

POSITION DESCRIPTION

Kitchen Hand / Food Services Assistant



Working at Northeast Health Wangaratta

At Northeast Health Wangaratta (NHW), we value our employees. We offer leadership, vision and an environment with a strong sense of teamwork, integrity, accountability, and respect. We are committed to providing staff with continuing education, research and professional development opportunities. This ensures that our people are part of a skilled and knowledgeable workforce, delivering exceptional high quality safe patient care. When you choose to work at NHW, you are committing to aligning everything you do with our values – **Fairness, Excellence, Respect, Kindness, Integrity and Courage.**

Position Details:

Position Title:	Kitchen Hand / Food Services Assistant
Enterprise Agreement:	Victorian Public Health Sector (Health & Allied Services, Managers & Administrative Workers) Single Enterprise Agreement 2016 - 2020
Position Classification:	HS1-HA18
Who does this position report to:	Food Services Team Leader
Does this position manage or supervise others:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Workplace Location:	All NHW Sites and Locations
Primary purpose of the position:	The role of Kitchen Hand / Food Services Assistant is to assist in the preparation and production of meals for the clients and patients of the NHW.
Position Description reviewed:	January 2022

Key Accountabilities:

1.	To assist with the preparation of food and meal requirements for patients, staff and clients of NHW adhering to Food Safety Program requirements at all times and ensuring a high standard of service is maintained
2.	Maintain a clean and hygienic work environment at all times
3.	Wash equipment, utensils and crockery used in the preparation of meals
4.	Sound understanding of the hospital's Food Safety Program
5.	Ability to undertake appropriate in-service training as required by the Chef or Food Services Team Leader
6.	Ability to work a 7 day roster which may include public holidays
7.	Commitment to high levels of Hygiene, cleanliness and customer service
8.	Participation in the Risk Assessment and Management program and contribution to a clean, safe work environment to ensure the safety of patients, residents, visitors, other staff and self
9.	Other tasks as directed

Key Relationships:

Internal	External
1. Food Services Staff	1. Patients
2. NHW Staff	2. Visitors

Key Selection Criteria:

1. Demonstrated experience in the food services industry
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POSITION DESCRIPTION

Kitchen Hand / Food Services Assistant



2. Food Handlers Certificate
3. Excellent customer service skills
4. Commitment to high levels of hygiene and cleanliness
5. Ability to work flexible hours
6. Demonstrated ability to work in a team environment
7. Experience within the health industry (desirable)
In addition to the above, all staff must have an remain current for continued employment, the following:
1. Covid-19 Vaccination
2. Current Class C Driver's Licence
3. A current National Police Check (renewed every 3 years)
4. A current Employer Working with Children Check (renewed every 5 years)
Immunisation:
It is a condition of appointment that all employees comply with our immunisation requirements during employment. This position is classified as Category B. Covid-19 Vaccination and yearly Flu Vaccination are required.
Diversity:
We encourage you to bring your 'whole self to work'. NHW is a safe and inclusive workplace. We value the visible and invisible qualities that make you who you are. We expect our workforce to align with our diversity expectations and programs. Working at NHW means you are on board with our journey, you will show respect, understanding and kindness to other regardless of ethnicity, sexuality, identity or any other protected attribute. We particularly acknowledge the traditional custodians of our land and pay our respects to elders past, present and emerging.
Mandatory Training:
It is a condition of appointment that all employees complete Mandatory Training and Clinical Competencies as required upon commencement, annually and in accordance with timelines specified in relevant health service policies and procedures.
Performance & Accountability:
A review of performance shall be undertaken within six months following commencement and annually thereafter. There is an expectation that staff will assume responsibility for completion of any learning requirements advised by the organisation.
Quality and Risk Assessment:
In order to help ensure continued employee, patient safety and quality of care: <ul style="list-style-type: none">▪ Staff are required to participate in the development and maintenance of a quality service through the application of professional standards, participation in quality improvement activities, and compliance with the policies, procedures, practices and organisational goals and objectives of NHW▪ Staff are required to contribute to the development and maintenance of the NHW Risk Management Framework and apply the framework to identify, evaluate and minimise exposure to risk across the organisation▪ A positive risk culture at NHW is embedded by our belief that everyone has a role in risk. You are encouraged to identify opportunities for improvement and play a role in assisting the organisation to achieve its risk objectives. Staff are required to abide by the Code of Conduct for NHW.
Occupational Health & Safety and Wellbeing:
The safety, health and wellbeing of employees is a priority for NHW and I recognise the importance of an environment that promotes and nurtures the physical, mental, emotional and social wellbeing of all individuals. I commit to:

POSITION DESCRIPTION

Kitchen Hand / Food Services Assistant



- Comply with instructions given for their own safety and health and that of others, in adhering to safe work procedures
- Take reasonable care to ensure their own safety and health and that of others, and to abide by their duty of care provided for in the legislation
- Reporting through the incident management system any near misses or incidents as they occur
- Not place others at risk by any act or omission
- Not wilfully or recklessly interfere with safety equipment
- Partaking in the promotion of the health and wellbeing of employees
- Contributing to an inclusive and health promoting environment
- Promoting our values and vision

An organisational culture that promotes positive mental health and wellbeing through supportive leadership, employee participation and shared decision making.

