

Position Title: **Disability Support Worker (DSW)**





Reports To: Manager, Services

Direct Reports: NIL















Primary Purpose

A Disability Support Worker is responsible for providing services and support to individuals with disabilities, their carers, guardians, and other relevant stakeholders. The role of a Disability Support Worker (DSW) is to empower, assist and provide quality services and support with the individual and not for them. In this role, the Disability Support Worker must promote, assist, and aim to achieve the following (but not limited to) independence, skill building, choice and decision making with the individual under Unscripted Supports Policies and Procedures, all relevant Legislative, Regulatory, and Legal Requirements including the Human Rights Act 1986.

To contribute to the continued growth of the company through the provision of:

-  Upholding the company's ethics and values through ethical work practices.
-  Cooperating with workplace health, safety, and environmental requirements.
-  Collaborating within the team to achieve related results.
-  Ensuring adherence to confidentiality and privacy regulations in all work activities.

Disability Support Workers (DSW) plan, implement and review a person's independence and quality of life by:

-  Committing to recognising the person before the disability.
-  Committing to social and societal awareness of disability.
-  Committing to work with the person/s to achieve goals.
-  Being proactive in the role to achieve personal & NDIS goals.
-  Planning, implementing and reviewing individual programs.
-  Providing both physical assistance and emotional support.
-  Assisting people to perform daily activities and tasks.
-  Facilitating and reviewing personal care and hygiene.
-  Facilitating and reviewing Assistance of Medication Administration
-  Facilitating and reviewing Positive Behaviour Management.
-  Performing home-based tasks such as food preparation and housework.
-  Undertaking tasks outside the home such as shopping and appointments.
-  Ensuring a varied program of social activities and community participation.
-  Assisting to build self- confidence and self-image.

- US Building a network of friendships and improving relationships.
- US Recording, Documenting and Reporting.

Disability Support Workers (DSW) work with the Manager of Services to provide a range of services and support in accordance with the person's individual needs and goals. A Disability Support Worker will need to be; flexible, willing to learn and take on new tasks, resilient, able to problem solve and hold good communication skills. In this role, you also need to work in a team and independently and be able to use your discretion.

Key Result Areas

Environment, Safety and Quality

- US Adherence to the Company's Environmental, Safety, and Quality Policies.
- US Compliance with relevant legislation, regulations, and codes of practice.

General

- US Attendance of staff meetings as required.
- US Providing support where required to other departments.
- US Manage databases, filing systems and relevant administration registers.
- US Client liaison as required in a professional manner.
- US All other tasks as required.

Essential Criteria

- US [Working With Children Check.](#)
- US [Disability Worker Screening Card.](#)
- US [NDIS Worker Orientation Module 'Quality, Safety and You' Completion Certificate.](#)
- US Unrestricted working rights in Australia.
- US Australian Drivers Licence.

Skills And Attributes

You must possess the following skills and abilities:

- US The ability to analyse and resolve problems and to exercise judgement to determine appropriate actions.
- US The ability to interpret policies and demonstrate solid knowledge of processes and protocols.
- US The ability to Initiate, coordinate and enforce systems.
- US The ability to actively develop and work towards department goals and objections.
- US Strong communication, time and self-management skills.