

Position Capabilities

POSITION TITLE **Disability Support Worker**

EMPLOYMENT STATUS Permanent Part-time, Full-time or Casual

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"> • Uphold participants' rights: Understand and respect the rights of the participant. Speak up and support the participant if those rights are not respected. • Communicate effectively: Support participants to express themselves and adjust your communication style to suit their needs and preferences. • Build trusted relationships: Develop and maintain professional relationships with the participants' and others present in their lives (friends, family, etc.), based on mutual trust and respect. • Work collaboratively: Recognise the roles and expertise of each person in the participant's support team and work with them to provide support.
Your Impact	<ul style="list-style-type: none"> • Show self-awareness: Think about how your actions impact on the quality of support you provide, seek feedback, and keep improving your practice. • Work within your capabilities: Know your role and responsibilities, and when to seek support from others to develop your capabilities. • Look after yourself: Take care of yourself and manage your wellbeing.
Support Me	<ul style="list-style-type: none"> • Understand what a good life means to the participant: Find out what a good life means to participants' without imposing your own assumptions. • Support participants to make their own choices: Support participants to understand, explore and think creatively about their options, and uphold their decisions. • Build the capacity of the participants' you work with: 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.

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CORE CAPABILITIES CONT.

Be Present	<ul style="list-style-type: none"> • Observe and respond flexibly to the changing needs of participants': Be present, pay attention to how the needs of participants may change, and respond accordingly. • Manage health and safety: Support participants to look after their health. Take action and manage any health and safety risks to them or yourself. • Engage and motivate participants': Support participants to build on their strengths and engage them in meaningful ways.
Check In	<ul style="list-style-type: none"> • Review quality of support and service: 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. • Support participants to speak up: Build understanding and confidence of participants to exercise their rights and support them to provide feedback and to raise any concerns, complaints or incidents.

SPECIALIST CAPABILITIES

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

Be responsive to participants' Aboriginal and/or Torres Strait Islander identity	<ul style="list-style-type: none"> • Understand and respond to participants' desired connection to culture, country and community. • Be aware of your personal assumptions and biases, and adapt your approach based on what is important to participants', such as acknowledging the role participants' want their family and community to play in their life and decisions.
Be responsive to participants' culturally and linguistically diverse identity	<ul style="list-style-type: none"> • Understand and respond to participants' desired connection to their culture, community, and language. • Be aware of your personal assumptions and biases, and adapt your approach based on what is important to participants', such as being sensitive about when/how to use interpreters and respecting cultural norms and practices.

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SPECIALIST CAPABILITIES CONT.

Be responsive to participants' LGBTIQ+ identity	<ul style="list-style-type: none"> • Understand participants' rights, the importance and impact of inclusive language. • Respond to participants' lived experience of sexual orientation, gender identity and/or gender expression. • Be aware of your personal assumptions and biases. Adapt your approach based on what is important to participants to foster a sense of belonging and participation.
Support participants to implement health and allied health support plans	<ul style="list-style-type: none"> • Work with participants' and their health or allied health practitioner. • 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	<ul style="list-style-type: none"> • 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 (e.g. difficulty swallowing). • Know what to do to support participants to eat safely, enjoy their meals, and act promptly if participants are experiencing a problem.