Wellbeing gives staff access to free confidential counselling and a suite of online mental health and wellness tools.
<b>Further Education Support</b>	With the help of your line manager you can apply for financial support, study leave or exam leave days to complete external professional qualifications to help further your career.
<b>Sick Pay</b>	2 Weeks full and 2 weeks half sick pay certified.
<b>Maternity Leave</b>	18 weeks full pay which can be pro rata across duration.