

POSITION DESCRIPTION

Position Title:	Support Professional
Department:	Operations
Immediate Manager:	Service Supervisor
Manager One Removed:	Service Manager

The Organisation

Possability is an Australian non-profit organisation, providing a range of quality individual and flexible support options, supported accommodation, employment and training, respite and intensive support for people with disability and children and young people with a history of adversity.

Possability has a vision for a world where everyone has the opportunity to pursue their potential. We are catalysts for change in the broader community and in the lives of the people we serve. We believe that freedom and independence are fundamental human rights.

Through our actions and conversations, we are champions for inclusion. Possability is committed to providing a quality service designed to be responsive and flexible to individual needs. We do this by removing barriers, increasing options, developing skills and lobbying for change to enable people to achieve their personal goals and achieve their vision of a good life.

Position Purpose

To provide clients with high quality support and care that addresses individual needs, and enhances independence, abilities, community participation and/or quality of life in support of the client's individual goals and aspirations.

Operating Context

At this level a Support Professional provides direct care assistance for Possability clients and their families.

Within the defined limits of this role and for a defined period of time a Support Professional at this level, may be required to provide limited guidance to a limited number of employees of a lower classification (including work allocation) as part of the delivery of support services.

Within the defined limits of this role and for a defined period of time, a Support Professional at this level may also be required to provide limited guidance to a new employee being inducted into the workplace who may be of the same or lower classification level.

Autonomy

This position reports to the immediate supervisor of the relevant program in which the Support Professional is working. The performance of this position is subject to guidance on a day by day basis from the immediate supervisor.

This position is required to undertake a range of activities requiring the application of established work procedures and may exercise limited initiative and/or judgment within clearly established methods, standards, procedures and/or guidelines.

Roles and Accountabilities

1. Provide a wide range of personal care services, under general supervision, to clients either individually or as part of a team.
2. Action client care plans as developed by the site/program supervisor.
3. Support clients to plan, cook or prepare a full range of meals under limited supervision either individually or as part of a team.
4. Implement client skills and activities programs under limited supervision either individually or as part of a team.
5. Assist in the development or implementation of client care and personal plans under general supervision either individually or as part of a team.
6. Encourage and assist clients in meal planning and preparation, personal budgets, house accounts and day to day decision making.
7. Provide encouragement, assistance and supervision to clients in their recreation and leisure activities to promote maximum physical and social participation into community life.
8. Administer prescribed medication where required in accordance with established policies and guidelines.
9. Monitor client's general physical condition and report changes according to organisational policies.
10. Interact and communicate with other team members as appropriate in the interests of achieving a consistent approach to service provision for their clients.
11. Reporting: adhere to NDIS requirements as noted in the booklet linked below - NDIS Quality and Safeguards Commission – Reportable incidents <https://www.ndiscommission.gov.au/document/596>

Employees working with clients also have a duty to report on the following:

- Serious incident report – anything that involves the Police is reported to all management and also directly
- Field notes (shift report)
- Behavioural incident form
- Hazard identification notification
- Incident accident, injury notification – client
- Medication error/incident/refusal notification
- PRN medication administration notification
- Seizure monitoring
- Sleepover disturbance form

Generic Accountabilities – All Employees

To provide clients with high quality support that addresses individual needs and enhanced independence, abilities, community participation and/or quality of life all employees are expected to:

1. To demonstrate consideration, understanding and respect for clients and their families at all times in all interactions.
2. Ensure personal and team contribution support overall team effectiveness by demonstrating a high level of commitment and efficient follow through of any tasks until completion or as otherwise agreed with the Chief Executive Officer (CEO).
3. Monitor and report performance against KPIs and take corrective action as required.
4. Consult and collaborate with colleagues, managers and subject matters experts (internally and externally) to ensure the best possible outcomes for Possability.
5. Provide a safe working environment within your area of responsibility, actively participating in and supporting a 'safety first' business culture.
6. Ensure compliance with Statutory and Regulatory requirements, and our policies, processes and procedures.
7. Emulate and encourage others to adhere to, our values in all work related activities.
8. Reporting: adhere to NDIS requirements as noted in the booklet linked below - NDIS Quality and Safeguards Commission – Reportable incidents <https://www.ndiscommission.gov.au/document/596>

- Work Health and Safety (injury/accidents/hazards/near misses)

- Serious incident report – anything that involves the Police is reported to all management and also directly
- Safeguarding Children and young people – report to the local authority (Tas - <https://strongfamiliesafekids.tas.gov.au/>)

9. Safeguarding Children and Young People

Our organisation takes child protection seriously, and as an employee/volunteer of Possability you are required to meet the behaviour standards outlined in our 'Safeguarding Children Code of Conduct'. You will have received a copy of these guidelines as part of your induction and can access a copy in the Safeguarding Children and Young People Policy section on SharePoint.

