

Position title	Individual Support Worker
Position holder	Vacant
Program	GCH Assist/Direct Support
Funded by	Commonwealth and State Departments
Based at location	Horsham/Stawell/Ararat
Responsible to	<ul style="list-style-type: none"> • Program Leader • Manager Healthy Communities and Direct Support
Direct reports	<ul style="list-style-type: none"> • None
Award	Social, Community, Home Care and Disability Services Industry Award 2010
Classification	Home Care Employee – Level dependent on qualifications and experience
Hourly rate	\$23.09 to \$25.70
Status	Part time/Casual
Hours per week	As per contracted hours
PD last updated	November 2020

Position summary

The Individual Support Worker is responsible for delivering home care, personal care and respite services according to the client's care plan. Assistance includes a range of practical, basic household tasks for older people, people with disabilities, their families and carers to promote independence and enhance the client's quality of life.

Key responsibilities

1. Work with clients on a one-to-one basis and assist with appropriate tasks that have been agreed with the client.
2. Perform a range of practical, basic household tasks for frail older people, people with disabilities and their carers to promote independence and enhance their quality of life including:
 - Work with clients to undertake a range of cleaning tasks the clients are no longer able to complete
 - Maintain a safe hygienic living environment
 - Undertake a range of cleaning tasks.
3. Undertake a range of personal assistance tasks and other associated assessed activities as detailed in the care plan to assist clients or the family unit with daily living requirements including:
 - Assist with meal or snack preparation based on nutritional requirements
 - Escort client to locations approved within the care plan such as shopping, doctor appointments or leisure activities including planned activity group programs]
 - Assist with client bathing, sponging or showering
 - Assist with mobility such as getting out of bed, transferring to a commode or wheelchair
 - Assist client with self-monitoring of medication
 - Assist with development of prescribed exercise programs.

4. Undertake as determined by the care plan a social support and monitoring role to:
 - Encourage and promote client independence and coping mechanisms
 - Monitor client circumstances and needs and ensure changes or concerns are reported immediately
 - Assist with recreational activities such as reading as appropriate to the client's preferences'
 - Encourage client participation in all tasks as appropriate to assist the client to maintain their independence.
 5. Act in accordance with relevant codes of conduct.
 6. Other duties commensurate with current skills, competence, training and experience as agreed with the Program Leader, Manager, General Manager or the Chief Executive Officer.
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Key selection criteria

Qualifications

- Certificate 3 in Home & Community Care (inclusive of Personal Care and Medication modules), or
- Certificate 3 in Aged Care, or
- Certificate 4 in Disability, or
- Certificate 3 Personal Care, or
- Recreation, Leisure, Activities, Diversional Therapy

Mandatory

- Minimum Certificate 3 qualification
- First aid qualification

Desirable

- Knowledge of Home and Community Care Guidelines
- At least six months experience working in Aged Care, Disability, Home and Community Care.
- Social Welfare, Community Service and Certificate 4 in Mental Health.

Demonstrated skills, experience and/or understanding of:

- Ability to maintain consumer confidentiality and a clear understanding of rural confidentiality issues.
- Ability to effectively meet goals, targets and priorities; plan and manage time and satisfactorily achieve objectives within a timetable
- Ability to solve problems efficiently and effectively.
- Ability to communicate effectively and empathetically with clients.
- Ability to work without direct supervision, but within directed framework.
- Ability to prioritise time and organise work according to directed tasks.
- Demonstrated observation and reporting skills.
- Flexibility and compatibility in providing non-judgemental support to meet a wide range of assessed needs.
- Ability to undertake repetitious, physically demanding tasks.
- Knowledge and use of computer software, including Microsoft Office and the Internet.
- Verbal and written communication skills that enable effective and appropriate communication with a broad range of people at all levels.
- Demonstrated ability to contribute to positive workplace culture and practices.

Licences and registrations

- Current Victorian driver licence
- Current National police check (less than 3 months old)
- Current Working with Children Check
- Disability Worker Exclusion check

Personal attributes

- Ethical and inclusive
 - Self-disciplined
 - Collaborative and supportive
 - Flexible and resilient
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Conditions of employment

This position is ongoing and is subject to:

- Successful completion of a six-month probationary period

And requires the following checks:

- Satisfactory police check
- Working with Children Check
- Clear Disability Worker Exclusion Scheme check

Note: Checks must be obtained and provided prior to commencement as a condition of employment at Grampians Community Health. Where check results are unsatisfactory in relation to the role to be carried out, the offer of employment will be withdrawn.

Chief Executive Officer approval:

CEO signature

Greg Little

Date

General Manager approval:

General Manager signature

Kathy Day

Position

General Manager People and Community Support

Date

Manager approval:

Manager signature

Karen Watson

Position

Manager Healthy Communities and Direct Support

Date

Employee acceptance of position:

Employee signature

Vacant

Date