

# Position Description example

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| Position Type | General Support Work |
| Position Title | Disability Support Worker |
| Work location(s) | You will work with me in my home, and support me to access Box Hill Central and Aqualink in Box Hill. |
| Employment Type | Casual |
| Working Hours | Monday 10am to 2pm  Wednesday 10am to 2pm  Friday 12noon to 4pm |
| My values and expectations | I expect workers to respect my privacy and relationships.  It’s important that workers respect my home and my parental responsibility.  I expect workers to be honest, patient and listen to my needs without judgement.  I expect workers to have strong communication skills and good interpersonal skills |
| Pay range/award | SCHADS Level 2.2 - $39.26 per hour weekdays (as at April 2023). Penalty rates as required, Superannuation and paid training.  [Pay rate calculated utilising Fair Work Ombudsman’s [Pay and Conditions Tool (The PACT)](https://calculate.fairwork.gov.au/) for Social, Community, Home Care and Disability Services Industry Award] |

## Position Purpose

This role is to support me to maintain my independence and continue living in my home.   
The role includes some housekeeping, some assistance with regular shopping and meal preparation, and support to attend regular swimming activity.

## Key tasks and expectations

- General house cleaning including dishes, sweeping floors, and laundry   
- Assistance with weekly food shopping   
- Assistance with preparing meals   
- Support to attend the local library, shopping mall and appointments   
- Support to attend weekly swimming, including transport assistance   
- Support to follow physiotherapy plan in swimming pool.

## Key Relationships

My partner Michelle is available to be contacted in an emergency. My teenage child also lives with me.

## About me

I live with cerebral palsy in my own home with my teenage child. I work part-time and want to continue working and living independently.   
I enjoy making and trying different food but particularly like Japanese and Indian food.   
I enjoy regular swimming at my local pool.   
I use a mobility scooter when I go out but mostly have a walker for around the house.   
I have a partner who I spend time with regularly and we volunteer with a local LGBTQI+ support line.   
I enjoy being outside and visiting the local park, attending the local library and community events specifically local artist events.

## My preferences

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| Essential requirements | NDIS Worker Screening Check (State-based), NDIS Worker Orientation Module, Current Driver's Licence, First Aid Certificate – Basic. |
| Qualifications | Senior swimming certificate or equivalent. |
| Essential skills or experience | Basic cooking skills including knife handling and food hygiene experience. |
| Desirable skills or experience | Experience working with people with physical disability. Experience supporting a person with a physiotherapy routine.  Manual handling training. |

## Core capabilities

The below core capabilities are requirements for any person working in General Support Work for the NDIS. Review them carefully. For more information about the capabilities, or to understand the behavioural indicators to a greater extent please visit the NDIS Workforce Capability Framework

### General Support Work

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| Our Relationship | * **Uphold participants' rights:** Understand and respect the rights of the participant. Speak up and support the participant if those rights are not respected. * **Communicate effectively:** Support participant to express themselves and adjust your communication style to suit their needs and preferences. * **Build trusted relationships:** Develop and maintain professional relationships with the participants' and others present in their lives (friends, family, etc.), based on mutual trust and respect. * **Work collaboratively:** Recognise the roles and expertise of each person in the participant's support team and work with them to provide support. |
| Your Impact | * **Show self-awareness:** Think about how your actions impact the quality of support you provide, seek feedback, and keep improving your practice. * **Work within your capabilities:** Know your role and responsibilities, and when to seek support from others to develop your capabilities. * **Look after yourself:** Take care of yourself and manage your wellbeing. |
| Support Me | * **Understand what a good life means to the participant:** Find out what a good life means to participants without imposing your own assumptions. * **Support participants to make their own choices:** Support participants to understand, explore and think creatively about their options, and uphold their decisions. * **Build the capacity of the participants you work with:** Understand how the person you are supporting would like to participate in society and support them to build their knowledge and connections so they can live the life they want. |
| Be Present | * **Observe and respond flexibly to the changing needs of participants:** Be present, pay attention to how the needs of participants may change, and respond accordingly. * **Manage health and safety:** Support participants to look after their health. Take action and manage any health and safety risks to them or yourself. * **Engage and motivate participants:** Support participants to build on their strengths and engage them in meaningful ways. |
| Check In | * **Review quality of support and service:** Work with participants to make sure services and supports are enabling them to live the life they want and support them to make changes when needed. * **Support participants to speak up:** Build understanding and confidence of participants to exercise their rights and support them to provide feedback and to raise any concerns, complaints or incidents. |

## Specialist capabilities

For this role in particular, the below specialist capabilities are required.

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| Be responsive to participants' LGBTIQA+ identity | Understand participants' rights, the importance and impact of inclusive language, and respond to participants' lived experience of sexual orientation, gender identity and/or gender expression. Be aware of your personal assumptions and biases, and adapt your approach based on what's important to participants to foster a sense of belonging and participation. |
| Support participants to implement health and allied health support plans | Work with participants and their health or allied health practitioner to ensure participants have access to the health, allied health and mental healthcare they need, and that participants can put their health and allied health support plans into practice. Understand when and how to seek input or advice. |