


# Position Description

POSITION TITLE		Support Worker			
REFERENCE/POSITION NUMBER		CSD9091			
DEPARTMENT		Blue Haven			
ACCOUNTABLE TO		Manager Community Programs			
SUPERVISOR		Team Leader			
DIRECTLY SUPERVISES		None			
INDIRECTLY SUPERVISES		None			
VOLUNTEERS SUPERVISED		None			
GRADE	2 or 3	STATUS	Casual	TYPE	Casual
HOURS	Casual		LOCATION	Community Centre	
MOBILE PHONE	No		LAPTOP	No	
VEHICLE		No vehicle			
LAST UPDATED		21/06/2019			



## RESPECT

We treat others as we expect to be treated  
- in a fair and professional manner.



## INNOVATION

We champion change in order to provide superior services to our community.



## INTEGRITY

We are open, honest and ethical in our behaviours  
- at all times.



## TEAMWORK

We are one team - working together with trust and commitment to achieve shared goals.



## EXCELLENCE

We aspire to be the best  
- in everything we do.

## OBJECTIVES

- To provide support to older people, younger people with a disability and their carers.
- To participate as an active member of a multi-disciplinary team.

## SELECTION CRITERIA

### ESSENTIAL

- Qualification:
  - Grade 2 – Currently working towards Certificate III in Community Services (Aged Care or Disabilities).
  - Grade 3 – Certificate III in Community Services (Aged Care or Disabilities).
- Class C Driver's Licence and access to a reliable, roadworthy, fully insured vehicle.
- First Aid Certificate.
- Experience working unsupervised, one on one with clients in a home care environment.
- Ability to work effectively in a team environment.
- Experience providing person-centred and strength-based practices.
- Ability to positively engage with clients, their carers', families and the wider community.
- Ability to manage own time effectively.

### DESIRABLE

- Knowledge of service delivery across Commonwealth Home Support Program, Home Care Packages Program and the National Disability Insurance Scheme.

## DUTIES

- To conduct tasks as directed, in accordance with Work Method Statements. This may include (but is not limited to): personal care, grooming, respite care, transport, domestic duties, social activities and medication monitoring.
- Monitor a consumer's progress and report any concerns/changes to the appropriate personnel.
- Keep accurate and relevant documentation in consumer home files.
- Actively promote and provide accurate information on services available.
- Establish and maintain effective communication within the multi-disciplinary team.
- Attend relevant meetings as required which may include staff meetings, information sessions and consumer case conferences.
- Identify the need for training and attend relevant training as required.
- Deliver services in an ethical and professional manner that considers individual and cultural differences.
- Participate in workplace change process.
- Present a positive image of Council and Blue Haven Care to the public.
- Take all reasonable steps to ensure compliance with Council's policies, procedures and legislation and care of self and others in the workplace.

## CORPORATE RESPONSIBILITIES

### RESPECT AND DIGNITY

All employees are required to:

- Promote respect for others and fairness and equity, acting in accordance with principles of EEO and Anti-Discrimination
- Demonstrate respect for others and contribute to a positive work environment
- Take appropriate action to prevent bullying, harassment and discrimination of others
- Identify and minimise exposure to risk for self and others

### INTEGRITY

All employees are required to:

- Comply with the Code of Conduct and all relevant legislative requirements, Council plans, protocols, policies and procedures
- Work within budget and time constraints to optimise outcomes while balancing resource requirements
- Apply policies, protocols and guidelines equitably and without personal bias
- Model Council's Values
- Use and protect Council's information, resources, equipment and systems in accordance with relevant protocols, policies and legislation

### INNOVATION

All employees are required to:

- Identify and, in consultation with their supervisor, initiate opportunities for improvements in processes and service and waste minimisation
- Seek to understand and embrace relevant best practice and industry trends relevant to own work area
- Participate in ongoing learning and embrace relevant technology and change

### TEAMWORK

All employees are required to:

- Actively share information, knowledge and skills with others to optimise organisational performance
- Take interest in and provide feedback on corporate initiatives
- Work positively and proactively with others, and to the best of your ability, to deliver organisational outcomes
- Provide support and advice, to others, in own area of expertise

### EXCELLENCE

All employees are required to:

- Meet or exceed functional responsibilities and service level agreements described in position description and operational plans
- Support and use contemporary frameworks designed to optimise systems and processes
- Demonstrate an understanding of the needs of internal and external customers, as relevant to the role, anticipating and meeting their needs with the parameters of Council requirements
- Ensure current competence and relevant accreditation/licencing
- Follow safe and ethical practices to minimise risk to self and others
- Actively participate in relevant training and seek opportunities for ongoing learning as applicable
- Report incidents, illnesses and injuries immediately and take appropriate follow-up action if required

## **WORK, HEALTH AND SAFETY AND EQUAL EMPLOYMENT OPPORTUNITY RESPONSIBILITIES**

In addition to the overall corporate responsibilities listed above and the statements below, you are required to perform your duties in accordance with this Position Description, Council's Code of Conduct, policies, protocols and procedures.

### **Work Health and Safety (WHS)**

- Follow safe practices/procedures to perform your duties in a manner, so as not to put yourself or others at risk of harm
- Participate in development of safe work methods and risk assessments with your supervisor when required
- Actively participate in WHS inductions and training when required
- Wear personal protective equipment (PPE) in the prescribed manner and when specified
- Participate in workplace inspections if required
- Take care of any plant or equipment of any kind, including computer and other telecommunication devices
- Participate in emergency preparedness training, including any required knowledge for business continuity plans
- Report all hazards, near misses and damage to Council's property to the responsible Manager

### **Certificates of Competency / Licences**

- Where required for the position, either by legislation or through Council's policies, protocols and procedures, maintain all certificates, licences, operative training etc for the group, and advise the responsible Manager of any change to these, including vehicle licences.

