

Job Description Details	
Job Title	Disability Support Worker
Department/Division	Disability Services, Operations
Reports to	Program Manager
Direct Reports	Nil
Agreement	Brightwater Care Group Employees Agreement

Brightwater Mission
<p><i>Pursuing the Dignity of Independence</i></p> <p>For Brightwater, no one is beyond care. Here, we value the potential that lives inside each and every one of us, no matter what that looks like. Our amazing ability to strive towards our best self every day, to keep learning and to keep growing. This drives all that we do. Sure, it's not always easy, but this journey that we're on together comes with its own reward. This pursuit of independence brings with it the dignity of control over our own lives. And everyone deserves the right to pursue that.</p>

Commitment to Mission and the Brightwater Spirit
<p>Embrace and apply the Brightwater Spirit – our values and behaviours – in all interactions with staff and customers. Our commitment to the Brightwater Spirit enables us to achieve our Mission, <i>Pursuing the Dignity of Independence</i>.</p> <p>Caring We care for and about each other. We work together to provide inclusive and relevant services in ways that meet the needs and goals of our clients.</p> <p>Authentic We are open and genuine, enabling us to build meaningful relationships with our clients and each other.</p> <p>Progressive We are inspired to continuously improve ourselves and our services for the benefit of our clients.</p> <p>Courageous We find strength in order to make a difference.</p>

Diversity and Inclusion Statement
<p>At Brightwater, we welcome people with the full diversity of life experiences, thoughts and beliefs. We foster a culture of inclusion, collaboration and innovation where our clients and staff can flourish.</p>

Position Purpose
<p>This position forms part of a multi-disciplinary team that provides quality care, support, and assistance to clients of Brightwater Care Group in accordance with individualised client Care/Support Plans to ensure optimal service provision that actively promotes choice, independence and quality of life in a safe and homelike environment.</p>

Job Title	Revision	Date	Author	Approved	Page 1 of 3
Disability Support Worker	4	27/08/19	Recruitment Coordinator	Chief People & Culture Officer	
UNCONTROLLED WHEN PRINTED					

Key Duties/Accountabilities

1. Actively contribute to the creation and maintenance of the home/social environment to ensure clients' holistic needs are met. This includes embracing the personhood philosophy inclusive of emotional, physical, spiritual, cultural and emotional well-being and fostering a culture that is inclusive of diversity in age, gender, race, ethnicity, religion, sexuality, sexual identity or disability of clients or other staff members.
2. Ensure that all care, rehabilitation and therapy is delivered in a safe and respectful manner that promotes the personal values of the client. This includes communicating effectively with team members, clients, their representatives, and the wider community in a professional manner that demonstrates a positive regard for individuals and the Brightwater organisation using a customer-focused approach.
3. Adhere to relevant legislation that governs quality standards and standards of practice; this includes appropriately reporting and documenting any concerns where the well-being of a client may be affected.
4. Support clients to meet their care needs in a manner that promotes independence and choice in accordance with their individualised Care Plan. This includes, but is not limited to: hygiene, personal grooming, and continence support needs; nutrition, fluid, and medication administration; mobility requirements, including transporting clients to activities or appointments; and companionship and socialisation.
5. Identify and contribute to clients' individualised goals and assist in the development of Care/Support Plans for clients as part of a multi-disciplinary team.
6. Complete Brightwater documentation in a timely and concise manner, meeting any known or delegated reporting requirements.
7. Work in accordance with Brightwater's Mission, values, duty statements, Brightwater policies and procedures. This includes safely and appropriately using and maintaining equipment, reporting maintenance issues as required.
8. Identify areas for improvement using a continuous quality improvement approach to problem solving. This includes actively encouraging and responding to team members' and clients' suggestions for improvements in work practices/customer service, and providing services in a responsible, cost effective and efficient manner with awareness of the appropriate use of supplies/resources.
9. Hotel service functions as required, including cleaning and cooking according to relevant duty lists, policies, procedures and client preferences.
10. Other duties as required to meet client and/or operational needs.

Key Working Relationships

1. Liaise professionally and respectfully with clients and their representatives using a customer-focused approach.
2. Work as part of a multi-disciplinary team, including nursing staff, allied health staff, hotel services, GPs, and site administration/managerial staff for the benefit of Brightwater clients and site operations.

Professional Development

1. Accept responsibility for updating/developing own knowledge/skills in relation to professional practice.
2. Actively participate in opportunities for performance feedback with a growth mindset, including reviews and check-ins; reflect on own performance and set goals.
3. Complete essential training courses within the required timeframes and embed learning outcomes to continuously improve skills and work performance.
4. Attend and contribute to staff meetings/discussions and collaborate with team members to improve outcomes.

Job Title	Revision	Date			Page 2 of 3
Disability Support Worker	4	27/08/19			
UNCONTROLLED WHEN PRINTED					

Safety and Health

1. Actively promote a positive safety and health culture by caring for self and others, demonstrating attention to physical, mental, emotional, cultural, and psychological safety.
2. Take proactive and responsible actions to avoid, eliminate or minimize hazards.
3. Accept responsibility for understanding and recognising the risks and hazards associated with work duties.
4. Report all incidents, hazards, and injuries immediately.
5. Use equipment, such as personal protective and manual tasks equipment, as trained and required.
6. Adhere to infection control principles and practices.

NDIS Risk Assessment

This position involves the direct delivery of specified supports or services to a person with a disability and therefore is a risk assessed role that requires the person to hold a valid and satisfactory NDIS Worker Screening Check.

Other Information

This position may be required to travel using own vehicle. This also includes transporting clients in own vehicle as required.

Selection Criteria – Qualifications, Skills, Knowledge, Experience

1. Certificate III in Aged Care/Disability/Individualised Support (or progress towards), or significant experience in a related setting and a willingness to undertake appropriate training.
2. Strong commitment to providing, with the capability deliver, safe high quality care.
3. Excellent written, verbal and interpersonal communication skills in various environments and the ability to inclusively communicate with a diverse range of people.
4. Proven customer-focused work ethic, strong commitment to Brightwater’s Mission and the Brightwater Spirit.
5. Strong person-centred skills and behaviours in communicating and engaging with clients with high support needs.
6. Demonstrated ability to prioritise workload, work effectively under pressure, problem solve and use resources effectively, safely and efficiently.
7. Current Western Australian ‘C’ Class Driver’s Licence.
8. Satisfactory National Police Certificate obtained within the last 12 months.

Job Title	Revision	Date			Page 3 of 3
Disability Support Worker	4	27/08/19			
UNCONTROLLED WHEN PRINTED					