

IMS – Disability Support worker – Position Description

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| Job Title | <i>Disability Support Worker</i> |
| Level | Level 2 |
| Award | SCHCADS Award |
| Hours | Casual - On call |
| Location | Required to work at various locations |
| Reporting to | Operations Manager |
| Main Purpose of Position | <ul style="list-style-type: none"> • To support people living in their own homes in their day-to-day living, ensuring that they have maximum opportunity for developing valued and independent lifestyles. • To carry out lawful duties, directions (as per individual duty roster), and individual activities aimed at supporting and assisting persons with a disability in their living and/or community environment. • To interact with clients positively and professionally, family members, advocates, service providers, funding bodies and the general community. • To provide opportunities for choice, self-advocacy, and participation; and • To support clients with all aspects of everyday living. |
| Experience Qualifications Selection criteria | <p>ESSENTIAL:</p> <ul style="list-style-type: none"> • Certificate III in Individualised or Disability Services, or similar, or willingness to complete this within first 2 years of employment. • Minimum 12 months recent experience in Disability Support Worker role or being a Carer of a person with a disability. • A demonstrated commitment to supporting and promoting the individual needs, skills, abilities, and personal goals of people with a disability. • Ability to develop positive relationship with service participants; problem solving and conflict management skills. • Ability to maintain privacy and confidentiality. • Good oral and written communication skills. • Demonstrated reliability, flexibility, and a positive attitude. • Commitment to the values of Supports for Living Pty Ltd. • Current Senior First Aid Certificate, unrestricted Driver Licence, and access to a reliable fully insured vehicle. <p>DESIRABLE:</p> <ul style="list-style-type: none"> • Experience working with complex and challenging behaviours including restrictive practice participants. • Bicultural background and fluency in a language other than English. |
| Key Responsibilities <i>Delivery of effective services and support to people with a disability and their carers</i> | <ol style="list-style-type: none"> 1. Carry out designated duties/tasks as per the service duty roster, and other reasonable duties as instructed by the employer from time to time. 2. Provide support to individual clients as required such as (if relevant): <ul style="list-style-type: none"> • Personal care and support at home and in the community. This includes assisting participants in all activities of daily living. • Personal care support may include assisting with showering, getting in or out of bed, dressing, transferring, assisting with toileting, and cleaning if necessary, assisting with eating and all other aspects of care as required. • Provision of domestic assistance such as cleaning in areas used by the participants such as bathrooms, toilets and bedrooms and basic yard maintenance. |

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| | <ul style="list-style-type: none"> • Support participants to access the community and participate in activities of their choice. These can include cultural, recreational, and religious participation, attending appointments or transporting assistance to participate in the community. • Assistance with meal preparation, assisting participants to eat their meals. Assist with participant's physical and mobility requirements in accordance with training provided and the relevant workplace health and safety standard, including transferring of clients. <ol style="list-style-type: none"> 3. Facilitate community inclusion and participation (dependent on individual needs, abilities and preferences) and support clients to access community activities, venues and services. 4. Encourage positive and socially appropriate behaviour, and effectively manage challenging behaviour where appropriate. 5. Respond to crisis as per specified guidelines (i.e. Disability Services Manual, Code of Conduct, Policies and Procedures, service duty roster), and seek assistance to situations outside of specified guidelines. 6. Maintain appropriate client records and provide progress reports as per Supports for Living Pty Ltd practices and procedures. 7. Participate in developing and monitoring individual program plans and be accountable for their outcomes. 8. When required and/or requested by your supervisor, be involved in on the job training and/or orientation of new staff. 9. Be aware and implement safe working conditions/practices. 10. Report all potential hazards, incidents, and concerns in a timely manner. 11. Maintain current knowledge and understanding of the NDIS practices such as Code of Conduct or other relevant, procedures, and guidelines. |
| Behavioural Indicators | <ol style="list-style-type: none"> 1. Demonstrating leadership to achieve the NDIS participant plan goals and aspirations. 2. Work with participants, family members and other stakeholders in a collaborative and supportive manner. 3. Adhere to organisational guidelines and respond to client/service needs. 4. Open, clear, and respectful communication skills in a team setting. 5. To embrace change in line with the principles of continuous improvement and play an active role in the future development and direction of Supports for Living Pty Ltd. 6. Ability to handle stressful and adverse situations. 7. Ability to recognise internal and external feedback (be it positive or negative) as an opportunity for growth. |

Please sign:

Employee name: _____

Employee Signature: _____

Date: _____