### **Injury Management**

- Report all injuries/illnesses to the responsible Manager immediately
- If injured at work, actively cooperate and participate to comply with obligations imposed under injury management and return-to-work plans where applicable

### **Risk Management**

- Report any potential public liability and professional indemnity exposures in your workplace to the responsible Manager

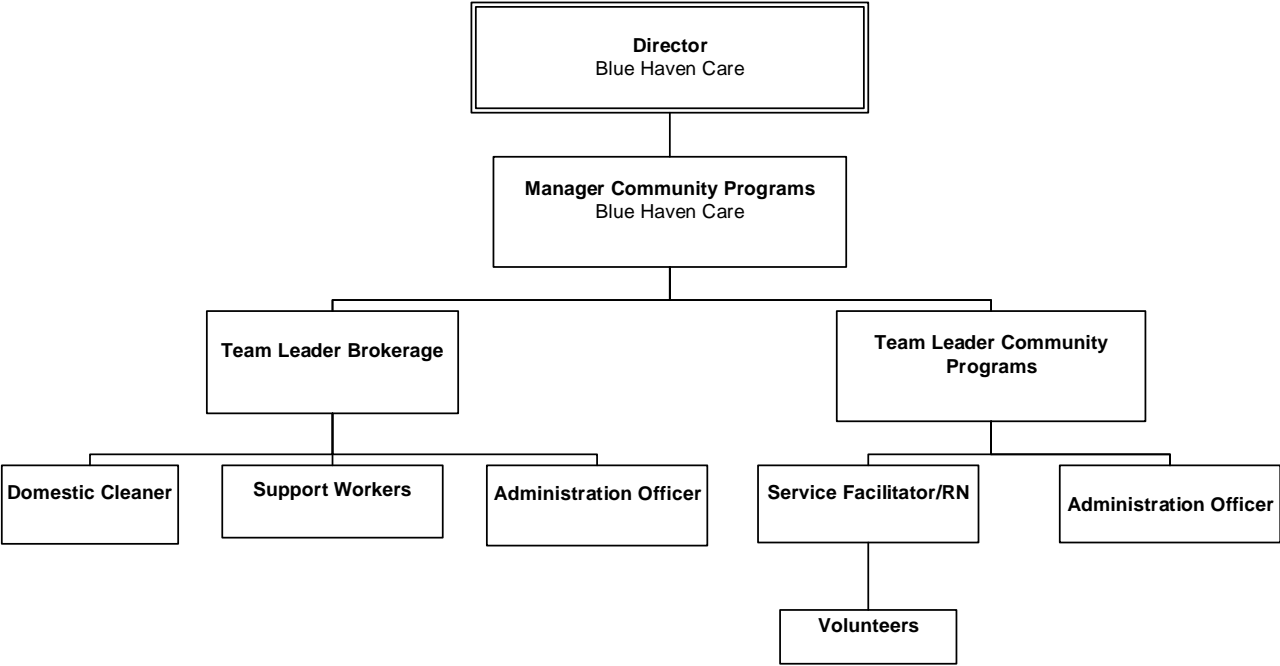
### **Equal Employment Opportunity (EEO)**

- Work to the best of your ability and provide quality service to customers
- Recognise the skills and talent of other staff members
- Act to prevent bullying, harassment and discrimination against others in your workplace
- Respect differences among your colleagues and customers such as cultural and social diversity
- Treat people fairly - don't discriminate against, bully or harass them
- Work in keeping with the Kiama Municipal Council's EEO management plan and other EEO policies

DELEGATIONS	
<b>FINANCIAL DELEGATION:</b>	Nil
<b>RESPONSIBILITY DELEGATION:</b>	Act in accordance with Instrument of Delegation
<b>NO OF CONTRACTS MANAGED:</b>	None
<b>ANNUAL VALUE OF CONTRACTS MANAGED:</b>	None
<b>CONTROL AND MANAGEMENT OF EXPENDITURE PER ANNUM:</b>	No responsibility
<b>BUDGET DEVELOPMENT:</b>	None

CONDITIONS OF EMPLOYMENT		
<b>AWARD/AGREEMENT</b>	Local Government (State) Award	
<b>PROTOCOLS:</b>	Employees are to comply with Council's Code of Conduct and Council protocols at all times.	
<b>PRE-EMPLOYMENT REQUIREMENTS:</b>	<ul style="list-style-type: none"> <li>Physical and mental capability to perform the inherent requirements of the position</li> </ul>	
	<ul style="list-style-type: none"> <li>Proof of ability to legally work in Australia</li> </ul>	
	<ul style="list-style-type: none"> <li>Pre-employment screening to Australian Standards in Employment Screening.</li> </ul>	
	<ul style="list-style-type: none"> <li>Criminal record check</li> </ul>	Yes
	<ul style="list-style-type: none"> <li>Pre-employment medical</li> </ul>	Yes
	<ul style="list-style-type: none"> <li>Working with children check</li> </ul>	No

REPORTING RELATIONSHIPS



I have read the above position description for my role; I accept the responsibility for achieving the above duties and understand that I am accountable for their achievement.

Employee Signature:

Date: Drop down for date