**I. Meeting the Job Requirements of a Disability Support Worker**

Activity 1.1

Identify the terminology being described in each statement below.

|  |
| --- |
| **Disability Sector Terminology** |
| Mobility |
| Carer |
| Core Activities |
| Activities of Daily Living (ADL) |
| Disability Support Worker |

**Matching Type**

|  |  |
| --- | --- |
| Description of Terminology | |
| Carer | i. This person provides formal assistance for core and non-core activities. |
| Core Activities | ii. These activities involve communication, self-care, and mobility. |
| Activities of daily Living (ADL) | iii. These are fundamental tasks wherein one cares for oneself, like eating, showering, dressing up, and mobility. |
| Disability Support Worker | iv. This person provides ongoing informal assistance for core and non-core activities. |
| Mobility | v. Refers to activities such as picking up objects from the floor, walking, using stairs, using public transport, moving about, etc. |

Activity 1.2

List four possible job role requirements of a disability support worker

i. Assisting the person in social and recreational activities, such as going to the park or seeing a movie

ii. Providing personal care, such as showering, shaving, and oral hygiene

iii. Completing domestic duties such as cooking and cleaning

iv. Handling relevant equipment, such as hoists and wheelchairs

Activity 1.3

Briefly explain the importance of working within your job scope.

Your scope of practice is the terminology used to refer to the totality of tasks and duties one is qualified and competent to perform at work. It refers to a field of expertise that is strongly outlined by qualification, education, and training, together with regulations and policies from your professional body or employer. This ensures that you will remain focused on tasks that are within your scope so that you can continue to work within known safe and effective parameters. If you extend your tasks into an area where your expertise is sparse, you could be making mistakes, causing harm, or even running the risk of being sued. You're directly impacting a person's health and safety if you do something for which you're not competent. Families rely on you to deliver competent care and safe care. You can jeopardize, even, the confidence of this relative or perhaps even cause them distress or further burdens. It also exposes you to liability and stress if you practice beyond your qualifications. This can damage your professional reputation and career. This is why working within your job scope is important.

**II. Working Within Organisational Requirements in Disability Support**

Activity 2.1

**True or False**

Review the statements below about attitudes, beliefs, and common misconceptions. Indicate whether each statement is True or False.

Tick the box that corresponds to your answer.

|  |  |
| --- | --- |
| ☐TRUE  ☐FALSE | i. Persons with disability are more vulnerable to workplace injury. |
| ☐TRUE  ☐FALSE | ii. A healthcare professional should not interfere with the person’s ability to decide for themselves and consent. |
| ☐TRUE  ☐FALSE | iii. Persons with disability are not inferior to people without disabilities. |
| ☐TRUE  ☐FALSE | iv. Persons with disability generally have difficulty fitting in the workplace. |
| ☐TRUE  ☐FALSE | v. Persons with disability are found to work at the same productivity levels as other employees. |

Activity 2.2

Identify the ethical and legal consideration being described in each statement below.

|  |
| --- |
| **Ethical and Legal Considerations** |
| Consent |
| Mandatory Reporting |
| Duty of Care |
| Restrictive Practices |
| Dignity of Risk |

**Matching Type**

|  |  |
| --- | --- |
| Description | |
| Mandatory Reporting | i. This is a legal obligation to report any reasonable belief of abuse to the proper authorities. |
| Dignity of risk | ii. This term refers to a person’s right to participate in activities that may come with risks. |
| Duty of Care | iii. This is a legal obligation that requires disability support workers to always act in their person’s best interests. |
| Restrictive Practices | iv. These practices sometimes take away the option of choice if that option may cause harm to themselves or others. |
| Consent | v. This is when someone agrees or gives permission to someone else to perform a particular action. |

Activity 2.3

Explain three ways on how to cooperate well with an interdisciplinary team

Three ways on how to cooperate well with an interdisciplinary team are:

