

POSITION TITLE: Direct Care Worker CLASSIFICATION LEVEL: Level 2	TEAM: Integrated Supports LOCATION: Statewide STATUS: Part time as required	DATE: August 2023
REPORTS TO: Executive Manager Integrated Supports	ROLES REPORTING TO SAME MANAGER: Team Leader Integrated Supports Direct Care Workers Coordination Staff Field Service Management Staff	ROLES REPORTING TO POSITION: Nil
PRIMARY OBJECTIVE: To provide direct care support in a professional and respectful way to our clients living in their homes that enhances their wellness and reablement.		
FREEDOM TO ACT: Freedom to act is governed by established policies and procedures.	KEY CHALLENGES: <ul style="list-style-type: none"> • Demonstrating commitment to achieve vision. • Demonstrating a genuine personal commitment for striving towards continued organisational improvement. • Listening and responding to client / service needs within organisational guidelines. • Ability to handle stressful and adverse situations. • Contribute openly and with confidence with other team members in a respectful and sensitive manner. • Recognising internal and external feedback as an opportunity for growth. • Sharing a sense of accountability and responsibility. • Demonstrating a genuine interest in personal and professional development in line with FBC's mission statement and principles. 	
POSITION DIMENSIONS: Carry out designated duties / tasks as per the Care Plan and other reasonable duties as instructed by the employer from time to time.	KNOWLEDGE / EXPERIENCE REQUIREMENTS: <ul style="list-style-type: none"> • Demonstrated skills supporting and caring for clients with complex support needs. • Demonstrated ability to establish a professional working relationship with clients that is supportive, encouraging, and challenging. • Demonstrate ability to work autonomously and using initiative within parameters of FBC policy and procedures. • Demonstrated ability to perform all physical requirements of the position. • Possess well developed written, verbal, and interpersonal communication skills, including conflict resolution, negotiation, problem solving. • Ability to communicate effectively as a member of a team. • Ability and willingness to work in a diverse range of settings including, but not limited to – a person's home or place of residence, other services, community groups or settings. 	
KEY RELATIONSHIPS / INTERACTIONS: Executive Manager Integrated Supports Team Leader Integrated Supports Coordinators Field Service Management Team Consumers Staff		

KEY ACCOUNTABILITIES	MAJOR ACTIVITIES
WORK HEALTH & SAFETY:	<ul style="list-style-type: none"> • Take reasonable care for your own health and safety and for the health and safety of other people, including anyone working under your supervision or direction or anyone who may be affected by your acts or omissions at the workplace.
QUALIFICATIONS & REQUIREMENTS:	<ul style="list-style-type: none"> • Minimum Certificate III in Individual Support, Aged Care, Disability Services, or Community Service, or equivalent • Sound knowledge and experience and training relevant to working with aged clients or clients with a disability • Current National Police Check • Current Working with Vulnerable People (WWVP) Registration with NDIS Worker Screening Endorsement • Evidence or statutory declaration of no excludable offence convictions whilst residing outside of Australia • Current Tasmanian Driver's Licence • Current First Aid and CPR Certificate • Evidence of COVID-19 Vaccinations (2 + Booster)
MAIN RESPONSIBILITIES:	<ul style="list-style-type: none"> • To perform direct care duties for individual clients as specified in the Care Plan. This may include showering / bathing, dressing / grooming, toileting, meal preparation. • To provide other support to individual clients such as: bill paying, assisting with appointments, community access, supervision of medication, household tasks, behavioural support. • Facilitate community inclusion and participation, dependent on individual needs, abilities, and preferences, and support clients to establish and maintain relationships and interests through access to community activities, venues, and services. • Carry out as instructed and / or designated and demonstrate initiative - task and activities aimed at meeting the client's personal / living community needs and / or program goals. • Carry out and promote positive routines / duties / activities in a cooperative respectful and flexible manner, which are meaningful and purposeful to the individual. • Encourage positive and socially appropriate behaviour and effectively manage challenging behaviour. • Promote empowerment and the right of choice for all people in need of support within the community. • Abide by the FBC communication, reporting and client / program progress practices and procedures, by maintaining appropriate client records. • Work with clients, family members, and other stakeholders in a collaborative and supportive manner. • Participate in developing and monitoring individual program plans and be accountable for their outcomes. • When required and / or requested by your coordinator, be involved in on the job training and / or orientation of new staff. • To be aware of safe working conditions and implement safe working practices in all work areas and report potential hazards, incidents, and concerns in a professional and timely manner.