Policies & Procedures:

Whilst the policies and procedures do not form part of your employment contract it is expected that you will comply with NHW's policies, procedures and reasonable instructions at all times during the course of your employment.

Confidentiality:

Confidentiality is a matter of concern for all persons who have access to personal information about patients, clients, residents or employees of NHW. Staff must understand and accept that in accessing this personal information they hold a position of trust relative to this information. In recognising these responsibilities staff must agree to preserve the confidential nature of this information. Failure to comply with this agreement may result in disciplinary action and may include termination of employment.

Declaration:

As the incumbent of this position, I acknowledge that I have read this Position Description, understand its contents and agree to work in accordance with the contents therein. I understand that other duties may be directed from time to time.

I understand and accept that I must comply with the policies and procedures applicable to NHW. I also agree to strictly observe the NHW Code of Conduct and policy on confidentiality of commercial and patient information or such sensitive information that I may come across in the course of my employment.

Name:	
Signature:	
Date:	

POSITION DESCRIPTION – Jobs Demands Checklist

Kitchen Hand / Food Services Assistant



The purpose of this section is to describe the physical and psychological risk factors associated with the job. Applicants must review this form to ensure they can comply with these requirements and successful applicants will be required to sign an acknowledgment of their ability to perform the job demands of the position.

Position:	Kitchen Hand / Food Services Assistant
Department / Unit:	Food Services
Workplace Location:	All NHW Sites and Locations

Frequency Definitions:

I Infrequent - intermittent activity exists for a short time on a very infrequent basis	C Constant - activity exists for more than 2/3 or the time when performing the job
O Occasional - activity exists up to 1/3 of the time when performing the job	R Repetitive - activity involved repetitive movements
F Frequent - activity exists between 1/3 and 2/3 of the time when performing the job	N Not Applicable - activity is not required to perform the job

Demands	Description	Frequency					
		I	O	F	C	R	N
Physical Demands:							
Sitting	Remaining in a seated position to perform tasks		X				
Standing	Remaining standing without moving about to perform tasks				X		
Walking	Floor type: even / uneven / slippery, indoors / outdoors, slopes				X		
Running	Floor type: even / uneven / slippery, indoors / outdoors, slopes	X					
Bend / Lean Forward from Waist	Forward bending from the waist to perform tasks			X			
Trunk Twisting	Turning from the waist while sitting or standing to perform tasks			X			
Kneeling	Remaining in a kneeling posture to perform tasks	X					
Squatting / Crouching	Adopting a squatting or crouching posture to perform tasks	X					
Leg / Foot Movement	Use of leg and / or foot to operate machinery	X					
Climbing (stairs / ladders)	Ascend / descend stairs, ladders and steps	X					
Lifting / Carrying	Light lifting and carrying (0 - 9 kg)		X				
	Moderate lifting and carrying (10 – 15 kg)		X				
	Heavy lifting and carrying (16 kg and above)	X					
Reaching	Arms fully extended forward or raised above shoulder		X				
Pushing / Pulling / Restraining	Using force to hold / restrain or move objects toward or away from the body				X		
Head / Neck Postures	Holding head in a position other than neutral (facing forward)		X				
Hand & Arm Movements	Repetitive movements of hands and arms			X			
Grasping / Fine Manipulation	Gripping, holding, clasping with fingers or hands			X			
Work At Heights	Using ladders, footstools, scaffolding, or other objects to perform work	X					

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Driving	Operating any motor powered vehicle		X					
Sensory Demands:								
Sight	Use of sight is an integral part of work performance, eg: Viewing of X-Rays, computer screens, etc		X					
Hearing	Use of hearing is an integral part of work performance, eg: Telephone enquiries		X					
Smell	Use of smell is an integral part of work performance, eg: Working with chemicals		X					
Taste	Use of taste is an integral part of work performance, eg: Food preparation	X						
Touch	Use of touch is an integral part of work performance	X						
Psychosocial Demands:								
Distressed People	Eg: Emergency or grief situations.		X					
Aggressive & Uncooperative People	Eg: Drug / alcohol, dementia, mental illness.		X					
Unpredictable People	Eg: Dementia, mental illness, head injuries.		X					
Environmental Demands:								
Dust	Exposure to atmospheric dust.	X						
Gases	Working with explosive or flammable gases requiring precautionary measures.							X
Fumes	Exposure to noxious or toxic fumes.							X
Liquids	Working with corrosive, toxic or poisonous liquids or chemicals requiring PPE.	X						
Hazardous Substances	Eg: Dry chemicals, glues.							X
Noise	Environmental / background noise necessitates people raise their voice to be heard.	X						
Inadequate Lighting	Risk of trips, falls or eyestrain.	X						
Sunlight	Risk or sunburn exists from spending more than 10 minutes per day in sunlight.	X						
Slippery or Uneven Surfaces	Greasy or wet floor surfaces, ramps, uneven ground.		X					
Inadequate Housekeeping	Obstructions to walkways and work areas cause trips and falls.	X						
Biological Hazards	Eg: Exposure to body fluids, bacteria, infectious diseases.	X						
The area below is for any special comments or notes on significant physical or other demands required to perform this job:								
Nil								