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SA Health Job Pack

Job Title	Direct Care Worker – Casual Pool (Penola)
Eligibility	Open to Everyone
Job Number	880253
Applications Closing Date	14 September 2025
Region / Division	Limestone Coast Local Health Network
Health Service	Penola War Memorial Hospital MPS
Location	Penola
Classification	WHA4
Job Status	Casual
Salary	\$29.70 - \$30.01 per hour + 25% casual loading

Contact Details

Full name	Corinne Galwey
Position	Nurse Unit Manager
Phone number	8737 2311
Email address	Corinne.galwey@sa.gov.au

Criminal History Assessment

Applicants will be required to demonstrate that they have undergone an appropriate criminal and relevant history screening assessment/ criminal history check. Depending on the role, this may be a Department of Human Services (DHS) Criminal History Check and/or a South Australian Police (SAPOL) National Police Check (NPC). The following checks will be required for this role:

- Working with Children Check (WWCC) - DHS
- National Disability Insurance Scheme (NDIS) Worker Check- DHS
- Unsupervised contact with Vulnerable groups- NPC
- Unsupervised contact with Aged Care Sector- DHS
- No contact with Vulnerable Groups - General Employment Probity Check - NPC

Further information is available on the SA Health careers website at www.sahealth.sa.gov.au/careers - see Career Information, or by referring to the nominated contact person below.

Immunisation

Risk Category A (direct contact with blood or body substances)

This role carries specific immunisation requirements. To be eligible for appointment in this role you will be required to meet the immunisation requirements associated with Category A (direct contact with blood or body substances). [Please click here for further information on these requirements.](#)

Guide to submitting an application

Thank you for considering applying for a position within SA Health. Recruitment and Selection processes across SA Health are based on best practice and a commitment to a selection based on merit. This means treating all applications in a fair and equitable manner that aims to choose the best person for the position.

A well presented, easy to read application will allow the panel to assess the information they need from your application. To give yourself the best opportunity to reach interview, the application should clearly and concisely demonstrate to the selection panel that you are suitably equipped to perform the role, and that you possess all of the stated minimum essential skills, abilities, knowledge, experience and educational qualifications (where required).

The online application form to apply for this position will ask for employment history, education, qualifications and referees however to understand the position and requirements we suggest you become familiar with the attached Job and Person Specification.

We request that you attach the following to your application -

- ↪ **A covering letter** of up to 2 pages introducing yourself to the selection panel and describing your skills, abilities, knowledge, qualifications and experience in relation to the position;
- ↪ **A current Curriculum vitae/Resume** that includes your personal details, relevant employment history, education, training courses, qualifications and professional memberships.

* Refer to [Guidelines for Applicants](#) for further information regarding

- Salary Packaging
- Opportunities for movement within SA Health
- Flexible working arrangements
- Criminal History screening and background checks
- Immunisation requirements
- Rights of review
- Information for applicants

ROLE DESCRIPTION



Role Title:	Direct Care Worker - Residential
Classification:	WHA-4
Stream:	Direct Care
Local Health Network:	Limestone Coast Local Health Network (LCLHN)
Business Unit:	Penola War Memorial Hospital MPS
Type of Appointment	<input type="checkbox"/> Ongoing <input type="checkbox"/> Temporary <input checked="" type="checkbox"/> Casual
Criminal History Clearance Requirements:	<input type="checkbox"/> DHS Working With Children Check (WWCC) <input checked="" type="checkbox"/> Disability Services Employment Screening <input checked="" type="checkbox"/> NPC – Unsupervised contact with vulnerable groups
Immunisation Risk Category	<input checked="" type="checkbox"/> Category A (direct contact with blood or body substances) <input type="checkbox"/> Category B (indirect contact with blood or body substances) <input type="checkbox"/> Category C (minimal patient contact)

ROLE SPECIFICATION

Summary / Broad purpose of the role

The direct Care Worker (Residential) will assist in providing a direct client service to residents of the Residential Care Home.

