

Job Description Details	
Job Title	Therapy Assistant
Department/Division	Allied Health, Operations
Reports to	Service Manager / Program Manager / Service Lead / Allied Health Manager / Senior Therapist
Direct Reports	Nil
Agreement	Brightwater Care Group Health Services Union of WA Enterprise 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	
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> .	
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.
Authentic	We are open and genuine, enabling us to build meaningful relationships with our clients and each other.
Progressive	We are inspired to continuously improve ourselves and our services for the benefit of our clients.
Courageous	We find strength in order to make a difference.

Diversity and Inclusion Statement
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.

Position Purpose
Working as part of a multi-disciplinary team under the direction and delegation of allied health professionals, Therapy Assistants provide assistance in all aspects of day to day care and individualised therapy, lifestyle and leisure programs to meet the needs of Brightwater Care Group clients.
Therapy Assistants support clients in therapeutic and recreational activities and provide feedback on clients' progress to therapists to enable appropriate goal setting and program review.

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Key Duties/Accountabilities

1. Assist clients to participate in a variety of therapeutic programs under the direction of allied health professionals. This includes effectively administering therapeutic group programs (large and small), assist in comfortable positioning, delivering prescribed individual therapy interventions and facilitating community access.
2. Support clients in meaningful, purposeful activities based on what is important to the client by knowing what the client is interested in.
3. Ensure all allied health activities are provided in a personalised manner to the client in accordance with the client's care plan, and adhere to relevant policies of Brightwater, appropriate professional Code of Ethics, and to relevant legislation affecting professional practice and other relevant standards and guidelines.
4. Gather objective and subjective client information and provide feedback to relevant allied health professionals and other staff on the client's wellbeing, function and progress, and document observations to the required standard.
5. Contribute to the evaluation of the effectiveness of service delivered to clients, complete Brightwater documentation to the required standard and report and/or escalate incidents and issues in line with Brightwater's expectations.
6. Communicate with clients, client representatives, colleagues and community in a professional manner that shows respect for individuals.
7. Carry out administrative and non-clinical tasks to support the allied health consultancy service and clients under the direction and delegation of allied health professionals.
8. Provide services in a responsible, cost effective and efficient manner with an awareness of the appropriate use of supplies. This includes supporting the ACFI process (residential aged care only).
9. Actively collaborate with the rest of the multidisciplinary team and regularly plan and review the therapy programs of clients, making changes to ensure the program is individualised and meaningful to clients and in line with their needs and preferences, as approved by the relevant allied health professionals.
10. Implement delegated tasks from relevant allied health professionals, within scope of position. Participate in regular supervision and development with allied health professionals around workflow, knowledge, and clinical practice to ensure competence to deliver on delegations.

Key Working Relationships

1. Allied Health Professionals
2. Site based teams – Therapy Assistants, nursing and care teams, Service Managers
3. Allied Health Manager
4. Clients and their representatives

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.

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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 work across different sites according to operational need, and will require travel.

Selection Criteria – Qualifications, Skills, Knowledge, Experience

1. Certificate III or IV in Allied Health Assistance (Aged Care/Disability), or progress towards **or** significant experience in a related setting and a willingness to undertake appropriate training, or progress towards relevant Allied Health Professional tertiary qualification.
2. Have a strong commitment to providing safe high quality care.
3. Excellent written, verbal and interpersonal communication skills with clients, colleagues, and supervisors.
4. Strong person-centred skills in communicating and engaging with clients with high support needs including cognitive impairment, brain injury, and dementia.
5. Demonstrated ability to work without direct supervision, organise and prioritise tasks, work effectively under pressure, problem solve and meet deadlines.
6. First Aid Certificate less than 3 years old (desirable; essential if providing services for Brightwater At Home clients).
7. Current Western Australian 'C' Class Driver's Licence.
8. A safe, registered, and suitably insured motor vehicle able to be used for work purposes.
9. Satisfactory National Police Certificate obtained within the last 12 months.

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