



POSITION DESCRIPTION

Position Title	Support Worker - Personal Carer
Current Incumbent	
Department	Aged Care
Location	All sites
Reports To (<i>Position</i>)	<i>Care Manager, RNs, ENs, Services Managers.</i>
Positions Reporting to this Position	Nil
Effective Date (of PD)	March 2019

Main Purpose/ Primary Objective	This role is responsible for providing direct and indirect care and support services to customers of our facilities to improve and maintain their quality of life supporting best practice. To provide optimal holistic personal care and support services to residents.
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Key Accountabilities/Key Result Area	
Capacity to complete a mix of the following tasks, but not limited to:	
<ul style="list-style-type: none"> • Assisting clients with personal care activities. • Providing companionship and support during daily activities. • Implementing strategies for managing dementia and other health issues. • Delivering activities that promote emotional and intellectual stimulation. • Maintaining a safe living and working environment by minimising or removing safety risks or hazards. • Ad hoc transporting and accompanying of clients to appointments, outings and social engagements. • Using equipment to assist clients with limited mobility • Implementing care programs for clients in residential care facilities. • Liaising with other staff, health care professionals, family members and carers. • Flexibility to work rostered shifts which may include evenings, weekend and overnight hours. • Provide direct care to residents in accordance with individual care plans; • Collect data to assist with the formation of care plans and funding submissions; • Document patient care accurately and objectively on iCare; • Modify practice to accommodate individuality of residents and involve them and their families in the delivery of care. 	
Within the policies established by Lutheran Services and working in collaboration with relevant managers and employees, the occupant of this position will:	
<ul style="list-style-type: none"> • Maintain and promote a therapeutic environment for the management of the aged care customers according to the Aged Care Standards and Best Practise. 	



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- Collect and report data and complete assessments to assist with the formation of nursing care plans and funding submissions for each resident
- Function and accept responsibility for own practice in accordance with legislation and common law affecting nursing practice
- Apply concepts of Continuous Improvement
- Establish and maintain collaborative relationships within the service and also members of the external health care team

Key Relationships/ Interactions	Service Manager, Care Manager, Care staff (RNs, ENS etc), Residents and their families and Support Centre staff
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Position Requirements (Knowledge and Experience)	<ul style="list-style-type: none"> • Certificate III in Individual Support • Positive federal police check • Current First Aid certificate (desireable)
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Culture	<p>At Lutheran Services we promote a culture that supports high and ethical performance. Our leadership team, believes a high performance culture that is characterised by:</p> <ul style="list-style-type: none"> • a learning and growing environment • a high achievement orientation • a sharing environment - information, resources, ideas and goodwill • commitment to being the best we can be • humility, fairness and openness in how we go about our work. <p>All within the context of acting in the best interests of Lutheran Services, and working in accordance with our Values.</p>
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Prepared By	<i>Date</i>	/	/
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We certify that the content of this position description is accurate:

Incumbent's Signature	<i>Date</i>	/	/
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Manager's Signature	<i>Date</i>	/	/
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NOTE: This position statement is not intended to be all-inclusive. Employees may perform other related duties as negotiated to meet the ongoing needs of the organisation.