Reporting/Working Relationships

The Direct Care Worker (Residential) is accountable to the Nurse Unit Manager and works in close collaboration with health professionals and is part of a multi-disciplinary team.

Confidentiality and Handling of Official Information

By virtue of their duties, SA Health employees frequently access, otherwise deal with, and/or are aware of, information that needs to be treated as confidential.

SA Health employees will not access or attempt to access official information, including confidential patient information other than in connection with the performance by them of their duties and/or as authorised.

SA Health employees will not misuse information gained in their official capacity.

SA Health employees will maintain the integrity and security of official or confidential information for which they are responsible. Employees will also ensure that the privacy of individuals is maintained and will only release or disclose information in accordance with relevant legislation, industrial instruments, policy, or lawful and reasonable direction.

White Ribbon

SA Health has a position of zero tolerance towards men's violence against women in the workplace and the broader community. In accordance with this, the incumbent must at all times act in a manner that is non-threatening, courteous, and respectful and will comply with any instructions, policies, procedures or guidelines issued by SA Health regarding acceptable workplace behaviour.

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Cultural Statement

The Limestone Coast Local Health Network welcomes Aboriginal and Torres Strait Islander people and values the expertise, cultural knowledge and life experiences they bring to the workplace. Limestone Coast Local Health Network is a culturally inclusive work environment that is respectful of Aboriginal and Torres Strait Islander culture.

Special Conditions

- It is mandatory that no person, whether or not currently working in SA Health, will be eligible for appointment to a position in SA Health unless they have obtained a satisfactory Background Screening and National Criminal History Clearance.
- Prescribed Positions under the Child Safety (Prohibited Persons) Act 2016 must obtain a satisfactory Working With Children Check (WWCC) through the Screening and Licensing Unit, Department for Human Services (DHS).
- Approved Aged Care Provider Positions as defined under the Accountability Principles 1998 made in pursuant to the Aged Care Act 2007 (Cth) must obtain a satisfactory National Police Certificate (NPC) through the South Australian Police confirming the clearance is for the purpose of employment involving unsupervised contact with vulnerable groups.
- Prescribed positions under the Disability Services Act 1993 must obtain a satisfactory Disability Services Employment Screening through the Department of Human Services (DHS) Screening Unit.
- National Police Certificates must be renewed every 3 years thereafter from date of issue.
- Working With Children Checks must be renewed every 5 years thereafter from date of issue.
- The position is primarily located at Penola but the incumbent maybe required to work from other sites within LCLHN.
- The incumbent must be an Australian resident or hold a current working visa.
- The incumbent will be required to enter into an Annual Performance Review and Development Plan for the achievement of specific, service or program outcomes.
- Current driver's license and willingness to drive.
- Must be flexible and willing to participate in a 7 day roster working varied hours/shifts across different settings.
- Appointment is subject to immunisation risk category requirements (see page 1). There may be ongoing immunisation requirements that must be met.

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STATEMENT OF KEY OUTCOMES AND ACTIVITIES

Contribute to the provision of a qualitative care for residents by:

- • report and record on general observations of individual clients
- • complete routine documentation in accordance with established policies and procedures
- • identify diversional therapy needs of individuals and/or groups
- • provision of diversional therapy to individual and/or groups in accordance with established programs
- • complete routine documentation in accordance with established policies and procedures including appropriate risk assessments of a client's home.

Contribute to the efficient and effective operation of the health unit by:

- • may require the set up, program and operation of machinery, equipment and/or facilities, and recording systems including computerised systems
- • an ability to determine and appraise methods of work organisation
- • implementation of detailed directions and procedures
- • provide assistance and guidance within their level of expertise to other employees
- • assist in the provision of on the job training
- • tasks performed are relevant to a particular worksite or location and are performed either as an individual or team member.