Our commitment to safeguarding children and young people is reflected in our management systems and our collective organisational culture. Our focus includes zero tolerance for any abuse or neglect and our commitment to the right for safe, best practice outcomes for children, young people and their families. Our organisation recognises that the children and young people we support represent a culturally and linguistically diverse background. This can include those who identify with Aboriginal and Torres Strait Islander, the LGBTI community and those living with a disability or in situations of being unable to live at home. Respecting the rights of all children and young people participating in decision making is fundamental to our supports.

Therefore as a part of your duties and responsibilities, you are also required to:

- provide a welcoming and safe environment for children and young people
- promote the safety and wellbeing of children and young people to whom we provide services
- ensure that your interactions with children and young people are positive and safe
- provide adequate care and supervision of children and young people in your charge
- act as a positive role model for children and young people
- report any suspicions, concerns, allegations or disclosures of alleged abuse to management
- maintain valid 'working with children' documentation
- undergo periodic 'national criminal history record' checks
- report to management any criminal charges or convictions you receive during the course of your employment/volunteering that may indicate a possible risk to children and young people.

Role Dimensions	
This position manages:	Nil reports
Expenditure Authority:	Nil
Expense Budget:	Nil
Revenue Budget:	Nil
Assets under control:	Nil

Key Performance Indicators

1. Client's needs are met and the dignity of clients is maintained at all times.
2. Organisational policies, procedures, established routines, methods and standards and procedures are adhered to.
3. The house is kept clean and secured.
4. Appropriate assistance is provided.

Relationships

Internal	External
Peers	Training Providers
Direct Supervisor	Industry Agencies

Selection Criteria	
Essential Qualifications and Experience	• An appropriate qualification, which is recognised by Possability and is relevant to the work required to be performed. • Previous experience in a relevant industry, service or an equivalent level of expertise and experience to undertake the range of activities required. • Current Medication Endorsement or ability to attain. • Current First Aid or ability to attain. • Current unrestricted driver's licence.
Level of Expertise	• Demonstrated ability to build strong and mutually beneficial relationships using advanced communication and interpersonal skills. • Intermediate problem solving, consultation and negotiation skills. • Demonstrated ability to work effectively and make informed decisions under pressure. • Intermediate IT skills in word processing and email programs. • Intermediate written and comprehension skills.
Behaviours	• Client care commitment – consideration, understanding and respect (even if this may be contrary to personal values and/or beliefs) for the individual client and their family. Genuinely seeks to engage with the client and their family to assist the client to achieve their goals and aspirations. • Delivering Results – efficient follow through of any tasks to completion or as otherwise determined by the direct supervisor or designated employee. • Emulating Values – demonstrates, through behaviour, an alignment to and an understanding of our values and the criticality of those values to our ongoing success. • Exercising initiative and/or judgement - appreciation of the necessity to exercise limited initiative and/or judgement within clearly established procedures and/or guidelines to find positive solutions in response to identified needs. Confidentiality – applies the highest level of confidentiality, understanding that confidentiality is an imperative for clients, their families, fellow employees and Possability.

Other Requirements

- Current unrestricted driver's licence relevant to the location in which this role is based.
- State-wide travel as required to meet business needs.
- Provision of a satisfactory National Police Check.
- Provision of Working with Children Check registration.
- Provision of a NDIS Worker Screening Check.
- Provision of a satisfactory pre-employment medical report.

Our Values

All of the "ways of working" flow from the following values.

We're inspired: We bring our best to work every day and aim to bring out the best in others. We see the potential in individuals, and encourage people to take the lead and choose their own path.

We're courageous: We do the right thing and don't give up when things get tough. We accept challenges and are a force for social change.

We're skillful: We believe in self-improvement and good practice, always. If there is a better way to do something, we will do it.

We're responsive: We listen, learn and act. We put people first, demonstrating compassion and understanding.

Version Control and Change of History

Version	Effective from	Amendment
001	February 2020	Drafted by Selection and Engagement Lead
002	16 September 2020	Selection and Engagement Coordinator New Values Updated
003	22 January 2021	Updated references to the Safeguarding Children sections