1. Know your role: Clearly understand your roles and limits. This means its clarity regarding what you are trained for and qualified to perform. For example, being a personal support worker, make sure you are clear about the sort of personal care you can provide and when tasks should be appropriately referred to health care professionals. Do the best in your capacity. Excellence in your role very much assists in the performance of the other team members.
2. Respect everyone: Value the other team members, coupled with their contributions, for every professional nurse, therapist, or social worker has invaluable groundwork expertise and skills placed at the table. Only in that respect do all other professionals contribute this unique expertise and skills to the table, be they nurses, therapists, or social workers.
3. Have a group mentality: It is important to offer help when appropriate. It may be that some jobs within your capacity can be of help to your colleague and vice versa. Overall, develop a collaborative attitude toward work—that is, what unites and brings comprehensive and effective care is the total effort of the team. Work as a team in solving problems, which strengthens team dynamics with better results for those being cared for.

**III. Working Within a Disability Support Context**

Activity 3.1

Identify five types of content found in the individualised plan

1. The person’s basic information (name, history, condition and allergies, if any)
2. The person’s wants and preferences
3. The person’s goals in terms of their holistic needs
4. The person’s support schedule (including tasks, frequency of tasks and equipment needed)
5. The person’s behaviours of concern, if any

Activity 3.2

**Fill in the blanks**

The following are statements about person-centred communication techniques. Review each and complete the statement by filling in the missing words/phrases.

|  |
| --- |
| i. The goal of the collaboration is to have a win-win solution. This means that both parties’ thoughts and opinions must be considered and must be able to settle down, satisfying both ends. |
| ii. Confrontation is an approach wherein you directly tell a person your feelings, emotions, and what you want to happen. This happens when there is a face-to-face encounter with another person to inform them of what they do not want to hear. |
| iii. Motivational Interviewing is a person-centred communication technique where one can make clarifications about statements, build confidence in the person, and motivate the person to keep positive habits and make positive changes. |
| iv. Using the coercive approach often disregards the needs and goals of the person. People who use this approach assume what the person means, take complete control of the conversation, and impose an alternative that you think is best instead of letting the person choose. |
| v. You can get detailed information beyond ‘yes’ or ‘no with open-ended questions. This method upholds a person-centred approach since it allows the person to lead the conversation. |

Activity 3.3

**True or False**

Review the statements below about seeking consent from the person, carer, family, and others for support activities. Indicate whether each statement is True or False.

Tick the box that corresponds to your answer.

|  |  |
| --- | --- |
| ☐ TRUE  ☐ FALSE | 1. You need to use certain strategies for people who do not have a conventional means of communicating. These may include sign language, braille, drawings, etc. |
| ☐ TRUE  ☐ FALSE | 1. Support activities are activities wherein the disability support worker assists the person in their daily life. |
| ☐ TRUE  ☐ FALSE | 1. The carer is the principal person who will give consent |
| ☐ TRUE  ☐ FALSE | 1. Valid consent is voluntary, informed, specific, and current. |
| ☐ TRUE  ☐ FALSE | 1. Substitute decision-making is when a legally appointed person makes decisions on behalf of the person if the person is unable to give consent. |

**IV. Implementing Self-care Strategies**

Activity 4.1

List five examples of self-care strategies.

i. Eating healthy food

ii. Getting enough sleep

iii. Asking for help when you need it

iv. Affirming positive things about yourself

v. Exercising

Activity 4.2

**True or False**

Review the statements below about implementing self-care strategies. Indicate whether each statement is True or False.

Tick the box that corresponds to your answer.

|  |  |
| --- | --- |
| ☐TRUE ☐FALSE | 1. Rapid breathing, tensed muscles and nausea are physical signs of stress. |
| ☐TRUE ☐FALSE | 1. Workplace stress can be a source of demotivation. |
| ☐TRUE ☐FALSE | 1. Self-care refers to the practice of doing things to maintain one’s physical, emotional and mental wellbeing. |
| ☐TRUE ☐FALSE | 1. Seeking support from other people is an opportunity for you to share your struggles with others. |
| ☐TRUE ☐FALSE | 1. A person conducting a business undertaking is not required by law to protect their employees from psychological risks. |

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