Demonstrates and maintains a satisfactory knowledge and skill base to perform the role by:

- • Undertaking training as required and maintaining the required skills and knowledge applicable to the role

An employee at this level will be required to perform duties at the lower level.

GENERAL

Employees have a responsibility and obligation to comply with statutory and organisational requirements, procedures and rules that are introduced to ensure a safe and healthy work environment, free of discrimination by:

- Comply with all SA Health, LCLHN and workplace Policies, Procedures and Guidelines.
- Comply with and have a working knowledge and understanding of the requirement for all staff employed in the organisation in regards to confidentiality.
- Commitment to the continuous improvement in the provision of customer service.
- Participation in continuous quality improvement programs and Accreditation activities.
- Ensuring cultural sensitivity is maintained by contributing to cultural awareness and attending cross cultural training with a frequency to be determined as appropriate by the organisation.
- All staff will actively support and contribute to risk management by maintaining an awareness of the risks relating to their area of responsibility and accountability including the identification and reporting of such risks.
- It is the responsibility of every employee to ensure that no official record created or received (in any format) is destroyed without following prescribed retention procedures and subsequent authorisation from State Records. It is further the responsibility of every employee to ensure they gain an understanding of what constitutes an official record. It is a requirement that all employees will adhere to the prescribed Policy, Procedures & Practices of this organisation in relation to records management.
- Contribute to the well-being of people in South Australia through participation in Counter Disaster activities including attendance, as required, at training programs and exercises to develop the necessary skills required to participate in responses in the event of a disaster and/or major incident.
- Contribute to the promotion and implementation of the Public Sector Act principles and practices and employee conduct standards, in particular Equal Opportunity and Work Health Safety by adhering to the provisions of relevant legislative requirements.

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PERSON SPECIFICATION

Essential Criteria

- Completed AQF Certificate III relevant to the position

Personal Abilities/Aptitudes/Skills:

- Proven ability to work well within a team environment
- Sound interpersonal and communication skills and the ability to relate to people from different cultures, backgrounds and circumstances.
- Ability to use discretion and maintain strict confidentiality.
- Proven ability to meet deadlines and timeframes.
- Ability to provide assistance and co-operation to other staff.
- Demonstrated ability to perform under limited direction.

Experience

- Proven experience in exercising own judgment and initiative in the day to day execution of a position.
- Experience in the provision of a direct care service in a health related field.
- Experience in dealing with aged, frail or disabled persons.
- Experience in the use of computer packages eg. Microsoft Word, Excel.

Knowledge

- Knowledge of safe working conditions.
- Knowledge and commitment to customer service principles.
- An understanding of the spirit of the principles of the Premier's Safety Commitment and the legislative requirements of Risk Management standard, Equal Employment Opportunity and Occupational Health, Safety and Welfare legislation.

Desirable Qualifications

Educational/Vocational Qualifications

- A current first aid certificate.

Experience

- Knowledge and experience working with Dementia in Aged Care
- Knowledge of Aged Care Standards.
- Knowledge of aged care related issues.

ORGANISATIONAL CONTEXT

Organisational Overview

Our mission at SA Health is to lead and deliver a comprehensive and sustainable health system that aims to ensure healthier, longer and better lives for all South Australians. We will achieve our objectives by strengthening primary health care, enhancing hospital care, reforming mental health care and improving the health of Aboriginal people.

SA Health is committed to a health system that produces positive health outcomes by focusing on health promotion, illness prevention and early intervention. We will work with other government agencies and the community to address the environmental, socioeconomic, biological and behavioural determinants of health, and to achieve equitable health outcomes for all South Australians

Our Legal Entities:

SA Health is the brand name for the health portfolio of services and agencies responsible to the Minister for Health and Ageing and the Minister for Mental Health and Substance Abuse.

