



## Position Purpose

As a Disability Support Worker at Connect and Explore, you are directly responsible for the day-to-day support, personal care and personal development of our Customers. You will provide a range of community living services to assist people with a disability to be actively involved in their community, be valued, respected and engaged in meaningful opportunities and relationships.

We're looking for people who have values similar to ours, CARING people, but there's no specific 'mould' you need to fit (after all, we need a team that's as diverse as our Customers.)

Position Title	Disability Support Worker
Company Name	Connect and Explore Pty Ltd
Work location(s)	Day and Over Night Programs Greater Western Sydney and Surrounds
Employment Type	Contract/Casual
Working Hours	Flexibility to work on a 24/7 rotating roster which includes days, evenings, awake shifts, sleepovers and weekend shifts.
Work setting(s)	Retreat Accommodation or Nature Based Venues
Company Overview	Connect & Explore Pty Ltd provides two service areas, nature-based Respite Retreats (Short Term Accommodation) in a homestay environment for Children and Adults with a disability. Nature based day programs for all people with or without a disability (rock climbing, abseiling, surfing, horse riding). Giving people the chance to try new things, a place to make new friends, develop new skills and provide supported time away from home. Our vision is to provide all people with the opportunity to reconnect to nature and learn how to play and enjoy nature, with the aim of improving well-being.
Company Values	Connect with people to form long-lasting friendships



	<p><b>Appreciating the talents we each bring into the world</b></p> <p><b>Respect everyone</b></p> <p><b>Inspire each other to be our best versions of self</b></p> <p><b>Nature exploration and immersion</b></p> <p><b>Giving to our community and nature</b></p>
Pay range/award	<p>\$35 per hour (plus superannuation and Penalty Rates) for contracted casual employees, depending on experience and qualifications.</p> <p>In addition, we will provide you with:</p> <ul style="list-style-type: none"> <li>● A great working culture!</li> <li>● Training prior to commencing in your role</li> <li>● Team building days doing fun adventures in nature</li> <li>● Individual development opportunities to assist you in reaching your own personal goals, which we believe is equally as important</li> </ul>
<p>Mandatory compliance requirements</p> <p>Willingness to obtain</p>	<ul style="list-style-type: none"> <li>● NDIS Worker Screening Check (NSW) and NDIS Worker Orientation Module clearance</li> <li>● Current Driver's Licence</li> <li>● Access to a comprehensive insured and road worthy vehicle. Willing to use to transport clients. Mileage per km provided.</li> <li>● Working with Children's (WWC) check</li> <li>● Have a Current First Aid and CPR Certificate (HLTAID0011) or willingness to obtain prior to commencing</li> <li>● A confirmation record of COVID-19 vaccination (doses 1, 2 and booster)</li> <li>● ABN</li> <li>● Insurance</li> </ul>
Qualifications required	<ul style="list-style-type: none"> <li>● Qualification in Community Services, Disability, or related field III or higher</li> </ul>
Essential skills or experience	<ul style="list-style-type: none"> <li>● Transferrable skills in providing care and compassion to others</li> </ul>

	<ul style="list-style-type: none"> <li>• Have flexibility to work on a 24/7 rotating roster which includes days, evenings, awake shifts, sleepovers and weekend shifts</li> <li>• 12 + months experience in a similar or relevant role</li> <li>• Have the ability to support others with personal care and domestic duties in a respectful way</li> <li>• Have the capacity to meet the physical requirements of the job that may include manual handling tasks</li> <li>• Have good computer, communication and interpersonal skills</li> <li>• Experience in nature-based activities or willingness to learn</li> </ul>
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### Core capabilities

The below core capabilities are requirements for any person working in General Support Work for the NDIS. Review them carefully. For more information about the capabilities, or to understand to a greater extent the behavioural indicators please visit the NDIS Workforce Capability Framework.

Our Relationship	<ul style="list-style-type: none"> <li>• <b>Uphold participants rights:</b> Understand and respect the rights of the participant. Speak up and support the participant if those rights are not respected.</li> <li>• <b>Communicate effectively:</b> Support participants to express themselves and adjust your communication style to suit their needs and preferences.</li> <li>• <b>Build trusted relationships:</b> Develop and maintain professional relationships with the participants and others present in their lives (friends, family, etc.), based on mutual trust and respect.</li> <li>• <b>Work collaboratively:</b> Recognise the roles and expertise of each person in the participant's support team and work with them to provide support.</li> </ul>
Your Impact	<ul style="list-style-type: none"> <li>• <b>Show self-awareness:</b> Think about how your actions impact on the quality of support you provide, seek feedback, and keep improving your practice.</li> </ul>

	<ul style="list-style-type: none"> <li>● <b>Work within your capabilities:</b> Know your role and responsibilities, and when to seek support from others to develop your capabilities.</li> <li>● <b>Look after yourself:</b> Take care of yourself and manage your wellbeing.</li> </ul>
Support Me	<ul style="list-style-type: none"> <li>● <b>Understand what a good life means to the participant:</b> Find out what a good life means to participants without imposing your own assumptions.</li> <li>● <b>Support participants to make their own choices:</b> Support participants to understand, explore and think creatively about their options, and uphold their decisions.</li> <li>● <b>Build the capacity of the participants you work with:</b> Understand how the person you are supporting would like to participate in society and support them to build their knowledge and connections so they can live the life they want.</li> </ul>
Be Present	<ul style="list-style-type: none"> <li>● <b>Observe and respond flexibly to the changing needs of participants:</b> Be present, pay attention to how the needs of participants may change, and respond accordingly.</li> <li>● <b>Manage health and safety:</b> Support participants to look after their health. Take action and manage any health and safety risks to them or yourself.</li> <li>● <b>Engage and motivate participants:</b> Support participants to build on their strengths and engage them in meaningful ways.</li> </ul>
Check In	<ul style="list-style-type: none"> <li>● <b>Review quality of support and service:</b> Work with participants to make sure services and supports are enabling them to live the life they want and support them to make changes when needed.</li> <li>● <b>Support participants to speak up:</b> Build understanding and confidence of participants to exercise their rights and support them to provide feedback and to raise any concerns, complaints or incidents.</li> </ul>



**Specialist capabilities:** For this role in particular, the below specialist capabilities are required.

Support participants to implement health and allied health support plans	Work with participants and their health or allied health practitioner to ensure participants have access to the health, allied health and mental healthcare they need, and that participants can put their health and allied health support plans into practice. Understand when and how to seek input or advice.
Support participants to implement their mealtime plans	Understand participants mealtime plan and work with participants to put it into practice. Understand and watch for things that might make it difficult for participants to eat (eg difficulty swallowing). Know what to do to support participants to eat safely and enjoy their meals and act promptly if participants are experiencing a problem.
Support participants to implement their medication plans	Support participants to understand their medication plan. Use appropriate aids and methods to support participants to take their medication.
Support participants to implement positive behaviour support plans	Work with participants, and their behaviour support practitioner, to support participants to implement their plan to better understand and adapt their behaviours.
Support participants	Understanding of Incident Management, Restrictive Practices, Trauma Informed Care. Support participants to lead the life they want.
Support participants with their experience of trauma	Understand how participants experience of trauma influences their capacity, confidence, relationships, circumstances and sense of safety, and respond appropriately. Support participants to use their strengths, build their confidence, and put their chosen coping strategies into practice.
Signed: Date: Print Name:	I _____ understand and agree to the above job description.



If you would like more information on the respite retreats head to our website:  
<https://www.connectandexplore.com/respite-retreat> or call 0429 146 117 for a chat.