The legal entities include but are not limited to Department for Health and Ageing, Central Adelaide Local Health Network, Northern Adelaide Local Health Network, Southern Adelaide Local Health Network, Women's and Children's Health Network, Barossa Hills Fleurieu Local Health Network, Eyre and Far North Local Health Network, Flinders and Upper North Local Health Network, Limestone Coast Local Health Network, Riverland Mallee Coorong Local Health Network, Yorke and Northern Local Health Network and SA Ambulance Service.

SA Health Challenges:

The health system is facing the challenges of an ageing population, increased incidence of chronic disease, workforce shortages, and ageing infrastructure. The SA Health Care Plan has been developed to meet these challenges and ensure South Australian's have access to the best available health care in hospitals, health care centres and through GPs and other providers.

Limestone Coast Local Health Network:

Residents within the Limestone Coast Local Health Network have access to a wide range of health care services. The Limestone Coast region covers a large geographical area which consists of the Upper and Lower South East, and extends all the way to the Victorian border.

Services provided within the South East region include accident and emergency, day and inpatient surgery, aboriginal health, obstetric services, community health and aged care services.

We have Health facilities located within Mount Gambier, Bordertown, Kingston, Millicent, Naracoorte and Penola. The links below can be used to navigate to detailed information on the different Hospital and Aged Care sites, as well as Country Health Connect.

The health units within the Limestone Coast LHN have dedicated and experienced staff who strive to meet the needs of the community by providing the highest level of health care.

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VALUES

LCLHN Values

The values of LCLHN are used to indicate the type of conduct required by our employees and the conduct that our customers can expect from our health service:

Integrity	<ul style="list-style-type: none">> We know integrity involves not only doing what is right when everyone knows, but also when no one is watching> We recognise the importance of our work and display a high standard of professionalism> We do what we say and say what we mean
Honesty	<ul style="list-style-type: none">> We engage in open, clear and honest communication> We are transparent and truthful in our actions> We acknowledge our strengths, limitations and mistakes and learn from these for improvement
Courage	<ul style="list-style-type: none">> We have the courage to speak up and respectfully challenge others> We are committed to being a high performing team and support a culture that fosters continued progress and growth> We show resilience in the face of adversity
Care	<ul style="list-style-type: none">> We provide compassionate, appropriate and safe care in a supportive and nurturing environment> We partner with consumers, family members and carers to help them make decisions and support them along the care continuum> We create a culture of care where staff are supported and positively engaged in their work
Respect	<ul style="list-style-type: none">> We seek to understand and value others by putting ourselves in their shoes> We listen attentively, communicate openly and act without judgement> We recognise and welcome diversity within our community and our staff

Code of Ethics

As a public sector employee, you have a responsibility to maintain ethical behaviour and professional integrity standards. It is expected that you act in accordance with the Code of Ethics, and contribute to a culture of integrity within SA Health.

The Code of Ethics for the South Australian Public Sector provides an ethical framework for the public sector and applies to all public service employees:

- Democratic Values - Helping the government, under the law to serve the people of South Australia.
- Service, Respect and Courtesy - Serving the people of South Australia.
- Honesty and Integrity- Acting at all times in such a way as to uphold the public trust.
- Accountability- Holding ourselves accountable for everything we do.
- Professional Conduct Standards- Exhibiting the highest standards of professional conduct.

The Code recognises that some public sector employees are also bound by codes of conduct relevant to their profession.

Aboriginal Health

SA Health acknowledges culture and identity as being integral to Aboriginal health and wellbeing and is committed to improving the health of Aboriginal people.

SA Health vision for Reconciliation is the gap is closed on Aboriginal health disadvantage; and Aboriginal people share the same rights, respect and access to opportunities and benefits as all South Australians.

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APPROVALS

Role Description Approval

I acknowledge that the role I currently occupy has the delegated authority to authorise this document.

Name:

Position Title:

Signature:

Date:

ROLE ACCEPTANCE

Incumbent Acceptance

I have read and understand the responsibilities associated with role, the role and organisational context and the values of SA Health as described within this document.

Name:

Signature:

Date: